



W UNIVERSITY *of* WASHINGTON | TACOMA

EQUITY & INCLUSION

ANNUAL REPORT 2022-23

LAND ACKNOWLEDGEMENT

We recognize that all of us at UW Tacoma learn, live and work on or near the ancestral homeland of the Coast Salish people. In particular, our campus is situated on the current and traditional land of the Puyallup. We also acknowledge the lands of the Muckleshoot, Nisqually, Suquamish, Duwamish and all other traditional lands we may reside on. As people on these occupied territories, we acknowledge the land, the ancestors who have cared for this land since time immemorial, and all of our Native and Indigenous connections today. We also acknowledge the histories of dispossession and forced removal that have allowed for the growth and survival of the United States and UW Tacoma. In light of this history, we have a responsibility to take active efforts to partner with our Native and Indigenous community members and neighbors to seek justice as we continue our work together as a community of learners, leaders and educators.



<https://www.tacoma.uw.edu/equity>

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MESSAGE FROM DR. ELAVIE NDURA

The University of Washington Tacoma's Office of Equity & Inclusion leverages cross-campus, community and UW tri-campus partnerships to lead visioning, programming and professional development that promote and model inclusive excellence and social justice. The context within which we operate on campus — in our local, national and global communities — informs our individual and collective work.

We are slowly emerging from the COVID-19 pandemic, but its devastating impact on humanity's psyche, person-to-person relationships, and individual dispositions, attitudes and behaviors lingers on. Nationally, communities continue to be challenged by identity-based hate crimes. The U.S Department of Justice Federal Bureau of Investigation (FBI) reported **7,074** single-bias incidents involving **8,753** victims in 2021. The report states that in **188** incidents, a total of **271** victims were targeted because of more than one bias. The statistics are quite telling. 64.8% of the hate crimes were motivated by race/ethnicity/ancestry bias. 15.6% of the hate crimes were motivated by sexual orientation bias while 13.3% were motivated by religion bias. Gender identity bias accounted for 3.6% of the recorded hate crimes while disability bias accounted for 1.7% of the reported hate crimes. Gender bias accounted for 1% of the hate crimes.

In the Office of Equity and Inclusion **we center community building in our vision, mission, activities, and programming** because we are committed to fostering unity in diversity, and nurturing spaces where all students, staff, and faculty feel a deep sense of belonging, and where they can bring their authentic best selves and realize their academic and professional goals.

The Office of Equity & Inclusion (OEI) and the Center for Equity & Inclusion (CEI) had a very productive and focused year. Collectively, we hosted **more than 30 community-building events and professional development workshops in which we engaged more than 6,000 participants**. In addition to campus and Tacoma community stakeholders and partners, participants included high school students and faculty at Roosevelt High School, peace researchers and activists in Juba, South Sudan, as well as education and faith leaders in Gitega, Burundi.

This annual report may not tell our whole story, but it gives insight into the commitments and accomplishments of a dynamic team that walks the talk of equity, inclusion and belonging. We hope the report inspires you to invest in us and our shared quest for inclusive excellence and social justice. Please contact us at uwteioffice@uw.edu to find out ways to engage and support our mission.



Dr. Elavie Ndura
Vice Chancellor for Equity & Inclusion and Professor of Education

A handwritten signature in black ink, appearing to read "Elavie Ndura", written over a horizontal line.

OFFICE OF EQUITY & INCLUSION: VISION AND MISSION

Informed and inspired by the 2021 UW Tacoma Campus Climate Survey Report and Recommendations, the UW Tacoma Strategic Plan 2022-27, the UW Diversity Blueprint 2022-26 and Washington Senate Bill 5277, our OEI team gathered for a two-day retreat in Summer 2023 to envision the most strategic ways to fulfil our campus-wide mandate of building community and advancing inclusive excellence and social justice.

We emerged from the retreat with the following revised vision and mission statements for the Office of Equity & Inclusion.

VISION

The University of Washington Tacoma's Office of Equity & Inclusion leverages partnerships within and across all UW campuses and the Puget Sound community to lead visioning, programming, and professional development opportunities that promote, model and sustain inclusive excellence and social justice.

