

EQUITY & INCLUSION

ANNUAL REPORT 2019-20



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EQUITY & INCLUSION

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MESSAGE FROM DR. McSHAY

VICE CHANCELLOR FOR EQUITY & INCLUSION

Even though the 2019-2020 academic year is now behind us, we as a community will forever hold visceral memories of a year of great uncertainty, tumult, fear, and for many, resilience as we continue to navigate COVID-19. This health crisis has drawn our attention to just how deeply embedded and harmful are the racial disparities in the U.S. as it relates to health and access to housing, food, education and other critical resources. Moreover, the senseless losses of Breonna Taylor, George Floyd, Manuel Ellis, Rayshard Brooks, whose lives have been stripped from their families and communities at the hands of the police earlier this year will also be seared into our memories. Feelings of deep pain, anger, and outrage will no doubt stay with us as we continue to grapple with the reality that longstanding forms of racial injustice and violence have permeated every social institution that make up the very fabric of U.S. society.

Similar to many institutions of higher education across the U.S., these two pandemics, create a moment of reckoning for our own campus community. They compel us to ask ourselves, “are we fulfilling our promise of building a socially just campus at UW Tacoma?” This moment of reckoning requires more than symbolic statements reaffirming our mission. It calls for an end to performative gestures of allyship and to start systematically engaging in practices that center the voices of Black, Brown, and Indigenous members of our community as well as all those who also carry minoritized identities—both visible and invisible. It also challenges us to uplift our community by creating spaces and opportunities that promote healing, recovery, and a sense of belonging, as well as equitable accountability systems rooted in care.

This past year, Equity & Inclusion (E&I), through its partnerships with campus stakeholders and the surrounding community, continued to advocate and/or create new policies, practices, and spaces that move the campus closer to realizing a vision for UW Tacoma that is more diverse, equitable, and inclusive. We have a long and difficult road ahead but as Frederick Douglass once said, “If there is no struggle, there is no progress.” My colleagues and I in E&I are grateful for our students, faculty, staff and community partners who accompanied us on this journey, who’ve given their labor, and helped illuminate a path for driving this important, and oftentimes, unrecognized work forward. This annual report serves to honor their stories which lie at the center of every accomplishment that it highlights.





ROLE OF EQUITY & INCLUSION AT UW TACOMA

Equity & Inclusion (E&I) at UW Tacoma helps to create equitable systems and structures and a culture of inclusion, trust and respect for members of the campus community. In order to nurture such a culture, E&I strives to be intentional and deliberate in removing barriers that foster inequality and to create environments that enable all students, faculty and staff to bring their whole selves to the classroom and the workplace. In order to promote this outcome, E&I is guided by three strategic lenses for our campus to ensure that diversity, equity and inclusion is embedded in all that we do. It focuses on **Access & Excellence**, **Inclusive Climates** and **Leveraging Diversity to Promote Excellence** in the classroom.

WHAT DOES EQUITY & INCLUSION DO?

Coordinates the university's diversity, equity and inclusion activities.

Tracks implementation of campus-level equity & inclusion strategic initiatives.

Supports the efforts of units to achieve their diversity, equity and inclusion goals.

EQUITY & INCLUSION MISSION STATEMENT

The Office for Equity & Inclusion was created to help cultivate an institutional vision and commitment to diversity while ensuring an equitable environment for all members of the UW Tacoma community. This means paying attention to policies and practices involving management, leadership, communication, resources, scholarship, and community. It includes focusing attention on the demographic composition of UW Tacoma and our surrounding community of the South Puget Sound to be certain that we know who are our students, faculty, staff and community partners in order to better serve and work with all. In addition, we address our institutional systems as a means of better serving all faculty, students and staff. Because UW Tacoma's mission clearly states that the university exists to "educate diverse learners and transform communities by expanding the boundaries of knowledge and discovery," equity, inclusion and diversity are linked to UW Tacoma's success and the academic achievement of UW Tacoma students.



EQUITY & INCLUSION LEGACY

Equity & Inclusion was built upon a foundation that many UW Tacoma faculty and staff before us had helped to lay. We proudly acknowledge that the good work highlighted in this report is rooted in the legacy of generations of colleagues whose courage, conviction, and deep unwavering commitment to equity and social justice has paved the way for E&I to engage in this work today. We would like to specifically recognize the former Assistant Chancellors for Equity & Inclusion (ACEI), **Dr. Deirdre Raynor** and **Dr. Sharon Parker**, who helped build the architecture that undergirds Equity & Inclusion's work at UW Tacoma. Dr. Raynor's advocacy work was instrumental in establishing UW Tacoma's first Diversity Resource Center and the ACEI position. Dr. Parker, who served as the first ACEI, oversaw the expansion of the Diversity Resource Center and helped to evolve the unit into the Center for Equity & Inclusion (CEI) which serves our campus community to this very day.

A YEAR IN REVIEW: EQUITY & INCLUSION FOCUS AREAS

ENHANCING CAMPUS EDUCATION



Black History 101 Mobile Museum

In honor of Black History Month, the Center for Equity & Inclusion (CEI) invited **Dr. Khalid el-Hakim**, who is the founder and CEO of the Black History 101 Mobile Museum. The Black History 101 Mobile Museum is an award-winning collection of over 7,000 original artifacts of Black memorabilia dating from the trans-Atlantic slave trade to the birth and global expansion of hip hop culture. Dr. el-Hakim has been collecting these artifacts for over 25 years and versions of the exhibit have been shown in 40 states.

The exhibit was open to members of campus and the public from 10 am-4 pm on January 21, 2020, and Dr. el-Hakim gave a lecture titled "The 5th Element: The Transformative Power of Knowledge in Hip Hop Culture" at 11 am. Close to 100 community members visited the museum during its time on campus.

LGBTQIA2PA+ Workshops

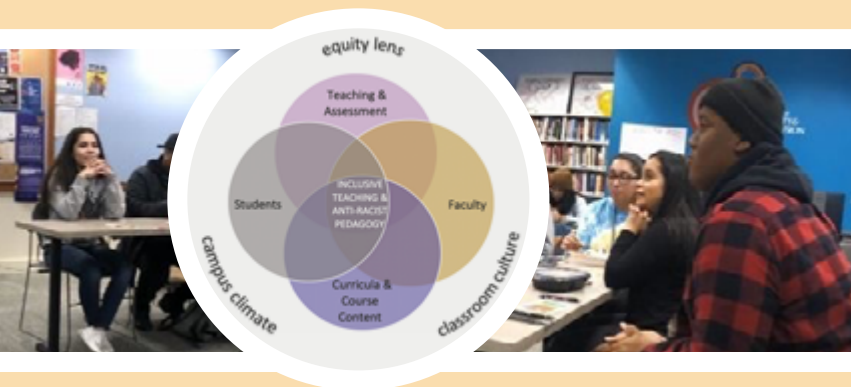
During spring quarter, CEI partnered with local nonprofit organization The Rainbow Center to provide three virtual workshops designed to increase the overall campus community's understanding and awareness of the issues faced by lesbian, gay, bisexual, transgender, and queer communities. These workshops were titled "LGBTQ Core Competencies," "Gender Identity 101," and "How to Be an Ally."

Racial Healing Circles

CEI began hosting semi-quarterly racial healing circles in winter 2020. Based in Indigenous traditions of justice and peacemaking, especially as taught by Tagish Tlingit elders, racial healing circles create space for students to learn more about their own racial identities, experiences of racism and racialization, and power to live antiracist lives by sharing with and listening to the stories of their peers.

A YEAR IN REVIEW: EQUITY & INCLUSION FOCUS AREAS

ENHANCING CAMPUS EDUCATION



LEGACY OF STONEWALL

Black trans organizing then & now

July 8 @ 4 p.m. (PDT) via Zoom

Zahara Green will join UW Tacoma for an online discussion about the Stonewall Riots, Black trans people's involvement in the riots, their later exclusion from queer priorities, and actions we can take today to ensure #BlackTransLivesMatter.



