### UW College of the Environment Diversity Committee
**Meeting Agenda and Minutes**
**Tuesday November 14th, 2016, 3:30pm-5pm, Ocean Science Bldg. Room 203**
https://environment.uw.edu/about/diversity-commitment/

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<tr>
<th>Title</th>
<th>Sponsor</th>
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<tr>
<td>1 Call to Order</td>
<td>Brian Tracey/Fritz Stahr</td>
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<td>2 Approval of Agenda</td>
<td>Brian Tracey/ Fritz Stahr</td>
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<td>3 Approval of Minutes</td>
<td>Ashley Maloney</td>
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<td>4 Check-in and Introductions</td>
<td>Brian Tracey</td>
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<td>5 Approval of New members</td>
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<td>6 Introduction to Diversity Committee</td>
<td>Fritz Stahr/ Brian Tracey</td>
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<td>7 Review of Structure and Charge</td>
<td>Fritz Stahr</td>
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<td>8 Election of Officers</td>
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<td>9 Update on the ADDA search and decision</td>
<td>Dean Graumlich</td>
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<td>10 Update on community engagement efforts</td>
<td>Rick Rupan</td>
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<td>11 Discussion: What the election result mean to us and how to support those who want/need it?</td>
<td>All</td>
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<td>12 Planning for the future-Diversity Committee Events</td>
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<td>Information/Action</td>
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<td>13 Announcements</td>
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<td>14 Adjourn</td>
<td>Brian Tracey</td>
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Notes by Ashley Maloney and Fritz Stahr

Members present: Brian Tracey, Fritz Stahr, Rick Rupan, Brett Ramey, Davey French, Kristi Strauss, Joe Eastham, Sierra Stewart, Megan Rabone, Sandra Schuman, Kyle Funakoshi, John Meyer, Dana Chapman, Ashley Maloney, Erika Harnett, Michelle Trudeau, Mark Warner, Kristiina Vogt, Christina Miller. We sent an attendance list around today – which would be helpful to keep doing in the future.

Members with reported conflict: Regina Durst, Eddie Allison, Mary Smith, Naomi Goldenson, Karin Bumbaco, Mikelle Nuwer, Enresto Alvarado, Anthony Salazar, Deb Kelly

Visitors today: Dean Lisa Graumlich

3:34 – Call to order, approve agenda and minutes (note: some didn’t get the agenda until the meeting - don’t use email address coenvdcm@uw.edu as it seems no one is receiving messages sent there, not even officers - explains why some interested in joining the committee have not received replies)
3:40: Check-ins with all the attendees on the list above (everyone tried to say something positive and not related to last week’s election results, included mention of exciting new movies and puppies spotted on commute)

3:46: Addition of new members by motion and voice vote:
   David French
   Regina Durst
   Sandra Schuman
   Joe Eastham
   Mikelle Nuwer
   Brett Ramey
   Ernesto Alvarado
   Anthony Salazar
   Deb Kelley
   Kathleen DeMaria
   Sierra Stewart
   Melissa Poe
All present voted in favor (except nominees) – quorum established

3:50: Review document “Structure and Charge” ([https://environment.uw.edu/wp-content/uploads/2016/10/CoEnv_diversity_comm_charge_4Nov2015.pdf](https://environment.uw.edu/wp-content/uploads/2016/10/CoEnv_diversity_comm_charge_4Nov2015.pdf)) – goes through organization, history, mission, purpose, definitions, membership. Some highlights include: if someone is on the UW Diversity Council, they are members; committee should be at least 15 maybe up to 45 and should be students, faculty and staff – broadly inclusive of every unit and many units with the idea that members serve for 2yr (so always some standing stock); elections are done by self-nominating or getting nominated.