MISSION

In the active pursuit of inclusive excellence and social justice, we:

- Facilitate the development and implementation of policies and practices that expand equitable access to academic and professional opportunities for all UW Tacoma students and employees.
- Create brave spaces for cross-cultural dialogue and community building that strengthen intercultural competency and cultural humility.
- Promote collaborative investments in strategic partnerships that advance UW Tacoma's equity-centered mission.
- Uphold and model **Principles of Beloved Community** that anchor UW Tacoma's commitment to create an affirming and intellectually vibrant community that supports everyone's safety, success and well-being.
- Create and lead professional development opportunities that bolster cross-campus capacities to communicate mindfully and build community inside and outside the classroom.



LIVING OUR MISSION: SIX PILLAR FRAMEWORK OF INCLUSIVE EXCELLENCE

As a team, we understand that supporting the UW Tacoma community to live our shared equity-centered mission implies developing a shared Diversity, Equity, Inclusion and Belonging (DEIB) language that fosters shared understanding. The six-pillar framework of inclusive excellence helps us achieve this goal.

PRINCIPLES OF BELOVED COMMUNITY

The lingering impact of the COVID-19 pandemic, other sociocultural factors as highlighted in the introduction to this report, and UW Tacoma's commitment to community building led us to develop 10 Principles of Beloved Community to support all campus members in bringing their authentic best selves to our shared community.

- Accountability
- Belonging
- Care and Confidentiality
- Compassionate Collaboration
- Cultural Humility
- Integrity
- Ongoing Learning
- Respect
- Service
- Social Justice

INCLUSIVE EXCELLENCE AMBASSADORS

To animate Inclusive Excellence: Collaborative Leadership and Shared Accountability, we created the Inclusive Excellence Ambassadors program. The purpose of this program is to bring together cross-campus work on DEIB, begin mapping where we have strengths and opportunities, and co-lead the implementation of the UW Diversity Blueprint to advance inclusive excellence and social justice at UW Tacoma.

Other benefits include enhancing internal capacity for DEIB leadership; seamless DEIB communication and engagement; localized capacity to advance inclusive excellence; collaborative DEIB leadership and accountability; campus-wide implementation of the UW Diversity Blueprint; campus-wide transformation of culture and relationships; and grassroots anchoring of the principals of a beloved community.

To create the Inclusive Excellence group, we Identified faculty and staff whose current responsibilities include DEIB across academic/administrative units and invited them to serve as ambassadors. In addition, faculty and staff volunteers with extensive DEIB experience were invited to serve as Inclusive Excellence Ambassadors. Student organizations were also invited to delegate representatives to this diversity council.

By the end of the 2022-23 academic year, we had 14 Inclusive Excellence Ambassadors representing different academic and administrative units, hence creating a strong coalition for inclusive excellence and social justice.

A YEAR IN REVIEW: EQUITY & INCLUSION FOCUS AREAS & ACCOMPLISHMENTS

CEI PROGRAM HIGHLIGHTS: SUPPORTING STUDENT SUCCESS

NEW STUDENT WELCOME RECEPTIONS

In partnership with New Student & Family Programs, the Center for Equity & Inclusion (CEI) hosted affinity welcome receptions for new students to our campus. In the fall quarter, we hosted seven welcome receptions with a spotlight on different communities: Pacific Islander, Native American/Indigenous peoples, Middle Eastern/North African, Latinx, Black/African American, Asian and Asian American, and LGBTQ+. We had a combined total of 238 participants at these events. In the winter quarter, in an effort to promote a better understanding intersectionality and inclusion, we elected to do a combined BIPOC and LGBTQ+ Welcome Reception with 25 participants. These events are intended to help introduce students to the resources provided by the CEI, meet people within their communities across campus, and provide a culturally relevant lunch to students during the event.

syayə?adi? “FAMILY ROOM”

syayə?adi? is the Indigenous student center, and hosted a variety of events intended to generate student engagement. The newly formed Indigenous RSO, Cedar Circle, hosted many of their meetings in syayə?adi?, and staff-led events included several movie nights, discussions, and monthly community lunches.

UMOJA

Each Spring, OEI hosts the Umoja end-of-year graduation celebration. Graduating students from historically underserved communities are given stoles and are recognized for the amazing accomplishment of graduating from college. They are encouraged to bring friends and family in honor of the support they received throughout college. The event also includes cultural performances, recognition of the RISE cohort graduates, and a catered dinner. This year, 53 graduates were recognized, and over 100 guests were in attendance to celebrate.

RISE

RISE Scholars is a year-long program for first-year students of color. The program aims to help students learn about their racial and social identities, build community across racial difference, and develop skills for academic and life success. Through a series of engaging experiences, students cultivate the skills they need to be successful in college. This year's workshops focused on the eight dimensions of well-being to help first-year students prioritize self-care while adjusting to the rigors of higher education.

