

Department Meeting

November 15, 2017

Noon – 1:20 Gould 208J

Agenda items

12:00 — 12:05	Approval of minutes	Campbell
12:05 — 12:15	5 Year Re-appointment of Senior Lecturer Christopher Campbell	Purcell
12:15 — 1:10	Review of UDP Diversity Plan	Chalana
1:10 — 1:20	New Business	Campbell

Present: Larissa Maziak, Diana Siembor, Bob Mugerauer, Rachel Berney, Christopher Campbell, Mark Purcell, Ariadne Brancato, Sofia Dermisi, Qing Shen, Sofia Dermisi, Brenden Born, Christine Bae

Voting faculty absent: Phil Hurvitz, Himanshu Grover, Manish Chalana,

Vote: Approval of Minutes:

Oct 4 2017 move, second 6 yes

Oct 18 2017 move, second 5 yes 1 abstain

Vote: 5-year re reappointment of Christopher Campbell as Senior Lecturer Full Time:

Bob M moves Qing S second

6 yes

0 no

0 abstain

Review of the Diversity Plan:

Our first diversity plan was written around 2006 and was very simple, basic

Looking at this current draft, it's very different. It's vague in some areas and ambitious in others. This stands on the shoulders of everyone in the department but this version could not have been done without Diana Siembor! The fact that she regularly met with students and members of the PC and faculty over the summer to tighten it up was great.

This meeting today is meant to be an opportunity to weigh in on specifics of the Diversity Plan.

We based the plan on the UDP Mission...the plan is to ensure that the plan meets its mission. It also is meant to align with the Race and Equity mission of the UW. We're looking to make sure we are using the UW blueprint to be aligned with our own mission.

Our definition of Diversity differs from say the PAB's definition...

We are calling on the department to be active and working on the plan challenges us to "do something"

We started the original draft of this plan in 2015...since then, we've seen the creation of Re-Up and the participation of MUP students involved in the UDP Diversity Committee has fluctuated...This current iteration is about version 9

We have 7 goals which range from the very broad to much more specific, like how the dept. messages about itself.

What we'll do now is get into small groups and discuss the 7 goals.

Discussion and subsequent feedback:

Goal 1. Department Climate

Cultivate a departmental climate that is welcoming to all and promotes diversity, equity and inclusion of all students, faculty and staff.

Comment:

1.3 In terms of monitoring...will a survey be effective...what do you do with that information. Is there a feedback group?

Possible improvements...can it be beyond our department

Goal 2. Department Structure

Establish an organizational structure within UDP that is committed to diversity, equity and inclusion across all aspects of teaching research, service and practice.

Comments:

2.5 Where is the funding for some of these ideas...

Goal 3. Students

Actively recruit, retain, and graduate a more diverse student body within UDP.

Comment:

3.1 Is the assumption that students with diverse need are working harder to get here? Is there evidence that underrepresented groups have more barriers than those who are not in unrepresented groups?

3.3 GO Map does not work for PhD schedule, it's not aligned with GoMap scholarship...

One assumption made in the plan is that people w diverse background, they are bothered more by our current curriculum

3.6 Similar comments on 3.1...where is the evidence that URM/POC students are having a harder time with the current schedule/ curriculum

Goal 4. Faculty and staff

Actively recruit, retain, and advance diverse faculty and staff within UDP.

Comment:

This is faculty and staff...and her main concern is we need to implement ...can we look for more grant opportunities?? Move to experimental learning...lectures be beyond the classroom

Goal 5. Curriculum

Infuse values and content of diversity, equity, and inclusion throughout UDP curriculum, events, website, and external messaging.

Goal 6. Partnership

Partner with and encourage efforts to promote equity and diversity both within the UW and throughout the planning profession.

Goal 7. Messaging

Promote and publicize UDP's commitment to diversity, equity, and inclusion.

Comment:

Messaging and curriculum

Desire for the plan to more actively articulate the value and need for diverse, equitable department...can we go further to say..we want this because...and what are we missing out on if we don't include diversity...

In terms of your syllabus...what can you include that will make it more beneficial...how can you make it better. And why

Wrapping up Meeting:

How can we continue to have these conversations and be comfortable having these conversations...?

We need to continue to create a culture of trust..

Christopher and Diana reached out to the Teaching and Learning Center...We're hopeful that we can offer a number of workshops for faculty, can we use faculty meetings for these...