

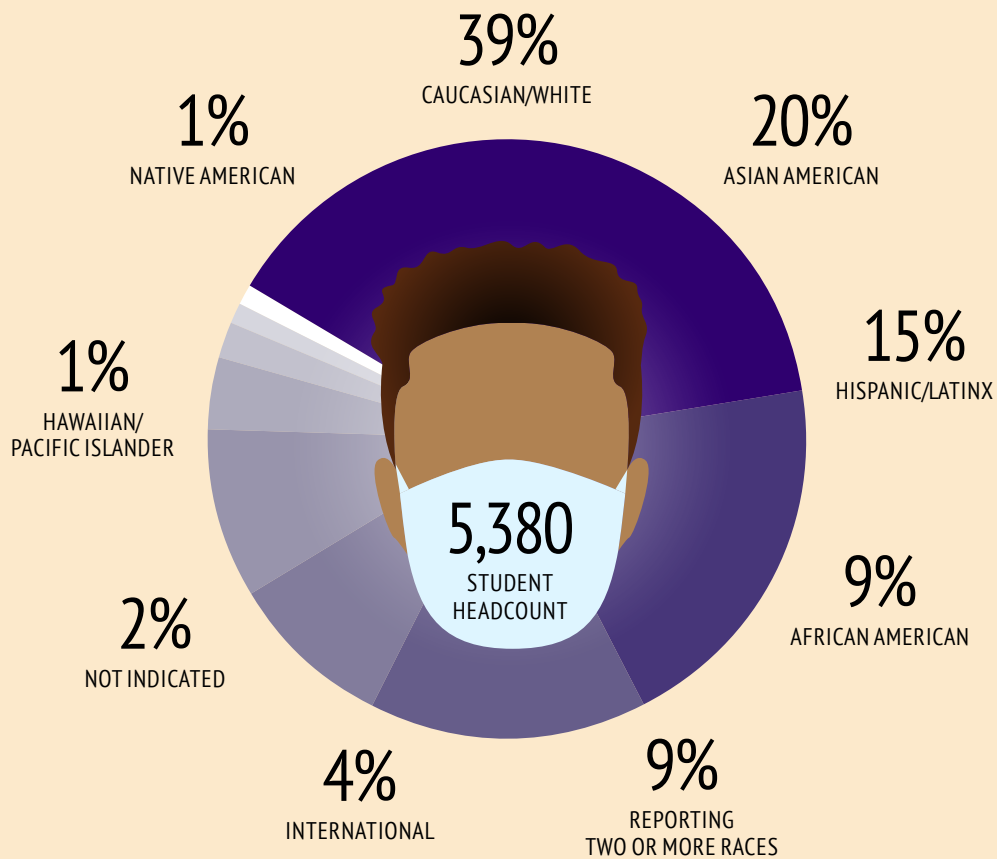


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EQUITY & INCLUSION

UNIVERSITY *of* WASHINGTON | TACOMA

WHO WE ARE



*Students reporting multiple race/ethnicities are counted in each category. Data on this page is current as of autumn 2020.

VICE CHANCELLOR FOR EQUITY & INCLUSION

EXECUTIVE DIRECTOR FOR EQUITY & INCLUSION

PROGRAM ADMINISTRATOR

STUDENT RETENTION & COMMUNITY DEVELOPMENT SPECIALIST

DIRECTOR OF FACULTY ENGAGEMENT & RACIAL EQUITY INITIATIVES

PROGRAM SUPPORT SUPERVISOR

TRIBAL LIAISON

DIRECTOR OF GRANTS & SPECIAL PROJECTS

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Jimmy McCarty, Ph.D.

Sara Contreras

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A YEAR IN REVIEW

EQUITY & INCLUSION MISSION STATEMENT

The Office of Equity and 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.



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EQUITY & INCLUSION

UNIVERSITY of WASHINGTON | TACOMA

MESSAGE FROM DR. MCCARTY

EXECUTIVE DIRECTOR FOR EQUITY & INCLUSION

The 2020-2021 academic year was one of deep reflection, growth, and imagination. The ongoing pandemics of COVID-19, state violence against Black people, anti-trans violence, and hate crimes against Asian and Asian American people resulted in great trauma and provided opportunities for powerful protest and social engagement. These pandemics showed up in a variety of ways in our lives and we mourned and responded as a community to do better and be better than we have been in the past.

We launched the Coalition Building for Racial Justice lecture series, which featured Black Lives Matter mother Patrisse Cullors, the Dope Black Women Collective, and Washington state-based community and political activists. We also launched the inaugural cohort of the LEAD (Leading for Equity, Antiracism, and Diversity) Institute, an eight-week institute for staff and faculty already engaged in the work of equity and inclusion in their spheres of influence. We were able to secure, through individual donations and institutional support, over \$80,000 to seed the Black Opportunity Fund. In addition, we completed ongoing research to inform our various initiatives to improve our campus climate. We launched an Undocumented Student Support Working Group that submitted a robust series of recommendations to the campus to improve the climate for students who are undocumented, DACAmented, and from mixed-status families that are already being implemented on our campus. And we continued the good work we have been doing in the Center for Equity and Inclusion coordinating student-led and informed programs about diversity, social justice, and inclusion. Among this was the amazing work done by our student staff in The Pantry, led by Nedralani Mailo, to transition our services to a volunteer-based delivery model that has received tri-campus awards and national recognition.