SEED Teaching Institute

Now in its fifth year, SEED, (Strengthening Educational Excellence with Diversity Teaching Institute)—a faculty-led signature initiative at UW Tacoma helped 15 faculty members from academic units across UW Tacoma to build and deliver university courses that utilize practices for an inclusive and antiracist classroom. Space was created for faculty members to rethink and redesign their course curricula program offerings. The Institute explored issues and concerns related to student success, equity, intersectionality, anti-racist education, accessibility, collaboration, discrimination and inclusive pedagogy. This initiative is funded by the Office of Equity & Inclusion and the Office of Academic Affairs and is led by the SEED Steering Committee. Their names are as follows:

- Dr. Julia Aguirre, Coordinator, School of Education
- Dr. Rachel Hershberg, School of Interdisciplinary Arts and Sciences
- Dr. Linda Ishem, Urban Studies
- Dr. Ariana Ochoa Camacho, School of Interdisciplinary Arts and Sciences
- Dr. Sushil Oswal, School of Interdisciplinary Arts and Sciences

Faculty Development

The Office of Equity and Inclusion, along with Academic Affairs launched two initiatives: a pilot program to provide ongoing faculty development in anti-racist, culturally responsive and inclusive pedagogy; and an expansion of programming to enhance resources and support for faculty of color. Both initiatives are led by Tanya Velasquez (School of Interdisciplinary Arts and Sciences) who will serve as Faculty Development Associate in ESI, in coordination with senior faculty and existing signature programs such as SEED. This year, faculty participated in community-building activities to improve the retention of Black, Indigenous and other faculty of color such as Husky-hour discussion groups and end-of-quarter socials. Coordinated by Dr. Deirdre Raynor and Co-sponsored by UW Tacoma School of Education, IAS Social and Historical Division, and an IAS faculty development grant, faculty of color also focused on the benefits of mentoring during Black history month with Professors Eric Grollman (University of Richmond) and Manya Whitaker (Colorado College), the editors of *Counternarratives from Women of Color Academics Bravery, Vulnerability, and Resistance*, (2018).

Mid-year as faculty quickly adjusted for remote instruction in response to COVID-19, the Office of Equity and Inclusion supported the transition by providing access to numerous tutorials and webinars about equity-minded, anti-oppressive instruction online. Additionally, a new

learning module was integrated into the iTech Fellows program which is dedicated to recognizing and disrupting racial microaggressions that can occur during remote instruction. These on-going training initiatives, along with website development and individual/group consultations, will complement the summer SEED Teaching Institute to create additional opportunities for faculty development throughout the academic year.

NAIES

In its tenth year, the **Native American and Indigenous Education Symposium: Indigenizing Education: Practicing Decolonial Pedagogy**, drew over 200 local community members, elders, youth and K-16 educators to engage in critical dialogue about an array of pressing issues and challenges facing native and indigenous communities as it relates to education, sovereignty, law reform and land rights. Breakout sessions were offered for participants to learn different ways of how to decolonize learning spaces. Symposia participants used this event as a space to help build community and reimagine ways to bolster advocacy efforts to support Native and Indigenous communities in the South Sound region. This Symposium was created under the leadership of Dr. Sharon Parker who served as the former Assistant Chancellor for Equity & Inclusion and UW Tacoma native faculty members have played instrumental role in supporting its success.

RISE

In 2019-2020 we were able to launch the inaugural year of the RISE (Race, Identity, and Social Engagement) Scholars program. RISE Scholars is a year-long program for incoming first-year students of color. In RISE students learn about their racial identity and other social identities, build community, and develop skills for academic and life success. The first year of the program included 15 participants and included a 100% completion rate for the first year of college and had a 93% retention rate from year one to year two. The program is going into its second year and has added a Fall course in addition to co-curricular events and services.

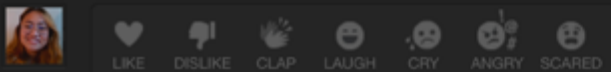
Legacy of Stonewall: Black Trans Organizing Then & Now

Featuring **Zahara Green**, Co-Founder and Executive Director of TRANScending Barriers, a trans-led group whose mission is to empower the transgender and gender nonconforming community in Georgia through community organizing. Zahara is also the Board President of Black & Pink, Inc., a prison abolitionist organization supporting LGBTQ and HIV+ prisoners. This event was a Pride Month event hosted in partnership with the **Formerly Incarcerated Students Association**, that also discussed the role of prison and police abolition in the Black Lives Matter movement.

A YEAR IN REVIEW: EQUITY & INCLUSION FOCUS AREAS
DEVELOPING COMMUNITY PARTNERSHIPS



KBTC Asian Americans Screening



All Liked 126

SAY I HAI Che Sehyun !!! ❤️ 3

Anonymous 5WGJ
 Thank you for holding this screening and discussion! - LeAnne LB UWT ❤️ 2

Rosalie
 Im surprised to see so many comments saying they have not received diversity and/or multicultural education until high school or college. As a teacher of elementary students (taught 34 years), our school district made sure this was, and is, a large part of the curriculum! The teachers designed curriculum studies to make sure this was taught. ❤️ 4

[Download chat transcript PDF](#)

Audience Welcome Speakers Help & System test



Jimmy McCarty
 Director, UW Tacoma
 Center for Equity &
 Inclusion

Rachel Endo
 Dean, UW Tacoma
 School of Education

Nicole Filler
 Ethnic Studies faculty,
 Highline College

Sinoun Hem
 Community activist,
 Asia Pacific
 Cultural Center

Che Sehyun
 Artist & founder,
 Experience
 Education



KBTC Asian Americans Documentary Launch

In collaboration with our local PBS affiliate KBTC, CEI Director Jimmy McCarty and Faculty Associate Tanya Velasquez were part of a planning committee for the local launch of the newly released documentary *Asian Americans*. Due to COVID-19 🦠, this live event was quickly transitioned to an online event. This virtual launch included a panel of local experts that was moderated by Dr. McCarty and featured Dean Rachel Endo (School of Education) alongside local leaders in the Asian American community. This event was covered by The News Tribune: <https://www.thenewstribune.com/news/local/article242690536.html>

A YEAR IN REVIEW: EQUITY & INCLUSION FOCUS AREAS

DEVELOPING COMMUNITY PARTNERSHIPS

Social Justice Summer Internship

In collaboration with Student Transitions and Success, the CEI was able to launch a Social Justice Summer Internship program. We partnered with two local nonprofit organizations located in the Hilltop neighborhood: Peace Community Center and Hilltop Action Coalition. These local partners were able to host three interns each in the inaugural year of the program, and they worked with us to totally revamp the experience as a primarily virtual one. The internship was such a success that the City of Tacoma and the Tacoma Housing Authority have agreed to financially support the Hilltop Action Coalition so they can keep the internships into autumn quarter.

Elizabeth Wesley Award Program

In collaboration with Student Transitions and Success, we partnered with the Elizabeth Wesley Youth Merit Incentive Award Program to plan and host their annual award program on campus. The Elizabeth Wesley Award was founded in 1995-96 by members of Tacoma's Black community to promote and support education among African American youth in Pierce County. It is supported by local donors and provides financial scholarships to 9th, 10th and 11th grade students to support their preparation for their post-secondary education. CEI Director Jimmy McCarty served as a panelist at the event.

Food Justice

In collaboration with Dr. Christine Stevens (School of Nursing & Healthcare Leadership) and with the support of a national grant awarded by the Association of Public and Land Grant Universities and the Kresge Foundation, we partnered with Nourish Pierce County to conduct research that has produced changes to their intake procedures to be more inclusive of the ethnic diversity of their clients. This research has also produced results that have informed Pantry purchasing to be more culturally sustaining for the communities on our campus.

AT&T Partnership

In the midst of the COVID-19 pandemic, AT&T partnered with The Pantry by donating \$25,000 and providing the first round of volunteers for our food delivery service that was launched to meet the needs of our students experiencing food insecurity.

Students of Color Conference

The CEI has taken lead in conducting the application process, planning for the conference, and providing support during and conducting follow-up meetings post conference. UW Tacoma students have been fully covered through the Conference and Training Fund available for all students interested in conferences nationwide.

