

SCHOOL OF NURSING

UNIVERSITY of WASHINGTON

DIVERSITY COMMITTEE

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.*

Date: 05/17/2021

Time: 2:30-4:00 PM

Zoom: <https://washington.zoom.us/j/97371003914?pwd=K1Y5bTRBeEs3WmM4alBNTFovdnlPdZ09>

Diversity Committee Norms

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

HEALS. During this public space meeting, issues related to diversity and inclusion are discussed. Things may be said or raised by participants that unintentionally cause harm, offense, or negative impact, which calls for the need to discuss in the moment. One process to facilitate this discussion is the HEALS Model. The HEALS Model is intended to help people identify and guide emergent discussions that may cause discomfort to a member or members of the community, including in public spaces. By emergent, we mean when a comment or action raises an assumption about stereotypes or discriminates against another person or group of people. It is our collective responsibility to manage these discussions and HEALS can be an effective strategy to do this. We endorse the spirit of "calling in," rather than "calling out," with care and thoughtfulness, as well as ask all to come into this space with receptivity to learn and grow.

H*E*A*L*S		W SCHOOL OF NURSING UNIVERSITY of WASHINGTON	
Halt		Pause / Ask to clarify / Focus on the idea Use "I" language to express concern	
Engage		Let's talk about the issues embedded in this concept. Who might be affected? What are the health care implications?	
Allow		Trade opinions, stories, perspectives, and reactions.	
Learn		Learn from one another through engaged and active listening.	
Synthesize		Connect the dialogue to health equity/quality of care	

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UCSF School of Nursing 



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

Topic	Notes/Decision
<p>1. Welcome (5 minutes)</p>	<p>Chair: Cher Espina</p>
<p>2. Updates & Break Out (20 min)</p>	<p>Chair: Cher Espina</p> <p>Announcements (5 min)</p> <ul style="list-style-type: none"> • Honoring following for month of May... <ul style="list-style-type: none"> ○ May is Nurses Month ○ AAPI Heritage Month ○ Mental Health Month & International Women’s Week <ul style="list-style-type: none"> ▪ May 22 at 10:30am – 12:30pm Asian-American Women Rising Talk. Register: https://bit.ly/3dZlism ▪ April 15- June 3 (Thursdays 1-1:50) <i>No More Silence</i> Support Group for AAPI Students. Email: counsels@uw.edu ▪ May 18, 3-4:30pm Central time Asian American genealogy with Amy Chin ▪ Mondays, Noon - 1pm – Mental Health Awareness in Asian Americans on 99.5FM with India House & Namaste Radio www.facebook.com/namasteradio3 ▪ Stop AAPI Hate – Website dedicated to tracking hate ▪ Asian Counseling & Referral Services (ARCS) ▪ UW Counseling Center Wellbeing Workgroups • Pronouns to add on your official UW name: http://identity.uw.edu/ <ul style="list-style-type: none"> ○ This changes the search in the UW Directory, not just for Zoom • Chair-Elect Position - time to present at the end of the meeting if anyone is interested. • Faculty would like to get more involved in future DEI workgroups. Confirmed that they were set up for current AY, still working on what the future plans are determined to be. The Evaluation and Outcomes workgroup is working on what happens with the efforts of each workgroup. Can contact the workgroup leads for more information. • Let’s Talk About It (formerly known and Brown Bag) series is another opportunity for DEI participation. <p>Discussion:</p> <ul style="list-style-type: none"> • <i>What was helpful in terms of advancing DEI this year? What would you like to see next year? Please fill out the poll here:</i> https://catalyst.uw.edu/webq/survey/katie21/407833 <ul style="list-style-type: none"> ○ The Anti-Racist Day at the beginning of Spring Quarter was amazing. ○ The Antiracism workgroups were important work. ○ Would like additional HEALS training sessions. ○ BIPOC meet and greets were helpful. ○ In person meetings with Zoom integration could add to future meetings.



