



ANNUAL REPORT  
2018-19

# EQUITY & INCLUSION

**W** UNIVERSITY *of* WASHINGTON | TACOMA







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# MESSAGE FROM DR. McSHAY

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**James McShay, Ph.D.**

ASSISTANT CHANCELLOR  
FOR EQUITY & INCLUSION

As my first year at UW Tacoma comes to a close and I begin to think about the work that lies ahead for us, I cannot help but to dwell on these powerful words by Audre Lorde: "When I dare to be powerful, to use my strength in service of my vision, then it becomes less and less important whether I'm afraid." This quote resonates with me because it reminds me of the countless numbers of students, faculty, staff and community members who have for years given their time, energy, and labor advocating for resources and support in order to help our campus more fully live its espoused values of diversity, equity, inclusion and social justice.

I feel a deep sense of gratitude, respect, and humility for our colleagues and students' fervent leadership and advocacy especially during a time when our national climate has felt divisive and marginalizing for so many in the communities to which we all belong. However, in their persistence, we have been reminded what it means to honor the true history of UW Tacoma, the Puyallup land that serves as home to our campus, and how urgent it is for us to uphold our commitment to ensuring that all members of our diverse community feel welcome, supported, and affirmed.

As we in Equity & Inclusion (E&I) look ahead, we will strive to build upon the foundation that many before us have helped to lay. Our unit has started this work through listening to our communities, conducting a review of our programs and services, and forming strategic directions that will result in us ***grounding our practices in social justice and embracing the assets of our diverse communities***<sup>1</sup>. This past year, we recognize that we have much for which to be proud. Our annual report shares some of E&I's accomplishments, challenges, and goals for the '19-'20 school year. We invite you to listen to the stories of our students, staff, faculty, and community members who dared to be powerful as they worked to build a diverse, equitable, and inclusive campus community. Their stories are at the center of every accomplishment highlighted in this report.

A handwritten signature in black ink that reads "James C. McShay". The signature is stylized and includes a large, sweeping flourish at the end.

<sup>1</sup> <https://www.tacoma.uw.edu/strategic-planning/impact-goal-4-equity>



### 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.

### 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.



# A YEAR IN REVIEW

## EQUITY & INCLUSION FOCUS AREAS



## ENHANCING CAMPUS EDUCATION

### Africa to America Workshop

In honor of Black History Month, the Center for Equity & Inclusion (CEI) invited by **Dr. Karen Dade**, who is a professor of Secondary Education and former Associate Dean for the Woodring College of Education at Western Washington University. She led an interactive workshop entitled, **"Africa to America,"** which used the arts, including physical movement, as a tool to promote learning about the history of peoples of the African Diaspora including the transatlantic slave trade as well as critically examine present-day institutional racism in schools and in society. Over forty students, faculty and staff participated in the two-hour evening workshop.

### SEED Institute

Now in its fifth year, S.E.E.D is a UW Tacoma faculty development program designed by UW Tacoma faculty for UW Tacoma faculty to enhance professional practice with equity and inclusive pedagogies. The institute is based upon four pillars: cultural humility/competence, critical thinking, student voice, and equity-based/inclusive pedagogies. In 2019, fifteen faculty participants from SIAS, Nursing and Healthcare Leadership, and Urban Studies came together to rethink and redesign their professional practice including course activities and program offerings. The SEED institute included a 4-day intensive teaching workshop in late June with a 1-day follow up workshop in September of 2018. SEED cohorts also participated in networking events this past December and March of this year. Through SEED, faculty explored issues and concerns related to student success, equity, intersectionality, anti-racist education, implicit bias, accessibility, collaboration, discrimination, and inclusive pedagogy. The SEED Institute is coordinated by Drs. Julia Aguirre, Rachel Hershberg, Linda Ishem, Ariana Ochoa-Camacho and Sushil Oswal.