The 2020 Students of Color Conference was canceled in response to COVID-19. Past conferences provided students the opportunity to develop leadership skills and strategies through a series of workshops and events. Students also were able to explore more of their own identity group affiliations and how that impact plays a part in their lives as college students. UW Tacoma students were able to network with other student leaders all over the state of Washington.

Transgender Day of Remembrance

In collaboration with the ACLU Chapter at UW Tacoma, and the Gender Alliance of the South Sound (GASS), we hosted the annual memorial on our campus. Approximately 70 people of UW Tacoma and the broader community attended to remember and honor transgender people killed in the U.S. and abroad for their identity. This event was written about in The New Tribune: <https://www.thenewtribune.com/news/local/article237628884.html>

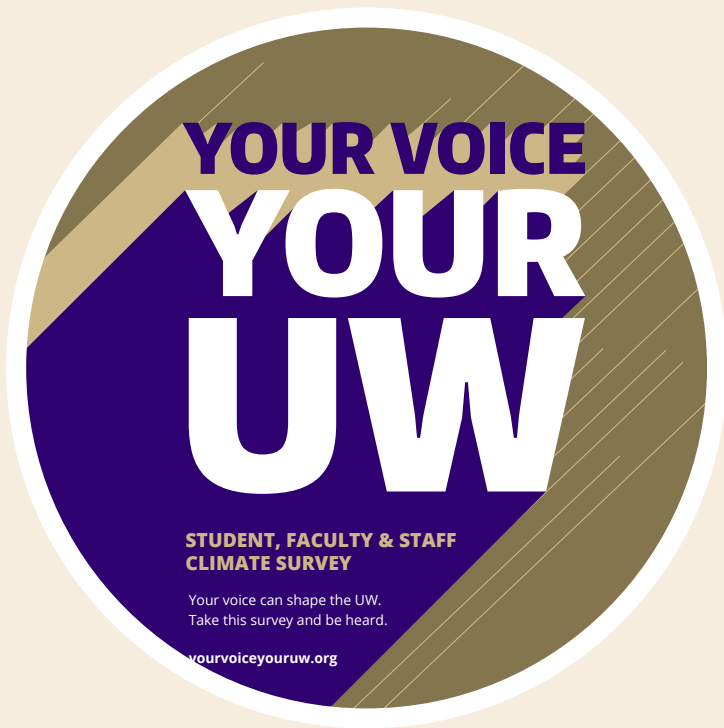
UW Tacoma Tribal Advisory Board

This past year, UW Tacoma's Elder in Residence, Roberta Basch, along with UW Tacoma native faculty, successfully helped to reestablish a Tribal Advisory Board for the university. The purpose of this Board is to help guide UW Tacoma as it works to develop programs and practices to meet the economic, ecological, and educational needs of area tribes, faculty and students, and the Puget Sound. Furthermore, the Board serves as a critical accountability partner in helping to sustain Indigenous Knowledge bases and support Tribal development by integrating Indigenous Knowledge into curricular, co-curricular offerings for students, as well as, other institutional practices designed to increase the visibility and success of UW Tacoma Native and Indigenous students, staff, and faculty both at the university and in the broader community. Represented on the Tribal Advisory Board are members from the Puyallup, Muckleshoot, Chehalis, and Nisqually Tribal nations.



A YEAR IN REVIEW: EQUITY & INCLUSION FOCUS AREAS

BUILDING A DIVERSE CAMPUS COMMUNITY



Tri-Campus Climate Survey

With the strong leadership and coordination support of the UW Tacoma Climate and Belonging Working Group which comprised of students, staff, and faculty shepherded the administration of UW Tacoma’s first campus climate survey in October of 2019. This 20-member group conducted over 15 launch parties, survey taking parties, tabling events, and campus forums in order to generate interest and increase participation in the survey. Members of the Climate and Belonging Working Group were invited to deliver information sessions to the following schools: Interdisciplinary Arts and Sciences (SIAS), Education, Urban Studies, Social Work & Criminal Justice, and Milgard Business School. The exceptional grassroots organizing work of this committee paid off. UW Tacoma had a total of 2,058-nearly 34 percent of students, faculty, and staff who took the survey. UW Tacoma had the highest response rate of all UW campuses that were surveyed.

■ UW Climate Survey Response Rates

UW Tacoma	33.9%	(n= 2,058; N=6164)
UW Seattle	24.8%	(n=13,150; N=52,973)
UW Health Sciences	17.7%	(n=3,150; N=17,754)
UW Bothell	17.3%	(n=1,156; N=6,744)

■ UW Tacoma post-close response rates by population

Faculty (professional)	82.3%
Professional Staff	79.8%
Classified Staff	60.6%
Faculty (Lecturers)	42.9%
Undergraduate Student	30.8%
Graduate Student	19.7%

On May 27 and June 5 of 2020, Rankin & Associates hosted two Q&A sessions where they presented the results of the climate survey. During these sessions, Chancellor Pagano announced that four campus climate implementation teams would be formed by September of 2020 to be tasked with reviewing UW Tacoma survey findings, gathering additional data, and recommending concrete actions designed to improve our campus climate by promoting a more equitable and just working and learning environment. The four teams and their co-chairs organized around the following stakeholder groups: Undergraduate Students; Graduate Students; Staff; and Faculty.:

■ Faculty Implementation Plan Team

Dr. Marian S. Harris, Co-Chair,

School of Social Work & Criminal Justice

Dr. Sharon S. Laing, Co-Chair

School of Nursing & Healthcare Leadership

Dr. Anthony Falit-Baiamonte, School of Urban Studies

Dr. Gordon Brobbey, School of Education

Dr. Anaid Yerena, School of Urban Studies

■ Graduate Student Implementation Plan Team:

Dr. Anindita Bhattacharya, Co-Chair

School of Social Work & Criminal Justice

Dr. K. Rachel Endo, Co-Chair, School of Education

Star Berry, Graduate Student Co-Chair

Ed.D. Student, School of Education

Zaide Chavez, School of Engineering & Technology

Marcia Monroe, UW Tacoma Library

Steven Simmons, Students Formerly Incarcerated

■ Undergraduate Student Implementation Plan Team

Dr. Christine A. Stevens, Co-Chair

School of Nursing & Healthcare Leadership

Mentha Hynes-Wilson, Co-Chair, Student Affairs

Vincent Da, Undergraduate Student Interim Co-Chair

Associated Students of UW Tacoma (ASUWT)

Dr. Jimmy McCarty, Center for Equity and Inclusion

Kelly Tyrell, Division of Student Affairs: Student Life

Wilson Rain, Students with Disabilities

■ Staff Implementation Plan Team:

Angela Jones, Co-Chair, Finance & Administration

Hannah Wilson, Co-Chair, Library

John Burkhardt, Office of Advancement: Marketing & Creative Services

Diana Lopez, Office of Advancement

Ashley Walker, School of Education

JOIN THE CENTER FOR EQUITY & INCLUSION FOR

LATINX NEW STUDENT RECEPTION

Featured Speaker:
Laura Yanez

Meet new people.
Make new friends.
Eat good food!

October 1st, 2019
5:00 PM - 7:00 PM
WCG 110

Need Disability Accommodations? Please contact Jimmy McCarty at (253) 692-5699 or jemmccar@uw.edu

JOIN US FOR

REAL TALK: INDIGENOUS AMERICAN HERITAGE

Special guest, Dr. Robin Minthorn, will be joining us as we think about how to bring Indigenous and first nation people's voices to the table, the importance of land acknowledgements, cultural practices, and more!

Jan. 22 | 12:30 PM to 1:20 PM | WCG 110

To request disability accommodations: Language Interpretation: Students office at p...

Join us for our...

REAL TALK: DISABILITY AWARENESS

Learn about the ways in which we can be better allies to our differently abled community members, and the respective resources that UW offers for support!

OCTOBER 9TH
12:30 PM - 1:25 PM
WCG 104

JOIN THE CENTER FOR EQUITY & INCLUSION FOR

ASIAN & PACIFIC ISLANDER NEW STUDENT RECEPTION

Featured Speaker:
Dawn Reed

Meet new people.
Make new friends.
Eat good food!