LGBTQ+ WORKSHOPS

In winter quarter, the CEI partnered with the Rainbow Center, a local nonprofit, to create a series of workshops designed to increase the campus community's understanding and awareness of LGBTQ+ identities, histories, and contemporary issues. “LGBTQ Core Competency,” “LGBTQ+ Rights: Yesterday and Today,” and a staff/faculty-only session, “Making Safe Spaces.”



A YEAR IN REVIEW: EQUITY & INCLUSION FOCUS AREAS & ACCOMPLISHMENTS

EMPOWERING THE COMMUNITY FOR SOCIAL JUSTICE

The Center for Equity & Inclusion (CEI) prioritizes opportunities to partner and deeply engage with community. This year, we are highlighting three significant projects where engaging community partners created opportunities for students, staff, and faculty to learn and collaborate.

This past fall, the **Native American Education Symposium** was brought back to UW Tacoma. After a pause of several years, this event connected Native American high school students and staff to the UW Tacoma community. In partnership with Dr. Robin Minthorn and Dr. Dawn Hardison-Stevens, the event proved to be successful with 51 participants attending. We hope to continue to improve each year.

This winter, the CEI partnered with the Rainbow Center here in Tacoma to host three campus-wide workshop/trainings focused on context, history, and language setting for issues and ideas within the LGBTQ+ community. More than 30 participants gained knowledge on terminology, pronouns, best practices to make safe spaces for LGBTQ+ students, and the history and impact of laws and policies that have shaped the experiences of this historically

marginalized population. We hope that these efforts increase retention of LGBTQ staff faculty and students at UW Tacoma.

Nine students interned at five different sites over the summer, volunteering more than 1,800 hours collectively. The Summer Social Justice Internship (SSJI) program provided these students with the opportunity to participate in biweekly one-on-ones and weekly two-hour group sessions facilitated by Nicole Renee Jordan, OEI Director of Cross-Cultural Engagement. At the end of summer, more than 60 people attended the SSJI Celebration where our students reflected on their internship highlights, passion projects, and future aspirations. The Asia Pacific Cultural Center, Fab-5, Write253, The Black Collective, and Sound Outreach were the five sites where our interns were placed. Special thanks to the Washington State Employees Credit Union sponsorship and the Project AAPI THRIVE for their support.

We reflect with gratitude on these opportunities to empower and engage our community.

BUILDING BELOVED COMMUNITY THROUGH MINDFUL COMMUNICATION

UW Tacoma's strategic priorities are anchored in its institutional commitment to inclusive excellence, that is, building and nurturing beloved communities where all students, staff, and faculty feel welcomed and supported so that they can bring their authentic best selves to the campus and community and realize their academic, professional and personal dreams.

This institutional commitment seeks to address the 2021 UW Tacoma Campus Climate Survey Report and Recommendations highlighting the need to create a more inclusive and welcoming environment to foster a stronger sense of belonging, as well as make meaningful progress in pursuing the six goals articulated in the UW Diversity Blueprint 2022-26 that centers actions toward access, inclusion and equity.

Building beloved communities requires everyone demonstrate capacities to engage with one another across differences, including having difficult conversations essential to deepening mutual understanding and healing fractured relationships, all with civility and empathy.

In spring 2023, to address broadly expressed needs to engage in difficult conversations across sociocultural differences, the Office of Equity & Inclusion offered a campus-wide DEI professional development workshop, "Building Beloved Communities through Mindful Communication." More than 300 faculty and staff participated in this highly-interactive workshop led by Dr. Ndura with support from Nicole Renee Jordan, the UW Tacoma Faculty Assembly, the UW Tacoma Staff Association, the Office of the Chancellor, the Office of Advancement, the Office of Academic Affairs, the Milgard School of Business, the School for Interdisciplinary Arts & Sciences, and the School of Education.



Following this successful workshop, 35 UW Tacoma staff and faculty, including Inclusive Excellence Ambassadors, participated in an online Mindful Facilitation Certificate Program, further elevating their cultural intelligence and individual and group process skills from a mindful-facilitation and multicultural perspective. This online certificate program was offered in four six-hour sessions.