   MEMBER DUTIES – staying active… attend at least 1 or more diversity or culture events each quarter (for instance Thursday’s lightening talks about equity) 4 officers – 2 secretaries, Chair, and Co-Chair; today we need to elect those people for this coming year; members in their second year should fulfill those 4 positions

ACTIVITIES – awards, adverts, see list and update or fall onto item “others”

   We are meant to be a bottom up effort from the college (although anyone with diversity in their title in the Dean’s office is part of committee – only restriction is they can’t be chair)

   Members in good standing: please inform officers if you can’t attend a meeting and please don’t miss 3 meetings in a row (happy to accommodate electronic presence!)

   Edits to structure and charge doc: “Conversations on Diversity” title change in last section.

   Question from Kristi – seems like there are not all units represented, only one member from Atmospheric Science (Naomi); no one from Friday Harbor lab. What can we do to get more folks? Let’s target some units to join our diversity committee.

Kristiina V – lots of diversity groups on different levels, for instance SEFS just formed diversity committee – how can we interface – Fritz suggests adding a column to members that overlap – and add an agenda update – who is on the list and how do we interact. Ric
likes this idea to learn how to interface. Erika got question from a faculty member about what other departments are doing for recruiting. Information can help us be more informed and helpful resources.

Question from Brett – is UW Diversity Council the overarching presence? (Yes representatives from our college – run by the vice president)
Fritz – let’s get the new vice president to talk to us
Rick – is it a report down or report up? Brian – it is the council reporting back to the college.
Kristina – last year’s focus was priority for increasing diversity (Brian – yes, last year it seemed rushed perhaps)

Fritz – will create one-email-address for all committee, will enable all on catalyst site, and will put up the Excel file of members on catalyst

4:10 Elect officers annually at this meeting (FYI - after your 2 year term you can re-nominate yourself as a member). Proceed with voice/in-person nomination process now – Brian nominates himself for chair, Rick nominates Ashley for co-sec, Kristi self nominates for co-sec, Rick nominates Fritz for co-chair. We will put that out to the full list for (1) other nominations/acceptance and (2) votes. All accepted (or were self-nominated) Nominations due within a week, accept/decline within 2 days, nominations by next Wed (11/23), and final vote by Dec 2nd.

4:19 – Dean Lisa joins us to give us official ADDA position update. Personal update on the last week: it is incredibly important that we work at UW right now – and we take advantage of that and this committee, so don’t slow down.
ADDA: bold vision was to recruit senior level scholar at forefront of diversity – discovered with help of great search committee, there are a handful of people that would fit that bill (one got hired by another university) – hard to find someone with strengths in both areas to hit ground running. But search failed in the end with no good candidate. Currently stalled in that model – the pool of people is really small. So we’re creating a director position for a professional staff member (not associate dean), and not burden that position with publication pressure. Lisa wants help thinking about what model will work. Wants to add the portfolio of equity and inclusion to the decision making panel. Around campus there is a lot of work she’s more aware of and now reflective instead of frustrated. We have strong elements but could be more synergistic
Kyle – centralized dean office role? – opportunities for the director to have the same status as a faculty? Response: want a handful of strong faculty advocates- faculty that take ownership of the goals – you get bought for a course to do training and networking
Erika – the decentralized model might have advantages but having a central location would be helpful so as to not duplicate efforts.
Brian – right now that is us – but we could turn to someone
Rick – what’s the timing of this process? Response: Will get something out in the first week of December that we can look at.
4:34: Rick gives update on community engagement efforts. ADDA candidate meeting was insightful with regards to questions: how to use the light rail system to create diversity and access south of city – also there was a NPR bit about discrimination north of the cut. Based on that meeting there is a lot to learn before we can do stuff. There seem to be a lot of people doing things but who are they? People want to support us but what does that support look like? and there is a need to identify what is wanted by the communities themselves.

-DO_ERS: identify the do-ers. Who wants to do something and what are they doing. Start with the Diversity Award nominees to identify current activity.