October 10th, 2019
5:00 PM - 7:00 PM
WCG 110.

Need Disability Accommodations? Please contact Jimmy McCarty at (253) 692-5699 or jemmccar@uw.edu

Join the Pantry for an Ultimate Cook Off!

March 10, 2020
West Coast Grocery Atrium
12:30pm-1:30pm

Register your dish here by March 9
bit.ly/pantrycookoff

We invite ALL students to participate in creating a... Prizes for 1st, 2nd and 3rd

- At least three
- One of the
- Your dish provide for

JOIN THE CENTER FOR EQUITY & INCLUSION FOR

LGBTQI+ NEW STUDENT RECEPTION

Featured Speaker:
Daniel Ensley

Meet new people.
Make new friends.
Eat good food!

October 3rd, 2019
5:00 PM - 7:00 PM
WCG 110

Need Disability Accommodations? Please contact Jimmy McCarty at (253) 692-5699 or jemmccar@uw.edu

New Investments in Equity & Inclusion

In the wake of the senseless murders of George Floyd, Breonna Taylor and Manuel Ellis, a wave of mobilization has prompted renewed calls for an end to the longstanding forms of racial injustice, violence, and trauma that has been inflicted upon Black, Brown and Indigenous people in the U.S. around the globe. These same calls have resulted in UW Tacoma reaffirming its institutional commitment to taking concrete actions to become an antiracist University. On June 25, 2020 Chancellor Pagano announced that the Office of Equity & Inclusion will begin to plan for a reorganization and expansion "so that the unit can offer a broader range of support to better fulfill our institutions' strategic agenda for access, equity and inclusion through excellence." In order to demonstrate this commitment, the Office of Equity & Inclusion has received additional permanent funding and the Assistant Chancellor for Equity & Inclusion position has been elevated to Vice Chancellor for Equity & Inclusion. These changes will be the first step in laying the proper foundation for our campus to firmly ground its work in social justice and fully embrace the assets of our diverse communities.

This coming year, the Office of Equity & Inclusion will reimagine its organizational structure so that it can become a national model for urban and minority-serving institutions. The focus of this work will center on how best to support and build an operational model that can better support the functional programming and activities offered in response to campus-wide demands for outreach and support; training and education; student retention programming; and internal administrative resources necessary to carry out those functions. Findings from CEI external review report and UW Tacoma climate survey findings will also inform the new organizational structure for E&I.

WELCOME

YOU'RE INVITED TO A RECEPTION FOR

New Students of Color

JANUARY 15
2:00 PM - 2:00 PM
WCG 104

Food will be provided!
Learn about the CEI and how you can get involved!

June 19th, 1865

JUNETEENTH

FOR AT LEAST 30 MINUTES RESEARCH A CULTURE YOU'RE CURIOUS ABOUT OR UNFAMILIAR WITH AND WRITE 5 FACTS ABOUT THEM YOU FOUND COOL

Challenge 1

10

JOIN THE CENTER FOR EQUITY & INCLUSION FOR

BLACK & AFRICAN AMERICAN NEW STUDENT RECEPTION

Featured Speaker:
Brendan Nelson

Meet new people.
Make new friends.
Eat good food!

October 8th, 2019
5:00 PM - 7:00 PM
WCG 110.

Need Disability Accommodations? Please contact Jimmy McCarty at (253) 692-5699 or jemmccar@uw.edu

welcome!

you're invited to a student reception for

NEW LGBTQIA+ STUDENTS

WCG 104

January 16 | 12pm-2pm

Food will be provided!

Come learn about the CEI and how you can get involved!

RISE

RACE IDENTITY SOCIAL ENGAGEMENT

RISE scholars is a cohort program for incoming first-year students of color, who want to explore identity, build community, and develop skills for academic success. Students will participate in a series of engaging workshops to cultivate a positive learning community. Scholarships available for all scholars selected.

For more information, contact
Levon Williams:
levonw2@uw.edu or 253-692-...

A YEAR IN REVIEW: EQUITY & INCLUSION FOCUS AREAS

BUILDING A DIVERSE CAMPUS COMMUNITY

CEI Relocation and Expansion

McGranahan and Sellen Architects have nearly completed the design phase of a new project that will result in the creation of a new learning and engagement space in the Snoqualmie Building called the “Learning Commons.” This new space brings the CEI into a more centralized location on campus as well as realigns and expands existing spaces assigned to the Teaching & Learning Center and the Library that will improve service delivery and increase their capacity to serve a growing student population. The Learning Commons will serve as a welcome center for our campus as well as a major hub for student learning and engagement. By housing the CEI in the Learning Commons, the university will increase the visibility and access to programs that foster identity development, community building, and belonging, for all students, and in particular, students from historically marginalized communities. The plan to relocate the CEI was a result of student demands calling for the University to expand the Center, increase its visibility, and enhance its funding. Former Interim Assistant Chancellor for Equity & Inclusion, Dr. Deirdre Raynor, worked closely with former ASUWT President, Arwa Dubad and other students to organize conversations that helped to express the urgency of this concern to University administration. The projected date of project completion is mid-autumn of 2021.

Bias Incident Reporting at UW Tacoma

This past year the Office of Equity & Inclusion created a new part-time case manager position that provides administrative support to the Bias Incident Reporting Committee. This position will help improve efficiencies with tracking and monitoring incidence of bias on the Tacoma campus as well as assist with conducting BIRC information sessions, anti-bias trainings and workshops. More specifically, the case manager receives all bias incident reports and coordinates the provision of campus support services to individuals and communities affected by bias incidents using restorative justice principles. Possible actions the case manager may take include connecting the report filer with appropriate resource or office; conducting additional fact finding; liaise with the Title IX Office, Student Conduct, Campus Safety & Security, Equity & Inclusion, Office of Ombud, Residence Life, Council of Deans, University Communications, Human Resources or other parties to facilitate a coordinated response to the bias incident.

The Bias incident Reporting Committee published annual reports for the 2018-2019 and 2019-2020 reporting periods. To learn more and to access these reports: <https://www.tacoma.uw.edu/reportbias>.

Faculty and Staff of Color Welcome Reception

The UW Tacoma Faculty Assembly, Staff Association, and the Office of Equity & Inclusion hosted a Wine & Cheese Mixer for faculty and staff of color. The purpose of this event was to welcome new faculty and staff who self-identify as persons of color to UW Tacoma as well as provide new and returning colleagues an opportunity to network and build affinity-based communities with each other. Over 50 people from across campus came out to be in community with their UW Tacoma colleagues of color.

Increasing Our Faculty & Staff Diversity

Equity & Inclusion continues to experience difficulty in getting access to current demographic data for UW Tacoma faculty and staff. This appears to be a tri-campus issue, however, we need to identify ways to renew efforts to collecting hiring and retention data for staff and faculty from underrepresented groups including women in certain disciplines by rank and tenure status.



A YEAR IN REVIEW: EQUITY & INCLUSION FOCUS AREAS

BUILDING A DIVERSE CAMPUS COMMUNITY



CESAR MAXIT, NDILON.ORG



Undocumented Student Advocacy Contingency Planning

In anticipation of the U.S. Supreme Court impending ruling on whether or not President Obama's 2012 Executive Order which provides protections for DACA recipients should be upheld, colleagues from UW Tacoma's Office of Equity & Inclusion, Global Affairs, Student Affairs, and Legal Pathways held a series of meetings this past summer to conduct an informal assessment of campus resources available for DACA and undocumented students. The group developed a contingency plan to ensure that critical supports such as a legal counseling, financial resources, and advocacy-based organizations were accessible to undocumented students. These efforts laid the groundwork developing a larger working group that will be charged during the summer and autumn of 2020 with developing a set of short and long-term actions to help to institutionalize undocumented student programs and resources at UW Tacoma as it relates to campus support and advocacy, legal support, and financial support.

New Student Welcome Receptions

In addition to our traditional CEI Open Houses, in autumn 2019 we hosted welcome receptions for incoming Black and African American, Asian and Pacific Islander, Native and Indigenous, Latinx, and LGBTQ+. At the start of winter quarter we also hosted welcome receptions for incoming Students of Color and LGBTQ+ students. We had more than 250 attendees across our different welcome receptions.

