CoEnv Diversity Committee Agenda and Minutes
Thursday March 9th, 2017 1030am-12pm Ocean Science Building (OCN) Room 203
https://environment.uw.edu/about/diversity-commitment/

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Notes by Kristi S, Ashley M, and Fritz S

Members present: Brian Tracy, Rick Rupan, Mark, Warner Anthony Salazar, Christina Miller, Brett Ramey, Sierra Stewart, Joe Eastman, Kristi Straus, Ashley Maloney, Fritz Stahr, Meghan Rabone, Michelle Trudeau, Kristina Vogt (late)

10:34am Called to order; Agenda approved with change to add discussion of Diversity Award rubric after Tent City updates

Check in notes: Brett has Doris Duke interviews, solid cohort by Friday. Michelle attended “Seeing the water, the whiteness of everyday life” really good talk. Thoughtful, action steps Question during check-in: Can we figure out how to get a dream act student here (given current administration)?

1) 10:46 subcommittee for rubric for award = Meghan, Christina, Michelle

2) 10:48 Tent city: 50-70 people move out next week on Friday and Saturday. UW has been pretty good – lots of groups. School of public health has been running a course with them. Tent City also has been keeping track of their impact on campus, which groups have been visiting the most etc. Students from Education spend the night.

3) 10:50 URM Presence in UW Ocean Sciences (Rick Rupan), slides from Ginger to Ocean faculty that shows URM, international, and non-URM undergrads and graduates. At least
we should impress onto the Graduate Student Coordinators the importance of setting priorities. Is there a mechanism for Dean’s office to fundraise for us (the Diversity Committee to get URM students here
a.  Oceanography has had an increasing trend of URM students since 2010 (0) to 2011—Still small numbers but it is going up. . Rick asks – is this due to Mark or policy? And what happens when he is no longer the graduate student representative? So is policy necessary to keep this trend going? How do we push all of our units
i.  We have Anthony Salazar (but again, person not policy. Diversity is not in his job title. Is policy necessary, so that personnel change but the commitment doesn’t)
ii.  New Position for the ADDA should help
iii.  School and University is making commitment to SACNAS to go out and recruit underrepresented minority applicants. Seeing more traction every year.
iv.  This year at SACNAS, how do we engage folks in professional development sessions? We are looking to have faculty engaged at sessions as well as grad students present in disciplines at SACNAS. The idea is to promote UW as a place for study.
v.  This committee should be asking graduate program coordinators to come to it. If it is not a policy right now, we should be trying to impress upon personnel that this is important.
vi.  We need resources for more graduate students. We don’t just need better words, we need $. We need $ for these students, can we get another pot? Can advancement raise money for us? Joe is going to figure out who the appropriate person is to talk with about this. Talk to advancement about creating a fund for diversity. Define how we are going to use this.
(Internships, RAs).
vii.  Can the dean come to a meeting and advancement people come to the meeting….to help us understand how best to do this.
viii.  Highlight the people that we have. We have a president who is for it. We want to make it appealing to come here! Policy is important to a point—but we need opportunities, learning, engaging, etc. for students who want to be here.
ix.  Websites are a key way that incoming/curious grad students interact with us. We need a diversity statement on our website.
x.  The college has not been very helpful in facilitating some of the activities. Jessica got support from the graduate school but there was a lot of push back from the college for her match.
xi.  UW profiles are a tableau interaction. Where you can access information. Fairly time consuming/ time training.
 xii.  Joe is also happy to update our college website with better language about diversity.
4) 11:19 University wide Departmental Diversity Leaders Meeting Report. Run by Geno Aisenberg in the School of Social Work
(http://socialwork.uw.edu/faculty/professors/gingo-aisenberg)
   i. Interactive conversations, brainstorm, thinking about how to move the dial on diversity. Faculty, Staff and some Graduate Program Coordinators.
   ii. Things you can do in your unit:
   iii. Wanted to find tools for training for faculty about diversity, equity, and inclusion. A list was sent out about people who could give relevant training to people in their units.
   iv. Kristina is very resistant about training faculty. Faculty are set. They listen, they check it off, but they haven’t fundamentally trained. Doesn’t think it works. We NEED new rubrics in searches rather than just picking people “we like” because “we like” actually means “looks like/acts like me”
   v. Biggest change in new diversity footprint is campus climate. Even with increased numbers, a lot of URM students are dissatisfied.
   vi. A lot of folks are doing this work without an understanding of why they are doing this work. It is quantitative, checking off the box.
5) 11:28 Update Assistant Dean for Diversity, Equity, and Inclusion
   i. This drops it from a faculty position to a staff position
   ii. Will change some of the requirements to apply for a job
   iii. Has a chair for the search. Is in the process of putting together a search committee
   iv. As soon as the search committee is in place, the job will be posted
6) 11:34 Conversation on Diversity event updates
   i. March Event on feeling foreign at UW
      1. Yash is an undergraduate student from India
      2. Isabel is a SEFS graduate student, originally from Mexico City. Works with DACA students. At the front lines of DREAMERS and everybody else who is dealing with this current administration
      3. Elisa Bonin graduate student from the Philippines
      4. A faculty member from the I-School
   ii. May Event on Environmental Justice
      1. Rick, Brett and others organize.
      2. Will try to have continuity of something besides the name
      3. Temporal and Spatial context to environmental justice. Students in the EJ class should try to publish something. A class paper—gets a lot of attention to the program. Our students
   b. CoEnv is always looking for story ideas! Talk with them and they may want to write a story about us. You can also go directly to Michelle Ma at UW, but they would appreciate a heads up.
7) 11:40 – Rick reminds us to fill out the outreach survey that John Meyer sent out.
8) 11:45 - Discussion: working to not exist. Vocabulary words for the CoEnv Comm Dictionary
   i. One of the tangible things we want from this committee is a glossary of terms.
   ii. Compile all these words and put it on Catalyst. Brian will send them out and we should make edits, track edits and then we’ll have the start of a glossary.
   iii. For many people, they don’t know what words are acceptable, what words are derogatory…..what do people really want to be called. This fear around language prevents people from talking about this at all.
   iv. We may want to have a list of common terms and then a separate item with words that you may want to avoid and the challenges of them.
   v. Spend five minutes in each minute talking about and defining words and ideas.
   vi. Brian will send out a Google doc for us to all fill in.
   vii. Eventually, we want this to be a CoEnv watermarked PDF so people can download it.
       1. institutional racism
       2. micro-aggression
       3. oppression
       4. transgression
       5. white privilege
       6. white fragility
       7. person of color
       8. ally
       9. diversity

9) Announcements:
   i. Scott Wynn trainings, a few more coming up. If you haven’t heard him, it was great: https://ucs.admin.uw.edu/pod/Course/Details/EQ004

10) Adjourned 11:50am