In addition to these programs, events, and services, we have been a resource to our campus in times of need—such as after George Floyd was murdered and after a mass shooting targeting Asian women in Atlanta. We have consulted with campus colleagues and leadership about how we can further our diversity, equity, and inclusion goals. And we have brought on more staff—including a Tribal Liaison and faculty fellows—to help us do this important work.

UW Tacoma made real investments in the work of equity and inclusion over the past academic year. As we go through a series of transitions among senior leadership on campus and in Equity & Inclusion, we will not lose momentum but will continue to do this important work.

In solidarity,



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 (DEI) activities.

TRACKS IMPLEMENTATION

of campus-level equity and inclusion strategic initiatives.

SUPPORTS THE EFFORTS

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



A YEAR IN REVIEW

EQUITY & INCLUSION FOCUS AREAS: SUPPORTING STUDENT SUCCESS

LGBTQIA2PA+ WORKSHOPS

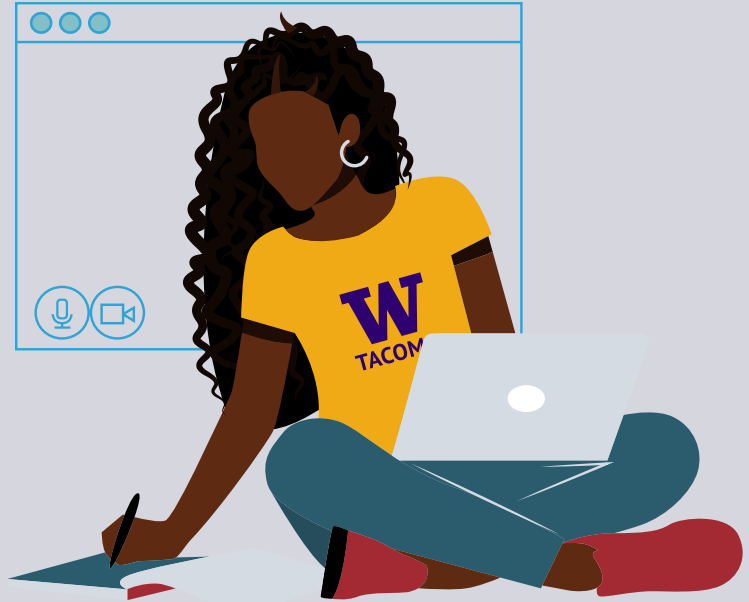
During winter and spring quarter, the Center for Equity & Inclusion (CEI) partnered with local nonprofit organization **The Rainbow Center** to provide three virtual workshops designed to increase the overall campus community's understanding and awareness of the issues faced by lesbian, gay, bisexual,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

RACIAL HEALING CIRCLES

CEI hosted racial healing circles in Fall 2020. Based in Indigenous traditions of justice and peacemaking, especially in the traditions taught by the **Tagish Tlingit**, racial healing circles create space for students to explore their own racial identities; learn from peers as they share their experiences of racialization; and are empowered to live antiracist lives in a community of support.

SOCIAL JUSTICE SUMMER INTERNSHIP

In collaboration with **Student Transitions and Success**, the CEI was able to launch a **Social Justice Summer Internship** program in summer 2020. 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 organization so they can keep the interns on into the fall.



UNDOCUMENTED STUDENT SUPPORTS

Growing out of summer 2020 contingency planning to support undocumented students, DACAmented students, and students from mixed-status families in light of potential changes to federal DACA protections, we convened an **Undocumented Student Success Working Group** in fall 2020. Made up of community stakeholders including undocumented students and alumni and their peer allies, faculty and staff, the working group delivered a comprehensive report to **Vice Chancellor McShay** with a series of short-, mid-, and long-term recommendations to improve campus supports and services for these students. After delivering the report, Working Group co-chairs **Dr. Vanessa de Veritch Woodside** (School of Interdisciplinary Arts and Sciences) and **Dr. Jimmy McCarty** (E&I) convened a series of campus listening sessions to share the report findings and receive community feedback on the report's recommendations. In Spring 2021 Drs. de Veritch Woodside and McCarty, at the invitation of Vice Chancellor McShay, convened an **Undocumented Student Support Implementation Team** to inform and oversee the implementation of the report's recommendations that will continue its work during the 2021-22 academic year.

RISE

RISE Scholars is a year-long program designed for incoming first-year students of color who want to learn about their racial identity and other social identities, build community across racial difference, and develop skills for academic and life success. Through a series of engaging experiences (including a fall course, a year-long series of workshops, speakers and community building activities) students cultivate the skills they need to be a successful college student.

NEW STUDENT WELCOME RECEPTIONS

This past year we transitioned our welcome receptions for Autumn 2020 for incoming Black and African American, Asian and Asian American, Pacific Islander, Native and Indigenous, Latinx, and LGBTQ+ to online social receptions in light of COVID-19 protocols. We had nearly 50 attendees across our different welcome receptions. In addition we also hosted a keynote speaker engagement series by **Hoan Do** for autumn and winter quarters. These events were open for everyone to attend and had close to about 40 attendees total for both events.

BRIDGE TO SUCCESS FOR AANAPISI

During the spring of 2021, the Office of Equity & Inclusion (OEI) submitted an application for AANAPISI (Asian American and Pacific Islander Serving Institution) federal grant funding. The proposal, "Bridge to Success: Building Asian American and Native American Pacific Islander Resilience at the University of Washington Tacoma" requests 1.5 million dollars over a five year period to develop and enhance support for Asian American and Pacific Islander (AAPI) students. If funded, "Bridge to Success" would also expand services for low income students of all backgrounds and support faculty development in anti-racist and inclusive pedagogy. UWT has been designated as an AANAPISI-eligible institution since 2017 with 23% of the student body identifying as Asian American and or Pacific Islander. The award of AANAPISI funds would be the first federal grant to officially designate UWT as a minority serving institution.