Cultural Potlucks

We hosted a series of multicultural and culturally specific potlucks during the 2019-2020 year. The most well-attended of them all was the Latinx potluck at which 41 people attended.

Umoja Celebration

This year we shifted our Umoja Celebration, our annual multicultural end-of-year celebration, to an online format. This transition was a success. A highlight from this year's celebration was honoring Dr. Linda Ishem with the first ever Equity & Inclusion Lifetime Achievement Award. Through this virtual event, students were able to meet with family and friends in breakout rooms following the formal event to socialize and send off well wishes to our graduates. Students from multiple identities were celebrated and honored by the faculty and staff and all their family and friends who have walked with them throughout their college experience. Watch online: <https://www.tacoma.uw.edu/umoja2020>.

TOP 50

COLLEGES WITH THE GREATEST RACIAL/ETHNIC STUDENT DIVERSITY

Chronicle of Higher Education
Almanac 2019



5,352

Student Headcount

40%

Caucasian/White

19%

Asian American

14%

Hispanic/Latinx

9%

African American

8%

Reporting two+ races*

5%

International

1%

Hawaiian/Pac. Islander

1%

Native American

3%

Not indicated

*Students reporting multiple race/ethnicities are counted in each category. Data on this page is current as of autumn 2019.

PROGRAM REVIEW

A comprehensive program review of the CEI mission and values was continued under the leadership of Dr. Jimmy McCarty, Director of the CEI. The CEI staff utilized information gathered during the internal review conducted at the end of the 2018-2019 year to draft a new mission and values statement. A team of nationally recognized external reviewers, Drs. Monica Nixon and Jason Rivera, visited campus in January 2020 to meet with campus stakeholders and delivered an external review report in June 2020. The Equity and Inclusion team took this information, in combination with the previous internal review, and produced new vision, mission, antiracism, and values statements to guide the work of the CEI going forward.

VISION STATEMENT:

We envision a UW Tacoma where all people thrive and where students pursue lives of purpose in which they contribute to the creation of a just world.

MISSION STATEMENT:

The CEI enhances the holistic education of all students by supporting the success of historically marginalized groups, empowering community members to engage difference toward justice, and building a more equitable campus.

ANTIRACISM STATEMENT:

We are committed to confronting and dismantling systemic racism, including anti-Blackness, colonialism, xenophobia, and all other forms of oppression, wherever we encounter them as we work toward institutional equity and social justice.

VALUES:

Community is the relationships we have within and across social difference that enable us to love our whole selves and be our best selves in a diverse and too-often unjust world.

Advocacy is the individual and communal commitment to speak truth to power, build coalitions across difference, and build a more just world.

Social Justice is the commitment to social and structural transformation to create equitable outcomes for people across all aspects of social difference.

Cultural Humility is the practice of listening to and sharing stories across social difference in ways that enable us to embrace uncertainty while expanding our worlds to include as many people as possible.

Joy is the celebration of the identities, achievements, cultures, and relationships we all bring with us to make UW Tacoma a life-giving place.

Accountability is the responsibility we have as individuals and a community to prioritize justice, honor our commitments, and to repair the harms we may cause.

ASSESSMENT DATA: STATISTICS + DATA

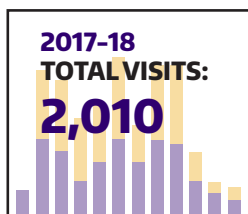
THE PANTRY

The Pantry exists to provide free supplemental, nutritious and culturally relevant food, as well as hygiene items to all UW Tacoma students on campus. In an effort to support our students, who may be lacking basic needs for themselves and their families, the CEI partners with Nourish Pierce County to provide nutritional and accessible items to all UW Tacoma students on campus. In addition the CEI has partnered with several other organizations on campus to do annual Pantry Drives to help support The Pantry. Giving opportunities are online: <https://www.tacoma.uw.edu/thepantry>.

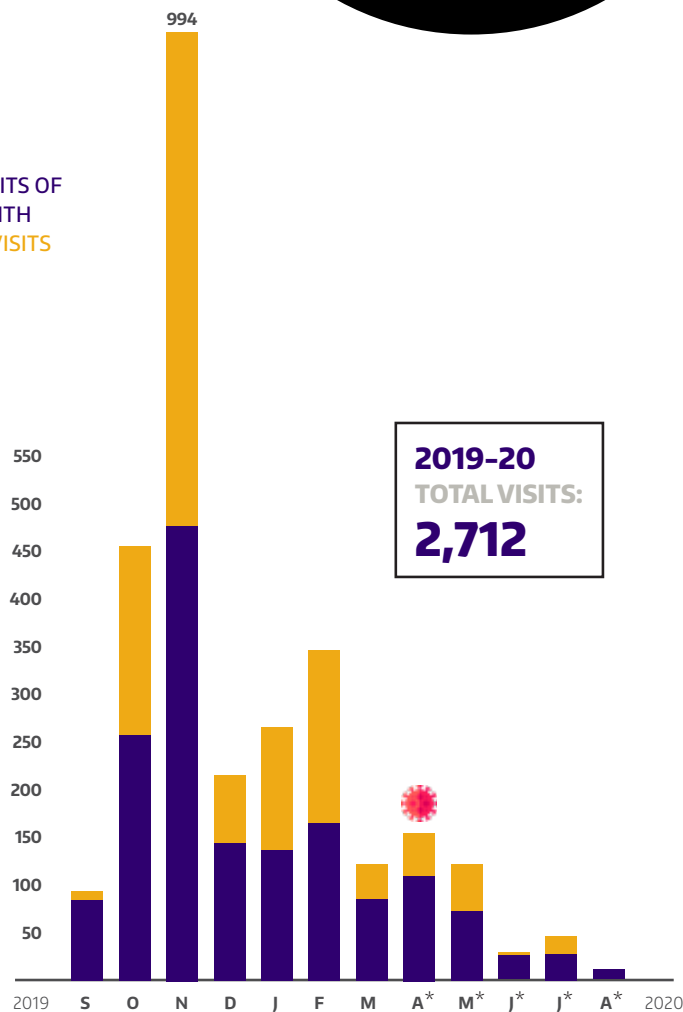
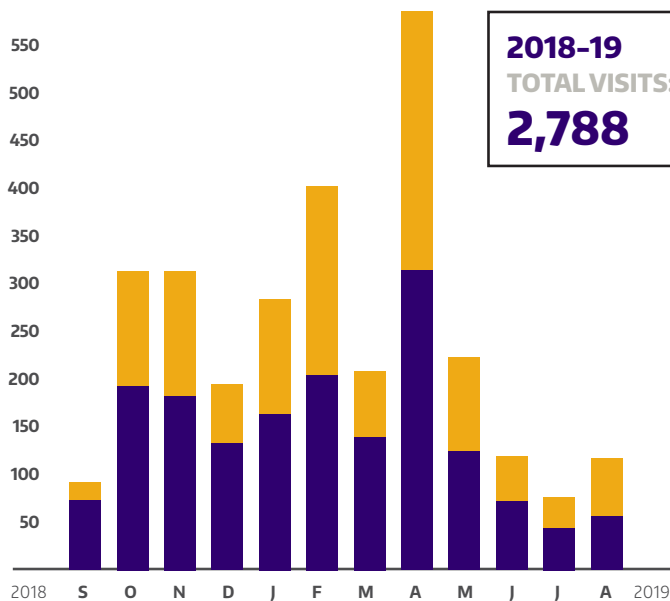
Since 2016, we have collected data to help us understand how many students have utilized the Pantry and how many have visited more than once.



TOTAL UW TACOMA PANTRY VISITS PER ACADEMIC YEAR (OVERALL USAGE)



■ FIRST VISITS OF THE MONTH
■ REPEAT VISITS



Sponsors/Partnerships

We had several sponsors that donated their time and provided financial support to the Pantry during the pandemic.