	<ul style="list-style-type: none"> ○ DNPCC collaborated with Unicorn student group to make curriculum changes, would love to see this work collaboratively integrated into the Diversity Committee. ○ Have Faculty, Staff, Students collaborate more on their work. ○ Is there a way to a refresher at the beginning of each AY?
<p>3. Awareness moment (10 min)</p>	<p>Student Co-Chair: Evie Devera</p> <ul style="list-style-type: none"> ● Prior Awareness Moments from this year: <ul style="list-style-type: none"> ● Pronouns ● Identity First vs. Person First language ● BIPOC – What it means? Why it matters? ● What is Tokenism? Why does it matter? ● Fakequity ● Performative activism. What is it? How are we enabling it? <p>May: “Colorblindness” and why it is problematic. Discussion Topics & Resources: <i>What do I need to understand for myself and how do I best equip myself for tough conversations around it? Navigating teachable moments.</i></p> <ul style="list-style-type: none"> ○ The racial group membership that you belong to shouldn’t be taken into account on our behavior and decision making. ○ Mechanisms that produce inequalities are becoming more obscured and harder to pinpoint as overtly racist. Colorblindness has taken the place of blatant racism. “If I don’t see it, it’s not an issue” etc..... ○ How do we have these conversations? Try and be calm and practice mindfulness before having the conversations. Pick the time and place. Know that no-one is an expert, but feelings are valid. Calling people <i>in</i> vs. <i>out</i> to build the relationship. Try not to place blame but encourage others in their own mindfulness. <p>Resources:</p> <ul style="list-style-type: none"> ● https://www.hbs.edu/ris/Publication%20Files/Racial%20Color%20Blindness_16f0f9c6-9a67-4125-ae30-5eb1ae1eff59.pdf ● https://www.theatlantic.com/politics/archive/2015/09/color-blindness-is-counterproductive/405037/ ● https://static1.squarespace.com/static/5d8690cec4eaa769dadba89d/t/5fab4faa799d9639b0eadd57/1605062591186/Difficult-Conversations-about-Race-Navigation-Guide.pdf ● https://www.youtube.com/watch?v=psN1DORYV0 ● https://www.youtube.com/watch?v=RZWf2_2L2v8 ● https://hbr.org/2013/07/the-costs-of-racial-color-blindness ● https://beyondinclusion.files.wordpress.com/2011/07/ask_leticia_part_3.pdf
<p>4. Speaker (confirmed) (25 min)</p>	<p>Teresa van Winkle Pronoun use; energizing a school-wide practice/policy</p>



	<ul style="list-style-type: none"> • Working on improving SoN course content on Transgender inclusivity • Trans umbrella includes anyone who has a gender identify that differs from what they were assigned at birth, • There is a very high percentage of those under the Trans Umbrella have considered suicide. • Studies have found that having their gender pronouns respected has cut the suicide rates in half. Respecting pronouns is a very simple tool to have a huge impact on trans individual's mental health and saving and improving lives. • Gender can refer to sexual orientation, gender identity, an/or gender expression and are all completely independent of each other. • There is no way to know how to address individuals without asking "What are your pronouns?" Adding "My pronoun is..." promotes inclusivity and helps prevent othering. • Misgendering in classroom settings can be very stressful, hurtful and distracting when inclusive pronoun use is not used. • Proper care can keep students in school and alive and can have a tremendous impact. • This presentation will be presented at staff and faculty meetings as well.
<p>5. Updates from Office of DEI (10 min)</p>	<p>Associate Dean: Butch de Castro</p> <ul style="list-style-type: none"> • Update on the Center for Anti-Racism in Nursing <ul style="list-style-type: none"> ◦ Hiring an administrative support/project manager to assist. • Brainstorming session: Ideas to approach evaluation/re-envisioning DEI Strategic Plan? • Community Outreach and stakeholder meetings over the summer and then into fall. • Update on Anti-Racism Workgroups <ul style="list-style-type: none"> ◦ Pledge Statement was developed. ◦ Discussion with Attorney General on how to use workgroup suggestions. ◦ CNE credit for Antiracism Training Day. ◦ Ben Danielson has approved posting ◦ Working over the summer to do an onboarding package and how new state laws should be integrated. WA State Bill 5227 regards required training and WA State Bill 5229 stipulates a Continuing Ed DEI requirement. ◦ Working DNPCC on consultation for the revision next year. ◦ Piloting a research award that is community based.
<p>6. Nominations (15 min)</p>	<ul style="list-style-type: none"> • Student Co-Chair nominations and voting to be held Fall 2021 • Chair-Elect nominations/statements being collected now. • Thank you Cher and Evie for your service!
<p>7. Check-in for questions, suggestions, concerns (5 min)</p>	<p>Space for sharing activities, events, asks/needs.</p> <ul style="list-style-type: none"> • Class C resolution being drafted/reviewed for changing language in faculty coded for community engaged scholarship.

8. Wrap-up (5 min)	Chair-Elect: Cher Espina
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General Resources

- Resa Regan (Mental Health Counselor)- resa@uw.edu Available: Tues & Thurs 8am-3pm, Fridays 8am-2pm
- Hall Health - <https://wellbeing.uw.edu/topic/mental-health/>
- Care Link - <https://hr.uw.edu/benefits/uw-carelink/>
- Emergency Fund - <https://students.nursing.uw.edu/financial-support/funding-sources/emergency/>