UWTacoma's proposal embodies five key components:

Component I: Improve academic support for first-year, first-time in college AAPI students with designated AAPI sections of Summer Bridge and RISE (Race, Identity and Social Engagement) Scholars first-year learning community.

Component II: Establish and implement a faculty learning community with emphasis on inclusive pedagogy to better serve AAPI and other historically underrepresented and underserved student populations.

Component III: Develop new culturally relevant courses and implement an Asian American and Pacific Islander Studies Minor.

Component IV: Create a welcoming campus environment that connects AAPI students with faculty, other students, and the larger campus community.

Component V: Increase internships and work-based experience for AAPI students through community partnerships with the Asia Pacific Cultural Center and Degrees of Change

The AANAPISI "Bridge to Success" grant development team included James McShay, Jimmy McCarty, Cassie Miura, and Tanya Velasquez.

BLACK OPPORTUNITY FUND

This past June, UW Tacoma announced the launch of the **Black Opportunity Fund (BOF)** which was established at the tri-campus level in the summer of 2020 in the wake of the brutal murders of George Floyd, Ahmaud Arbery, Breonna Taylor, Tony McDade, Nina Pop and Tacoma resident Manuel Ellis at the hands of law enforcement or white people in their neighborhoods.

The purpose of this fund is to acknowledge the ongoing harm that systemic racism has had on the members of the Black community and to strategically

focus efforts addressing these inequities and injustices. Since this fund was established, UW Tacoma has raised \$80,000 to support initiatives that serve as a first step in helping to promote the success and thriving of Black students on our campus. An Advisory Committee for the BOF is in the process of being formed to oversee the awarding process. It will be comprised of Black students, staff, and faculty as well as staff members from the Center for Equity & Inclusion. The Office of Equity & Inclusion will serve as the administrative home for the fund.



A YEAR IN REVIEW

EQUITY & INCLUSION FOCUS AREAS: EMPOWERING THE COMMUNITY FOR SOCIAL JUSTICE

FACULTY DEVELOPMENT

OEI along with **University Academic Affairs** continues to support the development of ongoing faculty development in anti-racist, culturally responsive and inclusive pedagogy. Additionally, OEI successfully increased opportunities for Black, Indigenous and other faculty of color to engage in remote community building during the pandemic.

OEI offered quarterly **Faculty Learning Communities** for the general faculty to discuss and reflect on scholarship about inclusive teaching practices, faculty positionality, power, privilege and anti-racist pedagogy. Guest speaker, **Dr. Rebecca Aanerud**, whiteness studies scholar, joined us to discuss her chapter contribution, "Humility and Whiteness: How did I look without seeing? Hear without listening?" which proved to be a meaningful highlight for faculty who are learning to embrace vulnerability in their teaching.

Black, Indigenous and other faculty and staff of color gathered monthly to discuss common experiences that have shaped their professional careers including how to navigate the culture of predominantly white institutions and responding to the experiences of faculty of color in the classroom. Being in community also provided opportunities to create networks of support. We expanded engagement with special online events to address the mental health issues related to the dual impact of the COVID-19 pandemic and the collective trauma communities of color have experienced due to the violence of on-going systemic racism.

Dr. Carlton Green, a counseling psychologist from the University of Maryland, College Park, led a discussion about the health consequences of racial trauma and how to manage triggering moments in the workplace.

Dr. Rashanta Bledman, counseling psychologist in Washington D.C., guided BIPOC faculty and staff through a conversation about racial identity development and how to cultivate healing and self-care. Due to the positive feedback from participants, our goal is to keep this important work at the center of our efforts in the coming years.

To reflect on how the **Black Lives Matter** movement can shape our own anti-racist work at UW Tacoma, we

launched a speaker series, "*Coalition Building for Racial Justice*," that began in the fall. One of the founding women of BLM, artist, educator, author and organizer, **Patrisse Cullors**, spoke to the most pressing issues of the moment and offered guidance about how to persist in our fight for racial justice, including how to protect voting rights as the 2020 national election was near. Our evening event drew over 300 in attendance from UW Tacoma and the community at large. We followed up in the winter with a critical panel discussion about cultivating joy through abolition teaching and healing that featured the **Dope Black Women Collective**, a group of feminist scholar-activists including our own **Dr. M. Billye Sankofa-Waters**, from the UW Tacoma School of Education. Spring quarter OEI hosted a panel of local organizers and activists, **Kamau Chege** (Washington Community Alliance), **Brendan Nelson** (Hilltop Action Coalition) and **Sakara Remmu** (Washington Black Lives Matter Alliance) to discuss the power of community organizing and how to create lasting social change.

Coordinated by faculty member, **Tanya Velasquez** (School of Interdisciplinary Arts and Sciences), these on-going training initiatives, along with website development, lunch hour socials and individual/group consultations, continue to complement the faculty-led summer institutes, **SEED** and **Indigenizing Pedagogy**, by creating additional opportunities for faculty development throughout the academic year.