AT&T

Harbor Food Service

FMS Global Cares

Tables of Grace Tacoma | Harbor Covenant Church

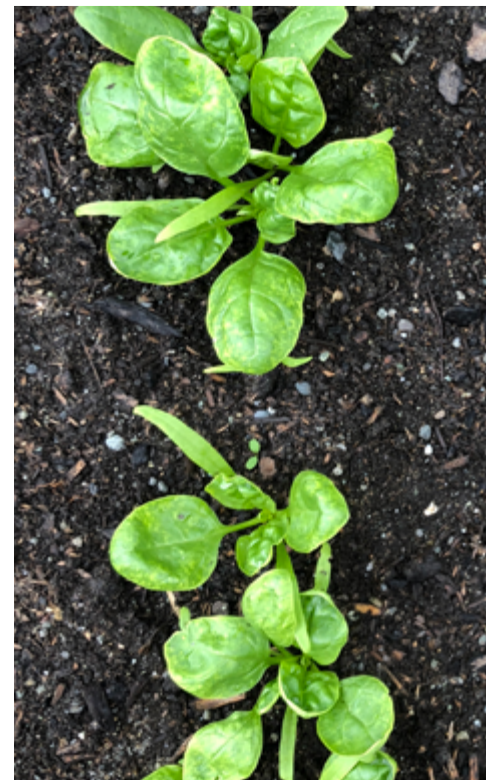


*At the end of March, we implemented a new online ordering system for students to utilize the Pantry during COVID-19. Every student who wants to utilize the Pantry must complete the online form to ensure we are practicing social distancing and keeping our patrons of the Pantry and our staff safe. The Pantry created pre-made bags for students based off of their choice of diet (vegan, carnivore, kosher, gluten-free, and vegetarian).

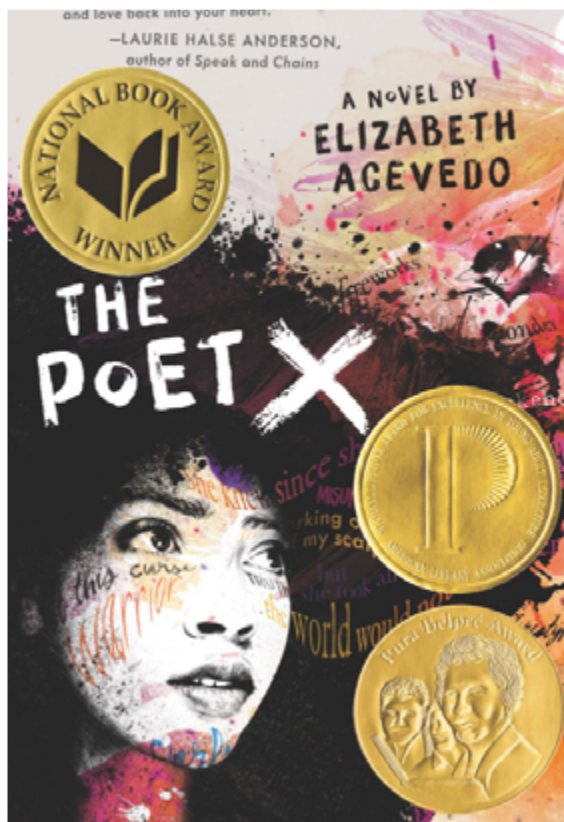
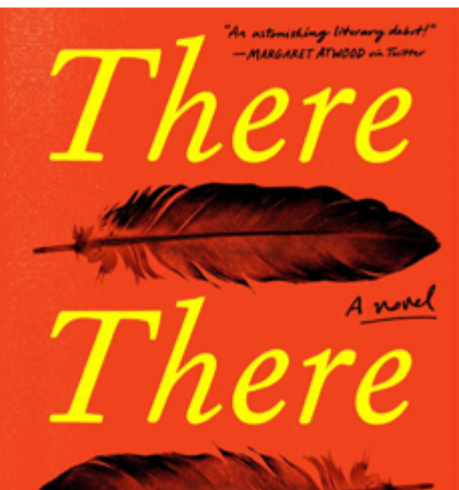
In the beginning of May, we incorporated a delivery service for students living within 10 miles of campus in partnership with AT&T. As deliveries became more in demand, we expanded services to students living within 30 miles of campus. This table shows the breakdown of total number of students served (these numbers may be slightly lower than our actual amount as we may have missed some data in the transition to online orders), total number of deliveries, and range of service.



MONTH 2020	UNIQUE # OF STUDENTS	TOTAL PANTRY VISITS	TOTAL WEIGHT OF FOOD DELIVERED	TOTAL DELIVERY REQUESTS	UNIQUE # OF HOUSEHOLDS SERVED	COURT 17/ KOZ APTS. < 2 BLKS.	STUDENTS SERVED < 10 MI.	STUDENTS SERVED 10-20 MI.	STUDENTS SERVED 20-30 MI.
APRIL	108	154	728 LBS.	- DELIVERY SERVICE BEGINS MAY 2020 -					
MAY	72	121	798.2 LBS.	89	69	16	27	3	4
JUNE	26	29	273.8 LBS.	12	10	1	21	4	4
JULY	28	46	641 LBS.	31	22	1	28	8	4
TOTAL	234	350	2441 LBS.	132	101	18	76	15	12



CEI PROGRAMMING HIGHLIGHTS



AUTUMN QTR 2019 EVENTS

21 events, total of 654 attendees*

- **Transgender Day of Remembrance**
70 total attendants
- **5 New Student Receptions**
21 attendants

Regularly offered events

- **3 Real Talk Events**
35 attendants
- **3 Queer Discussion Group Meetings**
20 attendants
- **6 Real Lit[erature] Book Club Meetings**
There There by Tommy Orange
21 attendants

WINTER QTR 2020 EVENTS

19 events, total of 252 attendees*

- **Black History Mobile Museum**
75 attendants
- **Black History Mobile Museum Lecture by Dr. el-Hakim**
23 attendants

Regularly offered events

- **2 Real Talk Events**
25 attendants
- **2 Queer Discussion Group Meetings**
16 attendants
- **6 Real Lit[erature] Book Club Meetings**
The Poet X by Elizabeth Acevedo
11 attendants

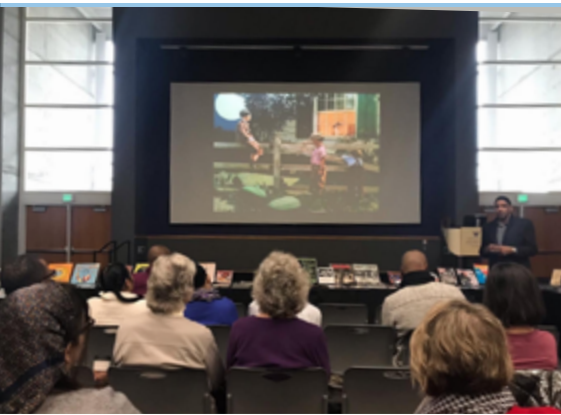
SPRING QTR 2020 EVENTS

- **Umoja Celebration Virtual**
- **3 Rainbow Center Trainings**
LGBTQ Core Competency Workshop
33 attendants
Gender Identity Training
15 attendants
How to be an Ally Training
16 attendants

Regularly offered events were offered via social media handles or Zoom

- **6 Real Lit[erature] Book Club Meetings**
This Time Will be Different by Misa Sugihara
12 attendants
- **4 Real Talk Events:**
Let's Talk Census
Racism and Classism Coronavirus
Food Insecurity
Q&A Panel with UW Tacoma FISA
(Formerly Incarcerated Student Association)
- **Spicy Conversations**
Mukbang Challenge with the CEI

CEI PROGRAMMING HIGHLIGHTS



QUEER DISCUSSION GROUP

A space for LGBTQIA identified students to meet, socialize, support one another and share about experiences through facilitated group discussion on queer specific topics and activities.

DATES FOR WINTER QUARTER
JAN 23RD | FEB 6TH | FEB 27TH | MAR 10TH
12:30 PM-1:20 PM
WCG 104



SUMMER QTR 2020 EVENTS

- 6 Real Lit[erature] Remote Book Club Meetings:
Fresh Ink (Anthology)
9 attendants

This was the first time we offered Real Lit for the summer. While the numbers decreased, the conversations and relationships created were fruitful.