-SUPPORT: what is the support from the dean’s office? (photo-copies, space, money, programs)

-WANT: do people even want our services? What do they need? How can we convey info to people that need it. Brian and Rick went to Rainer Beach meeting to learn there are things they need that we can’t give. Community report card from a grad student in school & social work. They got a B, the one area they were short on is education. Seems like we could help out there? (2012-2013 20% of Rainer Beach students took AP and IB class – and up to 65% last year). Those in Running-Start program have huge transportation issues. We know nothing about Running-start, but why is it just a community college thing? Why can’t they sit in one of our UW classrooms?

Rick needs volunteers to help with 3 questions

WHO ARE THE DO-ERS (as part of our college right now at any level)

WHAT SUPPORT DO WE HAVE

WHAT DO BENEFICIARIES NEED? (what if they don’t care about Rick’s robots?)

Erika notes [http://www.washington.edu/news/2016/02/17/nasa-funded-consortium-to-support-science-education-in-washington-oregon-and-montana/], NW Earth & Space Pipeline grant is working with mayor of Auburn & Muckleshoot tribe creating a big community engagement event – they need scientists to host activities. Bringing in social work would be really help as well – found that in summer programs needed to feed students because couldn’t get to food bank during the camp. Think about how to get food and student passes for light rail. Need someone who knows resources. John suggests sending list of things needed by email, Kristina suggests putting this out to student undergrads. Kyle & Sandra willing to gather what units are doing outreach. Also Megan to find out re: food and transportation. Rick would like more people at these events.

4:50: Brian leads discussion about what the election results mean. NYT article white women helped Trump: stats = of 54% of white women who voted for Trump, 37% had degrees – what does that mean?? People of color know this, and what was our reaction – how do you think that group we are trying to serve feels since academia is white? What kind of message is that sending to constituents? How do we show support from here since only 37% of all white people voted for Hilary? Christina – POC must not feel safe, how do we cope with that? Rick didn’t feel safe out in Forks during his visit; Brian works security on the weekends on Capitol Hill and noted threat is real in vigilante groups – Brian is not here to pass blame but talk about what that message is and how to move forward. Huge disbelief of how people vote. Michelle has students who feel trust is breaking down – hard to build that back. People at work with family and friends in south
Report horrible stories. Rick stresses that it was not a bubble but a blindfold, there has been bias during his experience in the past too. Discussion of hierarchy of needs: We have students with food insecurity that are too embarrassed to talk about it. Kyle: this election uncovers a lot – we need action and leaders to move forward – we can take leadership by breaking things down into bite-sized pieces and lead where we can. Sierra has reports on what is happening on our campus – on the AVE there are hate signs (saying “F N-word”) and harassed student (ASU president who is a black women) on Greek row. So it is important to figure out how to support different types of students and the neighborhood of UW since it isn’t necessarily a safe place. Need support and keep these conversations going about the how students and staff can be, and feel, safe. Rick-what can we do? We let people in power get away with bad actions and now this is sort of a double-down on that. The fear is that the reaction is “WHO CARES”? Reaction needs to be action – students in different communities are tired of hearing “I’m sorry”. Need an action plan to avoid distrust and more disappointment.

Erika – problem seems so vast that those who want to do something don’t know where to start. Rick: one major problem is that too many in this university think that diversity efforts are a waste of time - continues to be a strong adage that merit will win. Brian: everyone needs to look in the mirror and address your own bias – and no excuse to ignore what is going on out there. Knowledge of inequality is crucial.

Sierra: in this college, one student didn’t feel the support she needed from her group – so it is important for students to feel like they have a space in the college – maybe this is first topic of Conversations on Diversity? – we should make the space to do that.

5:07 - We’ll help Megan set up for the Conversation on Diversity re: post-election debrief – how to move from talking about feelings to tangible solutions. Let’s do something well – if we need to hold off to do it right, that’s OK - give it the time and resources – set up for January.

Adjourned @ 5:09