LEAD INSTITUTE

In Spring 2021 the Inaugural LEAD Institute was launched! **Leading for Equity, Antiracism, and Diversity (LEAD)** is an 8-week cohort-based leadership program for mid-level faculty and staff administrators. There were 26 participants in the inaugural class. The institute was led by nationally-recognized scholar of social justice in education **Dr. Kevin Kumashiro**. The aim of this new initiative is to grow a critical mass of faculty and staff administrators whose work and leadership practices are grounded in equity, antiracism and inclusion, and to create a campus climate of accountability for this work, that will benefit UW Tacoma students and the communities served by the University. It uses an anti-racist learning framework to provide a foundation for participants to better engage with conflict, foster inclusive workplace climates, disrupt anti-blackness and micro-aggression in workplace practices, respond to bias incidents, mentor and support faculty and staff of color, and other leadership topics.

SEED INSTITUTE

Now in its fifth year, S.E.E.D, which is a faculty development program designed to help faculty members build and deliver university courses that utilize practices for an inclusive classroom created space for 15 faculty members to come together 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.

Steering Committee:

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

KBTC THE BLACK CHURCH LAUNCH

In collaboration with **KBTC**, our local PBS affiliate, CEI Director Jimmy McCarty was part of a planning committee for the local launch of the newly released documentary *The Black Church*. Due to COVID-19 this was an online event. This event included a panel of local experts that included Equity and Inclusion partners **Rev. Brendan Nelson** and **Rev. Victoria Carr-Ware**.

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.

WSECU PARTNERSHIP

In partnership with **Student Transitions & Success** and the **Office of Advancement**, we successfully applied for and received a grant from **WSECU: The Credit Union of Washington**. The grant will provide a total of \$100,000/year for three years with \$50,000 annually to support CEI programming including **RISE Scholars**, **Social Justice Summer**, and the development of a campus diversity conference.

UW TACOMA TRIBAL ADVISORY BOARD

This past year, UW Tacoma's Elder in Residence, **Roberta Basch**, 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 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 AN EQUITABLE CAMPUS COMMUNITY

UWT CLIMATE SURVEY IMPLEMENTATION PLANNING

At the beginning of the fall quarter, four climate survey implementation teams were formed and tasked with reviewing UW Tacoma climate survey findings and developing concrete actions that would promote a more equitable and just working, living, and learning environment for all members of our campus community.

These four teams comprised of 22 faculty, staff and students worked with great diligence to study and make meaning of themes that emerged from the report findings, identify gaps, and collect additional data from minoritized UWT community members whose voices were underrepresented in the report. The climate survey implementation team members shepherded a process that was thoughtfully facilitated, inclusive, and collaborative. Their implementation planning work included engaging an array of campus constituents through hosting community forums, summits, administering additional surveys, as well as conducting interviews with campus unit leaders.

During the implementation planning process, the teams conducted over 40 meetings with a cross sector of campus stakeholder groups including students, faculty and staff. In addition to these meetings, they have invested hundreds of hours of their time reviewing and interpreting the findings presented in UW Tacoma's 400-page climate survey report, attending planning meetings, developing implementation plans, and writing their final reports. Two campus forums were hosted in May and June for members of the campus community to learn about the implementation plan and recommendations for action as well as solicit input and ask questions.

CLIMATE OVERSIGHT COMMITTEE

In June of 2021, a Campus Climate Survey Response Oversight Committee (abbreviated as the **Climate Oversight Committee (COC)**) was established. Its charge will be to provide feedback to campus units as they take action on problems and issues identified in the climate survey implementation plans for undergraduate students, graduate students, faculty and staff. The committee will use the six broad goals outlined in the UW Diversity Blueprint as indicators to help guide their assessment of changes in campus climate. These goals are as follows: Cultivate an inclusive campus climate; Attract, retain, and graduate a diverse and excellent student body; Attract and retain a diverse faculty; Attract and retain a diverse staff; Assess tri-campus diversity needs, and Improve accountability and transparency. The COC will develop bylaws that include committee membership (number, tenure, requirements, and qualifications), meetings, and notice of meetings, recording, vacancies, confidentiality, and conflict of interest.

NEW INVESTMENTS IN EQUITY & INCLUSION

In the wake of the senseless murders of George Floyd, Breonna Taylor, 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 UWT reaffirming its institutional commitment to taking concrete actions to become an antiracist University. On June 25, 2020 Chancellor Pagano announced the OEI 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 demonstrate this commitment, OEI received additional permanent funding and Dr. James McShay's position was elevated to Vice Chancellor for Equity & Inclusion. These changes are 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 year, the OEI 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 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 UWT climate survey findings will also inform the new organization structure for E&I.

CEI RELOCATION AND EXPANSION

McGranahan and Sellen Architects have nearly completed the construction 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 **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 projected date of project completion is mid-fall of 2021.

BIAS INCIDENT REPORTING AT UW TACOMA

This past year the OEI 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. To learn more about bias incident reporting consult these reports: tacoma.uw.edu/equity/birc-annual-reports

UMOJA CELEBRATION

This year we held our second **Virtual Umoja Celebration**. We incorporated more student voices and their stories of favorite memories at UW Tacoma and what they are taking away with them. We had several performances and an awesome keynote by our very own **TeyAnjulee Leon**. 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.