Participants enhanced their capacities to:

- Reflect on how their own intersectional identities and life experiences shape how they show up in academic, professional and community settings across cultural contexts.
- Practice the art of listening.
- Understand the intent and impact inherent in all communications.
- Express empathy.
- Develop skills to engage individuals and groups in authentic relationship-building.
- Practice mindful inquiry to build bridges across conversation parties.
- Practice culturally-sensitive facilitator responses.
- Engage diverse audiences in constructive conversations across cultural differences.
- Support diverse audiences in practicing nonviolent communication.



ROOSEVELT HIGH SCHOOL DRAWS ON UW TACOMA EXPERTISE

Dr. Ndura, Vice Chancellor for Equity & Inclusion was invited to deliver a keynote address at Roosevelt High School's *Unity in the Community Day 2023* in Seattle on March 29, 2023.

More than 2,000 students, faculty, and staff attended her keynote titled "*Fostering Unity in Community- One Conversation, One Relationship at a Time.*" Additionally, she facilitated a workshop on "*Building Community through Cross-Cultural Engagement at Roosevelt High School.*" Roosevelt High School was a captive and engaged audience.

The inspiring daylong event was organized by Roosevelt High School student government, and illustrated the transformative power of youth leadership. Throughout the day, many students, faculty and staff came to her in the hallways with questions about a variety of DEI topics.

One of the students inquired about offering a workshop on religious diversity and proceeded to share challenges that they had experienced feeling excluded because of their belief system. It was a day to remember!



Photo: Seattle Public Schools



STRENGTHENING EDUCATIONAL EXCELLENCE THROUGH DIVERSITY

Nurturing
Cultural
Humility

Developing
Student
Voice

Enhancing
Critical
Thinking

Creating
Inclusive
Classrooms

STRENGTHENING EDUCATIONAL EXCELLENCE THROUGH DIVERSITY (SEED): PROFESSIONAL DEVELOPMENT FOR FACULTY

As our ninth year of the Strengthening Educational Excellent through Diversity (SEED) Institute comes to a close, we are thrilled to offer some reflections about our experience this summer as SEED Steering Committee Members — Drs. Julia Aguirre, Ariana Ochoa Camacho, Linda Ishem, Sushil Oswal, and Rachel Hershberg. Each SEED Institute engages faculty to advance innovation and excellence in teaching and learning by focusing on: cultivating cultural humility, developing student voice, enhancing critical thinking and creating inclusive/anti-racist classrooms. Through SEED, faculty aim to enhance their pedagogies to better support our highly talented and increasingly diverse student body.

This year we returned to an in-person format. We approached our work together with an openness and gratitude that created a warm community spirit. Dr. Deirdre Raynor, Director of the Office of Undergraduate Education, opened the SEED Institute asking the faculty group, “What does it mean to create a culture of belonging in our classrooms and on our campus?”

During each of our four days together, faculty enhanced their pedagogical toolboxes for creating inclusive and antiracist learning communities. Our Day Five Showcase was also a huge success! This year’s SEED cohort showed a renewed commitment to communicating to students in multiple ways that they belong here at the UW Tacoma.

We had many guest UW Tacoma faculty speakers including Drs. Danica Miller, Michelle Montgomery, Billye Sankofa Waters and Eric Tau who provided SEED participants multiple ideas on decolonizing pedagogies, affirming student strengths and identities, updating syllabi grading policies with a justice lens, and holistically addressing students’ academic and emotional wellbeing. Some SEED faculty entirely revamped their classes, while others planned small but impactful changes. One instructor redesigned their writing class so students work collaboratively to build something meaningful, drawing on diverse ideas and revising collectively. Another instructor described implementing an innovative no-stakes grading model to address anxiety while providing specific helpful feedback to promote learning. A third professor diversified the content of their syllabus and brought in diverse mathematical perspectives from international experts.

Andy Harris, Executive Vice Chancellor for Academic Affairs, also participated in the Showcase and shared his appreciation with our faculty for the work they were doing to better support our students. We are inspired and re-energized by the SEED Institute this summer and are looking forward to the 10th SEED Faculty Institute, set for summer 2024!



VICE CHANCELLOR NDURA INTRODUCED MINDFUL COMMUNICATION TO BURUNDI, AFRICA

Burundi's National Office for Catholic Education, in partnership with local government leaders, invited Dr. Elavie Ndura to lead a workshop on *"Inspiring Reconciliation and Fostering Community Through Instructional Programs and Pedagogy."* She led the workshop in French, Burundi's academic and official language. The hosts wanted to leverage Dr. Ndura's practiced expertise in DEI, mindful facilitation, and teaching and learning to strengthen Burundi educators' capacities to improve teaching and build community in their classrooms and schools. More than 200 educators participated in the four-hour workshop.