OVER
1000
PARTICIPANTS* IN 60+ EVENTS

*These numbers are not unique. We have students who attend several of our events because they speak to different aspects of their identity.

EQUITY & INCLUSION SPOTLIGHT:

ACCOMPLISHMENTS OF UW TACOMA COMMUNITY CHANGE MAKERS AND ADVOCATES



TEAM OF THE YEAR AWARD 2020-2021: REAL LIT[ERATURE] SOCIAL JUSTICE BOOK CLUB

The UW Tacoma Staff Association's Team of the Year Award

recognizes a group on campus for their outstanding contributions to UW Tacoma and support of the university's mission, purpose and strategic plan. The recipients of the award receives a plaque, as well as \$1,000 in professional development funds to advance the mission and work of the group. This year's selection committee had such detailed and impactful nominations that the selection of the recipient was no easy task.

"Real Lit[erature]: Reading for Social Justice" is a book club envisioned as a thematic reading and discussion program to engage UW Tacoma

students through literature-based outreach on contemporary societal issues. Based on research that indicates that fiction is able to positively impact displayed empathy, the book club wants to raise awareness and discuss the experiences that are being had by our community. We believe that using a novel to discuss contemporary societal issues allows for hard but necessary conversations to take place. Joining a book club is also a fantastic way to create community by reducing isolation.

We are excited to highlight the partnership between the UW Tacoma Library and the CEI in the pilot of a social justice book club. Congratulations to the Real Lit[erature] Book Club Team for all that they have done for our campus!

I hope to have meaningful discussions with this new format. It should be quite interesting to try something new and learn from it.

I am hoping to be in a space to discuss this novel, its impact, and learn from others about this novel's depth and what I might be missing at it is so loaded with meaning. Thank you for putting this all together!

I hope to learn more about pressing issues in society through reading books.

EQUITY & INCLUSION SPOTLIGHT: LIFETIME ACHIEVEMENT AWARD

DR. LINDA ISHEM

This year, Equity & Inclusion was delighted to announce that **Dr. Linda Ishem** was the first ever recipient of the **Equity & Inclusion Lifetime Achievement Award**. This award goes to a UW Tacoma faculty or staff member for their outstanding accomplishments and contributions, particularly as it relates to their efforts to assist our campus in improving racial climate as well as foster an educational environment that is inclusive, rich in diversity and supportive of students pursuing their degrees at the University of Washington Tacoma.

Dr. Ishem has led by doing and she has brought out the very best in faculty, staff, students and administrators at UW Tacoma in ways that have been paralleled by very few. She has earned the trust and respect of her students and colleagues because of her high integrity, staunch advocacy for social justice issues, and ability to care deeply for others. Dr. Ishem has had an impact on the majority of students at UW Tacoma in so many profound ways but it's her work with Black students at UW Tacoma where her impact was most deeply felt. For years, she has worked to create and nurture a campus environment that promotes the persistence, retention and success of Black students at UW Tacoma through serving as a mentor, coach and advocate.

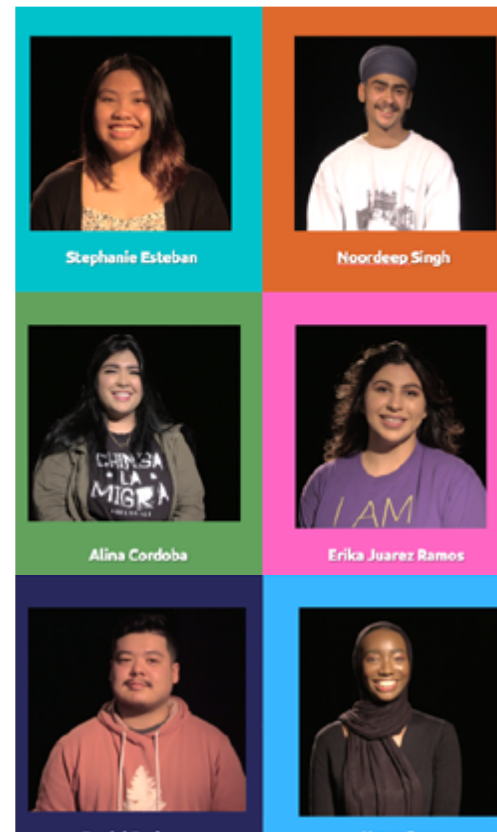
She also served as the Advisor to the Black Student Union (BSU) for a number of years. In this role she has provided strong mentorship for BSU students as they have led their own student organization meetings, workshops and retreats as well as campus-wide community building events in support of creating a campus life that centered Black issues.

Dr. Ishem has held UW Tacoma to a higher standard by pushing our community toward taking steps that drive equity and social justice to deeper and more meaningful levels for our campus community. Therefore, we cannot envision a more deserving recipient of the **Equity & Inclusion Life Time Achievement Award** than Dr. Linda Ishem.



EQUITY & INCLUSION SPOTLIGHT:

DR. SONIA DE LA CRUZ, TELLING OUR STORIES



TELLING OUR STORIES: DR. SONIA DE LA CRUZ

Telling Our Stories: Student Experiences at UW Tacoma is a collection of video stories and reflections, created by undergraduate students in Dr. Sonia De La Cruz's course, TCOM 347: Television Criticism and Application. Students worked in teams to document and produce short digital stories highlighting the experiences of other UW Tacoma students with regards to one or various aspects of their identity, whether related to race, ethnicity, class, gender, sexuality, disability, place of origin, etc. With support from the CEI, the goal was to create a body of work that reflects how a student's identity, and overall way of seeing the world, affects their college experience. Through this work, students engaged in conversations about their own social identities and their positionality in relationship to the people they interviewed.

Faculty collaborators have received a SIAS Interdisciplinary Teaching and Scholarship Grant to enhance this project, autumn 2020, with shared lesson plans between TCOM 347 and TSOC 265: Race and Ethnicity in the U.S. What started as a classroom project has grown into an interdisciplinary curricular initiative that includes on-going collaboration with the CEI for future productions that will enhance student learning and result in a body of qualitative research that becomes part of UW Tacoma's cultural history as an urban serving institution. The collection of digital video stories will become a depository of student narratives for CEI training purposes and for staff, faculty and administration reference. View this project: <https://uw.pressbooks.pub/tellingourstories>

EQUITY & INCLUSION SPOTLIGHT:

E&I STAFF PRESENTATIONS, PUBLICATIONS, RECOGNITIONS (2018-2020)



Anderson, D., **McCarty, J.W.**, Story, J. (2020, June). "Restorative Justice AS Racial Justice: Restorative Practices as Antiracist Praxis in Higher Education," National Conference on Race & Ethnicity in American Higher Education (NCORE), New York, New York. (Accepted but canceled due to COVID-19 🚫)

McCarty, J.W. (2020, Spring/Summer). "The Power of Hope in the Work of Justice: Christian Ethics after Despair." *Journal of the Society of Christian Ethics* 40(1): 39-57. <https://doi.org/10.5840/jsce202051823>

McCarty, J.W. (2020, May). Moderator, *Asian Americans Documentary Screening and Launch*, KBTC/PBS.

Tanya Grace Velasquez, UW Tacoma Distinguished Teaching Award of Excellence, 2019-2020.

Velasquez, T. (2020, March) panelist, "Understanding Diversity and Inclusive Teaching in the Community College Setting" Webinar series: Careers in Teaching at a Community College, UCLA Center for Education Innovation and Learning in the Sciences.

McShay, J.C. (PI), Muira, C., Velasquez, T.G., McCarty, J. (Grant proposal submitted) *Bridge to Success: Building Asian American and Native American Pacific Islander Resilience at University of Washington Tacoma*, Asian American Native American Pacific Islander-Serving Institutions Program; U.S. Department of Education.

Honey, M. & McShay J.C. (2020, January). "To the Promised Land: What can we learn from King's crusade for economic justice to combat today's injustices?" University of Washington, Tacoma.

McCarty, J.W. (2020, January). "Peacemaking Circles and Moral Disagreement: A Practice of Empathy," as part of panel on pedagogy and moral disagreement, Pedagogy Interest Group, Society of Christian Ethics, Washington D.C.