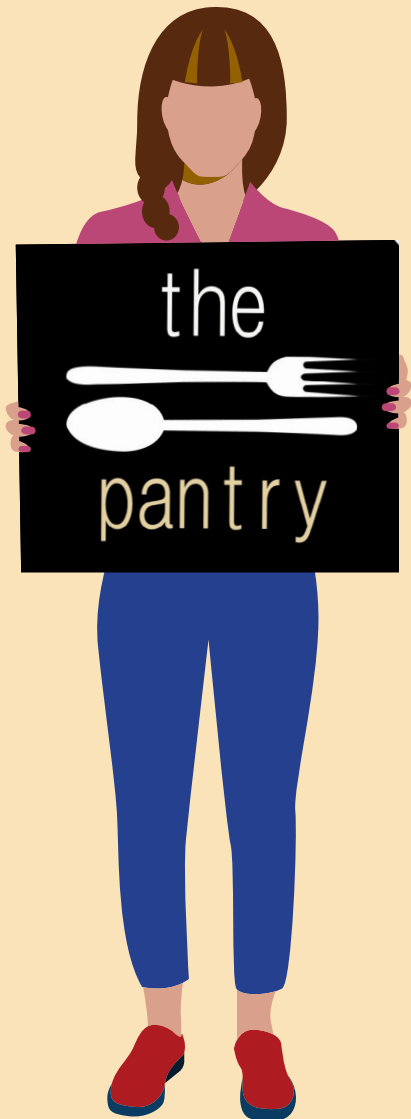


ASSESSMENT DATA

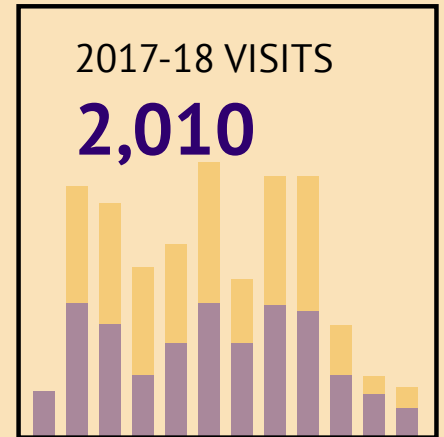
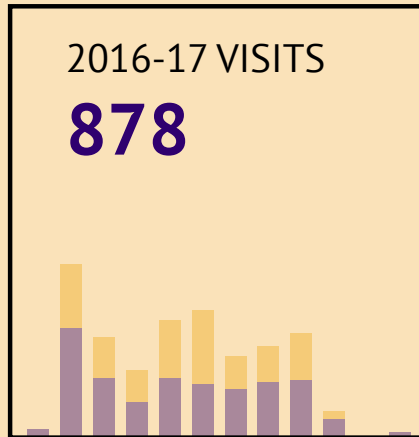
STATISTICS AND DATA: THE PANTRY

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: tacoma.uw.edu/pantry

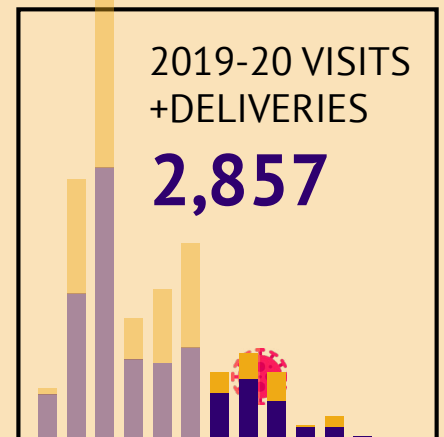
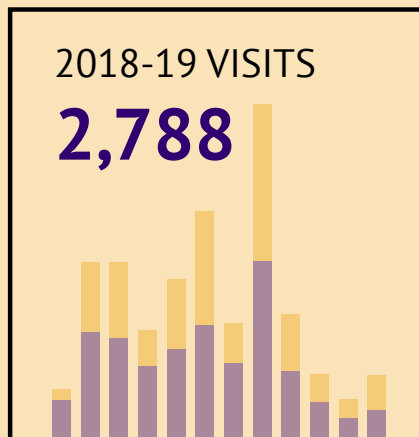
Since 2016, we have collected data to help us understand how many students have utilized the Pantry and how many have visited more than once.



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



- FIRST VISITS OF THE MONTH
- REPEAT VISITS



At the end of March, we implemented a new system for students to utilize the Pantry during COVID-19. We created an online order system that every student who wanted to utilize the Pantry filled out. This ensured we were practicing social distancing and keeping our patrons of the Pantry and our staff safe. This included the creation of pre-made bags for students based off of their choice of diet (vegan, carnivore, kosher, gluten-free, and vegetarian).

In the beginning of May 2020, 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 deliveries to students who lived within 30 miles of campus. The total number of students served may be slightly lower than our actual amount as we may have missed some data in the transition to online orders.

The Pantry continued to deliver food and hygiene products to UW Tacoma students throughout 2020-21.

THE PANTRY



Listed in the table below are the total amount of students, number of repeat visits, total visits, the number of those who live at the Koz apartments and Court 17 who have utilized the Pantry, and total number of deliveries made.

MONTH 2020-21	UNIQUE # OF STUDENTS	REPEATED VISITS	TOTAL VISITS	COURT17 + KOZ APTS.	TOTAL DELIVERIES
SEPTEMBER 2020	8	1	9	0	3
OCTOBER	45	21	66	3	36
NOVEMBER	41	35	76	5	32
DECEMBER	83	11	94	3	48
JANUARY 2021	42	31	73	2	37
FEBRUARY	37	35	72	0	31
MARCH	95	20	115	3	48
APRIL	29	33	62	1	43
MAY	20	20	40	1	28
JUNE	8	0	8	0	6
JULY	9	2	11	0	9
AUGUST	11	12	23	0	14
TOTAL 2020-21			649	18	335

2020-21
DELIVERIES
649



We had several sponsors that donated their time and provided financial support to the Pantry during the pandemic. Since July 2020 Pantry volunteers delivered over 350 Pantry deliveries to students living within 30 miles from campus ranging from anywhere to Buckley, Olympia, Burien and Auburn.

