SCHOOL OF NURSING
UNIVERSITY *of* WASHINGTON

DIVERSITY COMMITTEE
AGENDA & MEETING NOTES

Honoring Place
The University of Washington acknowledges the Coast Salish peoples of this land, the land which touches the shared waters of all tribes and bands within the Suquamish, Tulalip and Muckleshoot nations.

Diversity Committee Norms
Stay engaged; Speak your truth; Experience discomfort; Expect & accept non-closure; Listen for understanding; No 'fixing'; Take risks

Date: 11/16/2020
Time: 2:30-4:00
Zoom Link:
https://washington.zoom.us/j/99041314001?pwd=bytvQ05tT2JISmVHM3JHdkNKd1JYUT09
Meeting ID: 990 4131 4001
Password: 481704

ATTENDING:

AGENDA (**BLUE** items indicate action needed)

Topic	Notes/Decision
Greeting and opening (5 minutes; Cher Espina)	
Learning moment (Evie Devera, Student Co-Chair; 10 minutes)	**Pronouns – why are they important**, definition of intersectionality – what is it? etc. Then, breakout rooms for attendees to introduce themselves and practice using pronouns. Future suggestions welcome in chat or send to Evie Devera or Brady Rainey.

Discuss process for sharing concerns (15 minutes; Cher Espina & Butch de Castro)	Introduce process for raising concerns in Diversity Committee • Should be general and applicable to school-wide attention • Send to Cher, Evie, and Brady by 5pm on Thursday before meeting; they will decide if fitting to raise at meeting, but will still follow up with reporter • Online bias reporting form is another mechanism, but will not be shared with Diversity Committee
Update from Associate Dean of DEI (15 minutes; Butch de Castro) • Bias reporting systems; UW Reporting Bias Incidents • Create sub-committee to review DEI Strategic Action Plan • For students; info session on anti-racism workgroups planned for early December	Butch provided update on recommendation from UW Diversity Officer Rickey Hall that local academic/administrative units not have their own bias reporting systems. Butch will see to it that SoN creates a site like that used by College of Engineering (https://www.engr.washington.edu/bias) which directs reporters to university-level reporting system (https://www.washington.edu/bias/) which has a formal process with staff to respond. Butch reminded about need to re-visit/check on updating DEI strategic action plan; see: https://nursing.uw.edu/wp-content/uploads/2020/07/UW-School-of-Nursing_Diversity-Strategic-Plan-2020-7-1.pdf Brenda Zierler volunteered to assist with this effort. Other volunteers can contact Butch. Regarding student info session on anti-racism workgroups, students recommended that January 2021 would be better than December. Butch will follow up and schedule accordingly. Butch will update faculty at 11/23 all faculty meeting and staff at an upcoming Staff Council meeting.
MLK event update (5 minutes; Cher Espina)	Update on status of event provided. Cher reminded all about nomination opportunity.
Consider Health Equity event; possibly January? (10 minutes; Butch de Castro)	Planning sub-committee needed Idea presented and volunteers for planning committee solicited. No volunteers. Butch will check in with Mia Strauss, who had organized something after 2016 Presidential election.
Positionality conversation series (Sammie Inevil; 10 minutes)	Planning sub-committee needed; Sammie Ineveil (DNP PHN student) presented idea of student-organized/led series of events where positionality and other aspects of identity are

	explored. Contact Sammie at sginevil@uw.edu if willing to help her organize.
Determine next meeting date (5 minutes; Cher Espina)	Move to December 14 (Monday during finals week)? Decision: Yes Move to January 19 (Tuesday after MLK Day holiday)? Decision: Yes
Space for sharing student experiences, questions, suggestions, concerns (15 minutes; Cher Espina)	No concerns/issues raised.
Wrap-up (Brady Rainey)	Review of today's proceedings; reminder of December meeting and other upcoming DEI related events.

Next Diversity Committee Meeting:
- December 14, 2020

Upcoming DEI Events:
- **HEALS Training:** Monday, November 30th 1:30-3:00pm