Over the past 10 years, Professor Ndura has engaged more than 5,000 educators as well as civic and community leaders in professional development workshops that foster social cohesion, advance peace and reconciliation, and elevate students' academic performance. A Burundian native, Dr. Ndura always shares her extensive knowledge and skills free of charge as a way of "paying it forward." Burundi has a long history of intergroup conflict and violence. Dr. Ndura's contributions are highly sought after as they bolster the country's efforts to heal from the ravages of conflict and civil war.

ASSESSMENT DATA: THE PANTRY

As we returned to mostly in-person operations at UW Tacoma, The Pantry saw an unprecedented increase in student visits. The Pantry now receives twice-weekly deliveries in order to accommodate the need. The Pantry is open 9 a.m. - 5 p.m., Monday through Friday, in order to accommodate the needs of as many students as possible. The Pantry also remained open during the breaks between quarters.

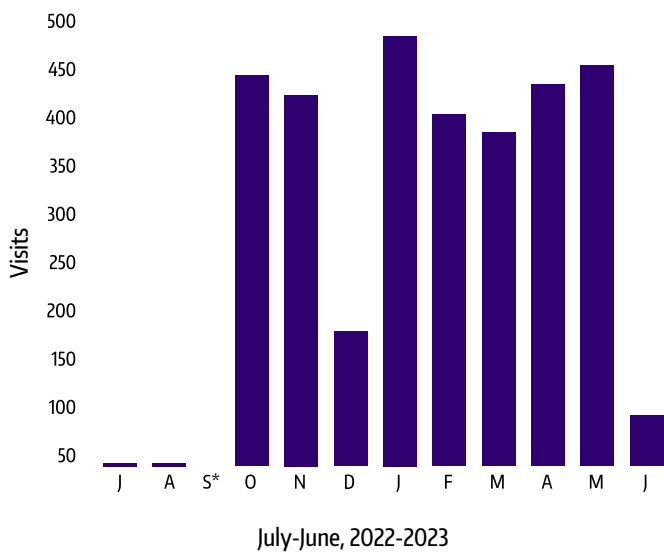
The Pantry could not be as useful a resource for students without the valued partnerships of several offices across campus. A new partnership with the Office of Student Advocacy and Support (OSAS) helped to educate students about SNAP benefits and eligibility. An OSAS intern was able to spend four hours per week at The Pantry, and in total, 54 students were given information about SNAP and seven were given one-to-one assistance with the application.

The Pantry also partnered with the Center for Student Involvement in January to host the annual RSO Food Drive. Over the course of the month-long drive, over 1000 lbs were donated on top of our normal deliveries. Food drives also provided for a greater variety of food.

During the summer of 2022, The Pantry received over 450 lbs. of fresh produce donated by the UW Tacoma Giving Garden.

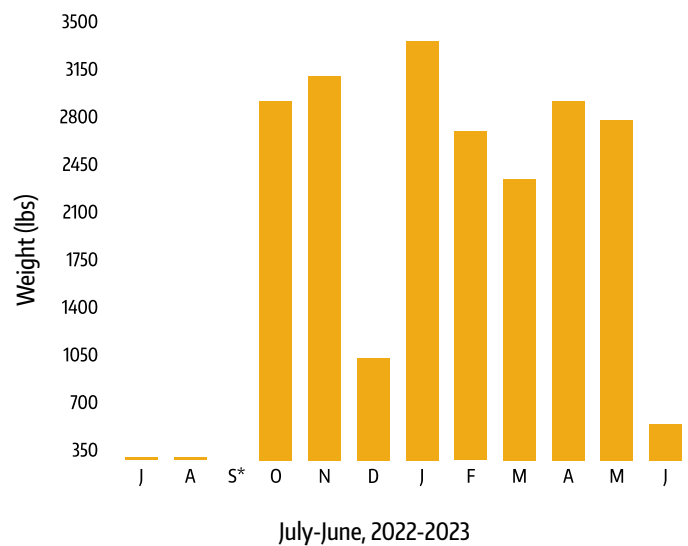
During winter quarter, The Pantry provided reusable bags in an effort to be more environmentally friendly. In spring quarter, The Pantry partnered with the Sustainability Committee to host a reusable bag drive.