We thank our sponsors, partners and our 55 UW Tacoma volunteers, who helped distribute over 6300 lbs of food and hygiene items to UW Tacoma students:

FMS Global Cares **Harbor Food Service** **Tables of Grace Tacoma | Harbor Covenant Church**

 [uwtcei](#)
  [uwtcei](#)
  [uwtcei_pantry](#)

CEI REVIEW

PROGRAM REVIEW

A comprehensive program review of the CEI mission conducted during the 2019 and 2020 academic years was completed in summer 2020. Fall 2020 saw the formal rollout of a new Vision Statement, Mission Statement, Antiracism Statement, Values, and Learning Objectives for the CEI.



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.

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.

JOY is the celebration of the identities, achievements, cultures, and relationships we all bring with us to make UWT a life-giving place

CEI LEARNING OBJECTIVES:

1 Students will participate in communities of belonging and solidarity within and across social difference.

2 Students will demonstrate knowledge and skills that contribute to successful matriculation through their academic programs and timely graduation.

3 Students will recognize, honor, and celebrate cultural difference with a spirit of learning and humility.

4 Students, staff, and faculty will name their complex social identities and describe their meaning for their lives.

5 Students, staff, and faculty will demonstrate a commitment to social justice in their academic work and personal lives.

6 Students, staff, and faculty will participate in building equitable structures and practices in their spheres of influence.

CEI HIGHLIGHTS

PROGRAMMING HIGHLIGHTS ACADEMIC YEAR 2020-21

AUTUMN QTR 2020 EVENTS

32 events, total of 644 attendees*

- **Hoan Do: Succeeding in College and in Life Welcome Reception**
25 total attendants
- **6 New Student Receptions**
60 attendants
- **Author Talk for Real Lit with Brittany Morris**
23 attendants

Regularly offered events

- **3 Real Talk Events**
- **9 Real Lit[erature] Book Club Meetings**

WINTER QTR 2021 EVENTS

24 events, total of 252 attendees*

- **Hoan Do: Succeeding in College and in Life (Part 2)**
15 attendants
- **LGBTQ Training Sessions:**
 - LGBTQ Core Competency
 - Gender Identity
 - How to be an Ally
- **Author Talk for Real Lit with Randy Ribay**

This quarter we initiated new student programs as we transitioned into other ways of engaging our student population. We focused a lot of our programming on collaborative work with other departments and RSOs.

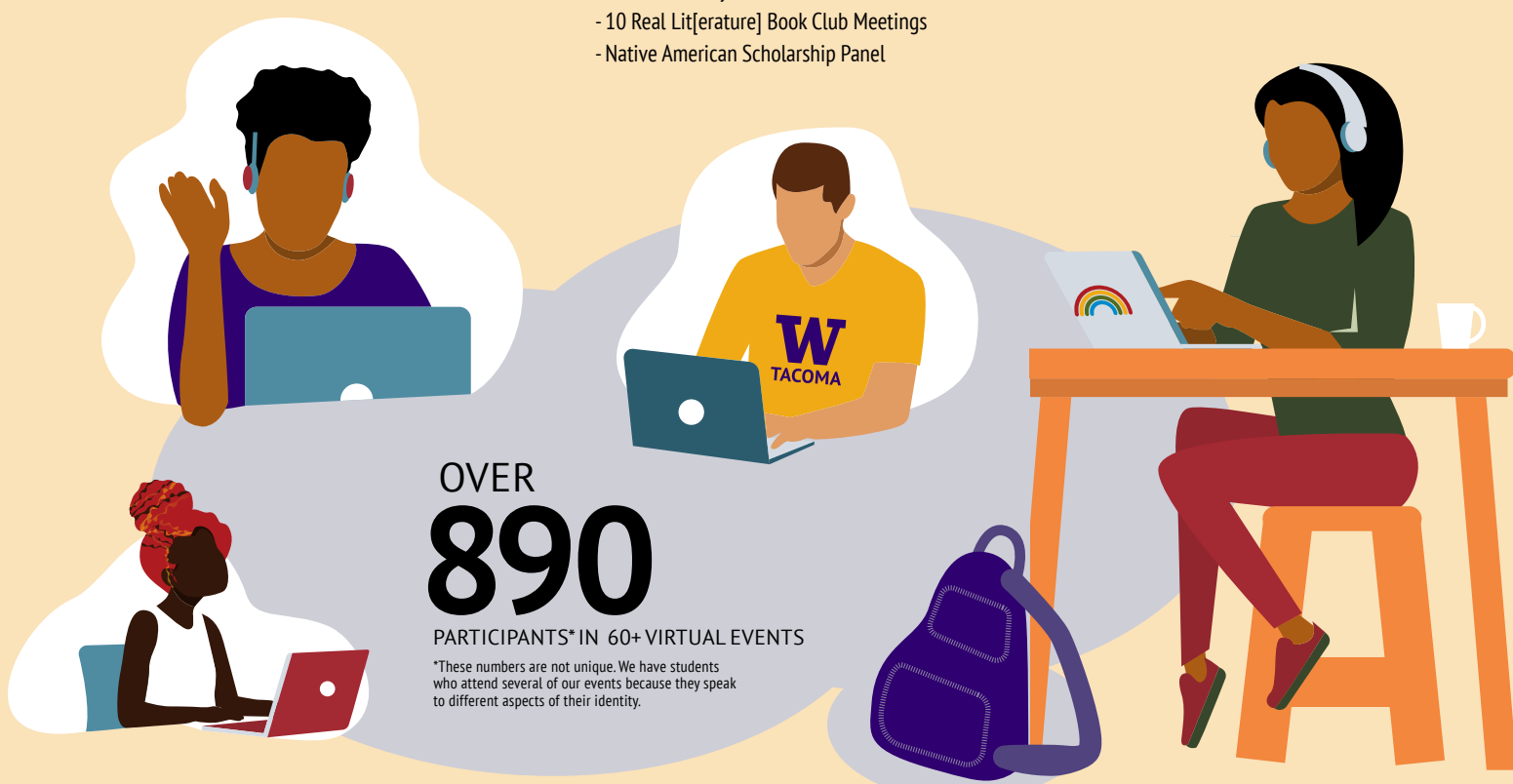
- Mindful Eating with CAPS
- Game Time with SAB
- Candy and Condoms, Safe Sex and Healthy Relationships with Pack Advisors
- Womxn Student Panel
- Womxn Staff Panel
- Womxn Faculty Panel
- 10 Real Lit[erature] Book Club Meetings
- Native American Scholarship Panel