Velasquez, T. (2019, October) " 'Something about the Subject Makes it Hard to Name': Educators of Color Navigating PWIs, and Cultivating Collective Self Care," Plenary speaker with Donna Miguel; Washington

State Board for Community and Technical Colleges, Faculty of Color Cross Institutional Mentorship Program, Tacoma, WA.

McCarty, J.W. (2019). "Practicing Antiracist Pedagogy: Moving Beyond Diversity and Toward Justice in the Classroom," Abilene Christian University, Abilene, TX.

Velasquez, T. (2019, August) "Leading with Race: Applying Critical Race Theory-Working Towards Equity Together," Plenary Speaker, State Board for Community and Technical Colleges, Administrators of Color Leadership Program, Blaine, WA.

McCarty, J.W. (2019, June). Panelist, City of Tacoma's First Annual DiverCity Conference, Tacoma, WA.

McShay, J.C. & McCarty, J.W. (2019, May- Invited Workshop). *Countering the Pushback in Intersectionality*. Workshop conducted at the National Conference of Race and Ethnicity in American Higher Education, New Orleans, LA.

McCarty, J.W. (2019, January). *Asian American Ethics and Identity*. In *Marginalia Review of Books*: <https://marginalia.lareviewofbooks.org/asian-american-ethics-identity>

McShay, J.C. (2018, December), "What Keeps You Grounded?" Graduate Commencement Keynote Address, Graduate College, Iowa State University Retrieved from <https://www.youtube.com/watch?v=sHoFaVmYxZw&feature=youtu.be>

McShay, J.C. (2018, May - Invited Workshop). "Making our work intersectional: Reimagining strategies for promoting student engagement, inclusion and success through multicultural centers," Workshop conducted at the National Conference of Race and Ethnicity in American Higher Education, New Orleans, LA.

Chapman, N., **McShay, J.C.** (2018). Digital Stories: A critical pedagogical tool in leadership education. In C. Kortegast & B. Kelly (Eds.), *Engaging Images for Research, Pedagogy & Practice: Utilizing Visuals to Understand and Promote College Student Development*. Sterling VA: Stylus.



OFFICE OF EQUITY & INCLUSION GOALS: 2020-2021

Develop a blueprint for reimagining E&I's organizational structure so that it can become a national model for urban and minority-serving institutions. Determine how best to build an operational model that can better support strategic partnership development, functional programming and activities offered in response to campus-wide demands for outreach and support; training and education; student retention programming; and internal administrative resources necessary to carry out those functions.

Partner with UW Tacoma schools and divisions to establish unit-specific diversity, equity and inclusion-related objectives, with benchmarks and metrics that align with the goals described the UW Diversity Blueprint and UW Tacoma Strategic Plan.

Coordinate the development and implementation of a campus climate survey implementation and action planning process that addresses the experiences of UW Tacoma community members.

Incentivize and support the development and/or enhancement of innovative, cross-cutting programs to improve and enhance the campus climate for diverse students, faculty, staff, and visitors in ways that ensure a welcoming and inclusive learning community, workplace and campus environment.

Expand professional development to grow a critical mass of faculty, staff, and administrators whose teaching, work, and leadership practices are grounded in equity, anti-racism and inclusion to the benefit of UW Tacoma students and the communities served by the university.

Formalize and enhance resources designed to support UW Tacoma faculty of color with community support practices dedicated to assisting them with navigating the culture of pre-dominantly white institution as well as responding to the experiences of faculty of color in the classroom.

Establish a systematic process for collecting and analyzing hiring and retention data for UW Tacoma students, staff, and faculty from underrepresented groups.

Establish an Equity & Inclusion Leadership Network for UW Tacoma. Units represented in the network will comprise of appointees who will be responsible for coordinating anti-oppression trainings and workshops and supporting the climate survey implementation process. Members of the E&I Leadership Network will also collaborate on campus wide DEI initiatives.

CENTER FOR EQUITY & INCLUSION GOALS: 2020-2021

Revise and expand a robust series of retention-focused programs including: RISE Scholars, internship opportunities, and affinity-based receptions and supports.

Sustain and increase training and workshop opportunities for students, staff, and faculty to support the success of minoritized student communities (i.e., affinity-based Registered Student Organizations, Undocumented students, Formerly Incarcerated Students, LGBTQ students).

Finalize new CEI mission, values, and learning objectives to support student success and UW Tacoma strategic plan.

Design and implement assessment tools for key programs and services aligned with new CEI mission and learning objectives.

Revise RISE with the support of the Office of Undergraduate Education to include academic credit and more robust assessment.

Create unit-wide learning objectives based on new mission/values that will inform creation of new programs and development of existing programs. Complete the search and successfully onboard the **new UWT Tribal Liaison**

Launch a collaborative Undocumented Student Working Group of administrators, faculty, and staff through an information gathering process to identify specific actions that should be taken to put in place permanent resources and supports necessary to promote a sense of safety, belonging, and thriving for undocumented students pursuing their degrees at UW Tacoma.



EQUITY, INCLUSION AND DIVERSITY ARE LINKED TO UW TACOMA'S SUCCESS AND THE ACADEMIC ACHIEVEMENT OF UW TACOMA STUDENTS.



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 in 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

ACADEMIC AFFAIRS
ASSOCIATED STUDENTS
OF UW TACOMA (ASUWT)

BLACK STUDENT UNION

CAMPUS SAFETY &
SECURITY

CENTER FOR SERVICE &
LEADERSHIP

CENTER FOR STUDENT
INVOLVEMENT

CHANCELLOR'S OFFICE

FIRST GENERATION
STUDENT INITIATIVES

FORMERLY INCARCERATED
STUDENT ASSOCIATION (FISA)

INSTITUTE OF
GLOBAL ENGAGEMENT

MARKETING &
CREATIVE SERVICES

OFFICE OF COMMUNITY
PARTNERSHIPS

OFFICE OF GLOBAL AFFAIRS

OFFICE OF MINORITY
AFFAIRS AND DIVERSITY
UW Seattle

OFFICE OF STUDENT
FINANCIAL AID

OFFICE OF UNDERGRADUATE
EDUCATION

SCHOOL OF EDUCATION

SCHOOL OF INTERDISCIPLINARY
ARTS & SCIENCES DIVISIONS

- Culture, Arts and
Communication

- Social and Historical Studies

- Social, Behavioral and
Human Sciences

SERVICES & ACTIVITIES
FEE COMMITTEE (SAFC)

STUDENT ACTIVITIES BOARD

STUDENT ADVOCACY
AND SUPPORT

STUDENT AFFAIRS

STUDENT TECHNOLOGY
FEE COMMITTEE (STFC)

STUDENT TRANSITIONS
AND SUCCESS

SUMMER BRIDGE TO
SUCCESS PROGRAM

UW TACOMA
FACULTY ASSEMBLY

UW TACOMA LIBRARY

UW TACOMA
STAFF ASSOCIATION

COMMUNITY PARTNERS

AT&T

CHEHALIS HEAD START
AND FAMILY CARE

ELIZABETH WESLEY
YOUTH MERIT INCENTIVE
AWARD PROGRAM

FMS GLOBAL CARES

GENDER ALLIANCE OF
THE SOUTH SOUND (GASS)

HARBOR FOOD SERVICE

HILLTOP ACTION
COALITION

KBTC - PUBLIC
TELEVISION

MUCKLESHOOT TRIBE

NORTHWEST IMMIGRANT
RIGHTS PROJECT

NOURISH PIERCE COUNTY

PEACE COMMUNITY CENTER
PUYALLUP TRIBE OF INDIANS

RAINBOW CENTER

SMALL TRIBES OF
WESTERN WASHINGTON

TABLES OF GRACE TACOMA |
HARBOR COVENANT CHURCH

THE EVERGREEN STATE COLLEGE
NATIVE PATHWAYS PROGRAM
(NPP)

TRIBAL AFFAIRS, CHILDREN,
YOUTH AND FAMILIES,
WASHINGTON STATE



W



EQUITY & INCLUSION ANNUAL REPORT 2019-20

TACOMA.UW.EDU/EQUITY

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