IN-PERSON VISITS



TOTAL VISITS
3,310

WEIGHT DISTRIBUTED



TOTAL WEIGHT DISTRIBUTED
22,190 LBS

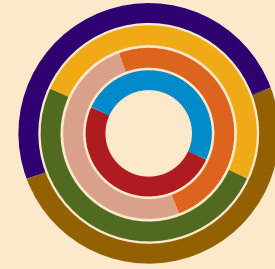
*No data available for September 2022.

OEI SPOTLIGHT: PRESENTATIONS & PUBLICATIONS

Ndura, E. (2023, June). *Inspirer la réconciliation et renforcer la communauté à travers les programmes d'enseignement et la pédagogie [Inspiring Reconciliation and Fostering Community Through Instructional Programs and Pedagogy.]* Invited four-hour workshop facilitated as part of Gitega Province Educators Professional Development Day. Gitega, Burundi.

Ndura, E. (2023, March). *Fostering Unity in Community One Conversation, One Relationship at a Time.* Invited keynote presented at Roosevelt High School Unity in Community Day. Seattle, WA.

Ndura, E. (2022, November). *From Conflict to Beloved Communities: Building Peaceful Relationships Through Mindful Communication.* Invited four-hour workshop facilitated at the biennial conference of African Peace Research and Education (AFPREA). Juba, South Sudan.



EQUITY & INCLUSION

UNIVERSITY of WASHINGTON | TACOMA

FUTURE GOALS

CENTER FOR EQUITY & INCLUSION GOALS 2023-24

- Coordinate, facilitate and evaluate identity-based leadership development programs bi-monthly to support UW Tacoma students.
- Increase the number of vendors The Pantry sources food from to provide a wider variety of food options, with an emphasis on providing more student-identified culturally relevant food items.

OFFICE OF EQUITY & INCLUSION GOALS 2023-24

- Develop a DEI Action Plan to provide a roadmap for implementation of UW Tacoma equity-focused strategic priorities, localize implementation of the UW Diversity Blueprint, and streamline implementation of climate survey recommendations.
- Revamp OEI vision and mission in alignment with UW Tacoma's strategic plan and DEI Action Plan to create and communicate intentional focus on inclusive excellence and social justice.
- Develop and lead a mindful communication and community building workshop for students in partnership with Student Affairs to support student success and strengthen our diverse community.
- Offer two professional development workshops for staff and faculty.
- Create monthly opportunities for staff, faculty and students to engage in cross-cultural conversations.
- Partner with the Inclusive Excellence Ambassadors to support school/unit based DEIB efforts to elevate student success and strengthen our diverse communities.

ACKNOWLEDGEMENTS

As we reflect on an academic year that abounds with so many powerful stories of determination, struggle and triumphs of our students, faculty, staff and community members, we recognize that their success, in part, can be measured by the strength of Equity & Inclusion's partnerships on campus and the larger community.

We would like to acknowledge the following partners who played an instrumental role in helping to support, advocate and provide resources for the many communities served by Equity & Inclusion.

CAMPUS PARTNERS

Dr. Sheila Edwards Lange, Chancellor	Office of Student Financial Aid & Scholarships
Dr. Andy Harris, Executive Vice Chancellor for Academic Affairs	Psychological & Wellness Services (PAWS)
Center for Student Involvement	Real Lit[erature] Book Club
Disability Resources for Students (DRS)	Registered Student Organizations
First-Gen Student Initiatives	School of Education
Information Technology	School of Engineering & Technology
Institute for Innovation & Global Engagement	School for Interdisciplinary Arts & Sciences
Media Services	SIAS Division of Culture, Arts & Communication
Milgard School of Business	School of Nursing & Healthcare Leadership
Office of Academic Affairs	School of Social Work & Criminal Justice
Office of the Chancellor	Services & Activities Fee Committee (SAF)
Office of Community Partnerships	Student Affairs, Passport Champions
Office of Digital Learning	Student Technology Fee Committee (STF)
Office of Global Affairs	Student Transitions & Success
Office of Minority Affairs & Diversity (UW Seattle)	UW Tacoma Library
Office of Student Advocacy & Support (OSAS)	UW Tacoma Tribal Advisory Board

And many more!

COMMUNITY PARTNERS

Asia Pacific Cultural Center	Nourish Pierce County
The Black Collective	Puyallup Tribe of Indians
Chief Leschi Schools	Rainbow Center
College Success Foundation	Sound Outreach
Fab-5	Write253
Muckleshoot Indian Tribe	WSECU



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