SPRING QTR 2021 EVENTS

- This past quarter, we decided to switch gears and focus on more informal programming opportunities. Our student staff led different projects, including podcasts, storytelling through various art forms, and building a more comprehensive presence through social media engagement.

In partnership with our colleagues from our tri-campus diversity centers—**UW Bothell's Diversity Center, UW Seattle's Ethnic Cultural Center**—we put on two events for May to recognize Asian and Pacific Islander Heritage. This collaboration has allowed us to build a partnership with each of our three campus areas and find ways to support each other in our work.

- **Umoja Celebration 2021 live:** This year's Umoja Celebration was also live-streamed via Youtube.



OVER
890

PARTICIPANTS* IN 60+ VIRTUAL EVENTS

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

OEI GOALS

FOR 2021-2022

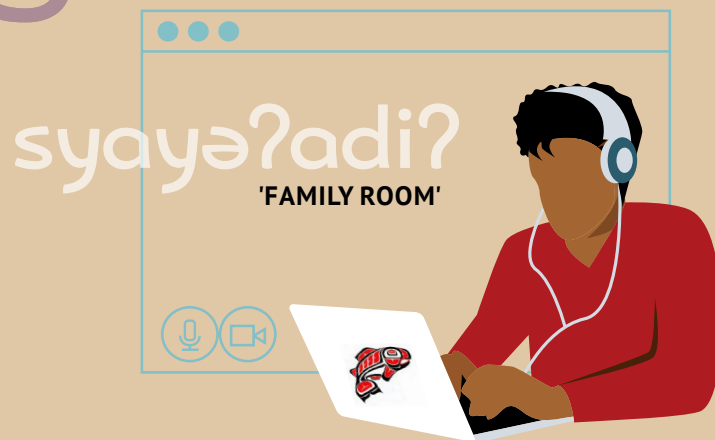
- **Shepherd the successful administration of Climate Transformation Strategic Initiative Fund** to incentivize and support the development and/or enhancement of innovative, cross-cutting programs to improve and enhance the campus climate for diverse students, faculty, staff and visitors in ways that ensure a welcoming and inclusive learning community, workplace and campus environment.
- **Support the successful launch of the Campus Climate Oversight Committee** which will regularly assess and provide feedback to campus units on progress made towards implementing campus level actions that are designed to transform UWT's climate.
- **Continue to build an operational model and internal administrative resources for E&I** that can better support its functions, programs, and initiatives in response to campus-wide demands for outreach and support; training and education; and retention efforts for underrepresented students, faculty and staff.
- **Increase learning opportunities for inclusive teaching** during the academic year to complement the summer SEED institute and the Indigenizing Pedagogy Institute.
- **Continue racial equity initiatives and quarterly faculty learning communities**, which will also be extended to part-time faculty in a hybrid modality.
- **Provide collaborative and professional development opportunities** for diversity council chairs and deans across schools and units and a bi-weekly BIPOC faculty support group.
- In partnership with OMAD, UW HR, and UWT HR **co-lead the UW Tacoma implementation planning process for WA legislation SB5227** mandatory diversity, equity, inclusion and antiracism training that will go into effect fall 2022.
- **Establish a systematic process for collecting hiring and retention data** for UWT students, staff, and faculty from underrepresented groups.
- **Launch the second phase of the BD&E initiative** in collaboration with with the Office of Community Partnerships, the Milgard School, and Finance & Administration to develop a plan for community outreach, partnership development with Black and other minority-owned businesses and other organizations that support supplier diversity in the South Puget Sound Region.



CEI GOALS

FOR 2021-2022

- Develop regular schedule of DEI trainings on campus including: Rainbow Center, LEAD and more.
- Successfully transition CEI programs and services from WCG to SNO/Learning Commons.
- Build collaborative relationship with UW Seattle's GO-MAP program and lay foundation for UWT-specific graduate student DEI initiatives.
- In collaboration with the Director of Faculty Engagement & Racial Equity Initiatives, build a framework or training for DEI committees across UW Tacoma schools and divisions
- Launch Undocumented Student Support Implementation Team and undocumented student initiatives.
- Lay groundwork (structural, budgetary, institutional capacity) for restorative justice campus initiatives.
- Expand programming, outreach, and services focused on improving visibility, climate, holistic wellness and community advocacy for LGBTQIA+ students, staff, faculty and community members who visit UW Tacoma.
- Oversee the administration of the UWT Black Opportunity Fund which will provide support for Black student organizations; student retention programs to include scholarships; as well as other short- and long-term strategic projects that meet immediate and ongoing needs of Black students at UW Tacoma.



TRIBAL LIAISON GOALS

Student Support

- Increase visibility of resources/programming for Native and Indigenous Students.
- Establish a presence on campus at the beginning of each quarter through welcome back events (fall/winter/spring), offer small prizes for those who attend.
- Create time during the quarter "Eat lunch with an Elder" (last Friday of every month) to share space with an elder from the local tribal communities.
- Provide the opportunity to view Movie/Film (quarterly), these could be educational or for entertainment.
- Host a Native American Graduation (spring), create stoles for graduates.
- Make snack/treats bags available (Mondays).
- Reestablish the Native American Student Organization (NASO); begin process to meet the requirements of a Registered Student Organization (RSO).
- Identify events to produce on campus for Native American Heritage Month, Indigenous Symposium. Reach out to Dr. Robin Zape-tah-hol-ah Minthorn (School of Education), Dr. Danica Miller and Dr. Michelle Montgomery (School of Interdisciplinary Arts and Sciences).
- Host a virtual Scholarship Panel, (America Indian Graduate Center, American Indian Science and Engineering Society)
- Formally open **syayə?adi?** 'family room' in the West Coast Grocery Building.

Community

- Collaborate with Puyallup Tribal Language Program to identify ways to use the Lushootseed language on UWT website, (Land acknowledgement, Tribal Liaison tab)
- Begin to be present in Native Communities/ events (Twulshootseed **ḥʷəlšúcid** class)
- Create information to begin student recruitment, traditional/non-traditional, college/career fairs, high schools, tribal schools/colleges, community colleges.
- Host Indigenous Symposium during the month of November for on campus students and local students to attend.
- Gain support from UWT leadership and Puyallup Tribal leadership to raise the Puyallup Flag on campus.

SPOTLIGHT 2020-21

E&I STAFF PRESENTATIONS, PUBLICATIONS & RECOGNITIONS

MAILO



MINTHORN



VELASQUEZ



Team of the Year Award 2020-2021: Real Lit[erature] Social Justice Book Club, Center for Equity and Inclusion and UWT Library

Mailo, Nedralani. UW Awards of Excellence, Together We Will Award: Nedralani Mailo, for work leading The Pantry transition of services during COVID-19.

Mailo, Nedralani. UW Tacoma 2021 Distinguished Service Award: Nedralani Mailo

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

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

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

Anderson, D., **McCarty, J.W.**, Story, J. (2020) "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 cancelled due to COVID-19)

McCarty, J.W. (2020) "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., Tapie, M., Barringer, J.B., eds (2020). *The Business of War: Theological and Ethical Reflections on the Military-Industrial Complex*. Cascade Books.

McCarty, J. (2020) "Building Peace in a Violent Nation: A Kingian Response to the Interconnected Violence of Racism, Materialism, and Militarism." In *The Business of War: Theological and Ethical Reflections on the Military-Industrial Complex*.

McCarty, J. (2020) "From Segregation to Antiracism in American Higher Education: A Historical Overview and Call to Action," Lakeland University, Sheboygan, WI.

McCarty, J. (2021) "The Antiracist Professor: From Self-Work to Coursework," Three-day faculty workshop, Abilene Christian University, Abilene, TX, May 2021.

Minthorn, G. (2021) "Muckleshoot Indian Tribe Native American Career Day," Two-day tribal conference, Muckleshoot Indian Tribe, Muckleshoot, WA, May 2021.

Velasquez, Tanya. UW Distinguished Teaching Award, 2020.

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
 COUNSELING & PSYCHOLOGICAL SERVICES/PSYCHOLOGICAL & WELLNESS SERVICES

FIRST GENERATION FELLOWS
 INSTITUTE FOR INNOVATION & GLOBAL ENGAGEMENT
 MARKETING & CREATIVE SERVICES
 OFFICE OF ADVANCEMENT
 OFFICE OF COMMUNITY PARTNERSHIPS
 OFFICE OF MINORITY AFFAIRS & DIVERSITY UW Seattle
 OFFICE OF STUDENT FINANCIAL AID

OFFICE OF UNDERGRADUATE EDUCATION
 SCHOOL OF EDUCATION
 SCHOOL OF INTERDISCIPLINARY ARTS AND 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 & SUPPORT
 STUDENT AFFAIRS
 STUDENT TECHNOLOGY FEE COMMITTEE (STFC)
 STUDENT TRANSITIONS & SUCCESS
 SUMMER BRIDGE TO SUCCESS PROGRAM
 UW TACOMA FACULTY ASSEMBLY
 UW TACOMA LIBRARY
 UW TACOMA STAFF ASSOCIATION

The 55 staff, faculty, and senior leaders who volunteered all year long to deliver orders from The Pantry to students experiencing food insecurity.

COMMUNITY PARTNERS

ASIA PACIFIC CULTURAL CENTER
 AT&T
 THE BLACK COLLECTIVE
 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
 WSECU: THE CREDIT UNION OF WASHINGTON



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