### Dr. Shaun Harper visit

Equity & Inclusion invited **Dr. Shaun Harper**, Provost Professor in the Rossier School of Education and Marshall School of Business, the Clifford and Betty Allen Chair in Urban Leadership, and executive director of the USC Race and Equity Center, to UW Tacoma to deliver workshops for faculty, staff, and senior administration. In total over 100 members of our campus community had the opportunity to participate in one or more conversations with Dr. Harper that focused on the following topics:

- Interrupting Racism in the Classroom and on Campus: Shifting the Onus from Students of Color to Faculty.
- Understanding the Students Affairs Profession's Role in Building an Inclusive and Affirming Campus Community
- How to lead for racial equity with cultural humility in order to create long-term sustainable change at UW Tacoma

### NAIES

In its ninth year, the **Native American and Indigenous Education Symposium: Activism in Education**, 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. 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.







### USC Race Equity Institute

This past year 20 UW Tacoma senior leaders, which included the Chancellor's Cabinet and Deans & Directors, participated in an eight-week cohort-based Institute hosted by USC Race & Equity Center and funded in part by the Lumina Foundation. Over the course of the eight weeks, participants engaged in 90-minute, virtual modules that focused on a number of racial equity topics and frameworks, evidence-based readings, concrete tools and interventions. Examples of topics that were covered included how to lead in moments of racial crises; an examination of issues, challenges, and strategies for recruiting and retaining a diverse faculty, and how to have productive conversations about race in the classroom.

After the institute, there was shared agreement among senior leadership that in order to do this work well, they must commit to engaging in ongoing reflection and inquiry about ways in which institutional racism and other forms of systemic oppression operate in higher education and at UW Tacoma. With the acknowledgement that this type of capacity building work should be never-ending for senior administrators, the following commitments emerged as an outcome of the Institute:

- Continue to make investments to support the ongoing development of our leadership as well as build accountability mechanisms that we're moving the needle in the right direction
- Form a self-sustaining learning community that will focus on understanding and practicing cultural humility and developing tools, resources, and approaches for advancing diversity, equity and inclusion at UW Tacoma.
- Provide leadership with access to 1:1 coaching and other leadership development opportunities
- Work with ACEI and the soon to be established Equity & Inclusion Leadership Council to implement an accountability structure that sets objectives for units that advance goals associated with the UW Diversity Blueprint and Impact Goals (Culture & Equity) UW Tacoma Strategic Plan.
- Develop a set of race equity principles that will inform diversity, equity, and inclusion leadership and decision-making of faculty and staff administrators at all levels of the institution.

42%	Caucasian/White
21%	Asian American
14%	Hispanic/Latinx
12%	African American
9%	Reporting two+ races*
5%	International
2%	Hawaiian/Pac. Islander
2%	Native American
2%	Not indicated

\*Students reporting multiple race/ethnicities are counted in each category.



# A YEAR IN REVIEW

## EQUITY & INCLUSION FOCUS AREAS

# DEVELOPING COMMUNITY PARTNERSHIPS



### **Students of Color Conference**

In 2019, The Center for Equity & Inclusion in partnership with the Campus Training Fund (CTF) sent nine students to the **29th Annual Students of Color Conference** held in Yakima, Washington.

The Students of Color Conference provides students with the opportunity to develop leadership skills and strategies through a series of workshops and events. Students will also be able to explore more of their own identity group affiliations and how that impact plays a part in their lives as college students. Students will be able to network with other student leaders from Washington State colleges.

### **Copa de la Diversión/Tacoma Rainiers**

“**Copa de la Diversión**,” or “**Fun Cup**,” is a season-long Minor League Baseball event series specifically designed to embrace the culture and values that resonate most with participating teams’ local U.S. Hispanic/Latinx communities. CEI partnered with the Tacoma Rainiers as they became La Familia de Tacoma five times during the season by being present, tabling, and coordinating the recording of a video to encourage college-going culture among Latinx communities in the South Sound.

### **Transgender Day of Remembrance**

In collaboration with the Gender Alliance of the South Sound, we hosted the annual memorial on our campus. Approximately fifty members of UW Tacoma and the broader community attended to remember and honor transgender people killed in the United States for their gender identity.

### **Hilltop Action Coalition**

CEI presented at a meeting of the Hilltop Action Coalition to share information about the impacts of UW Tacoma on the South Sound region, and to encourage college-going culture in the Hilltop community.

### **Collaborative Opportunity Grant to Support Food Justice at UW Tacoma**

In collaboration with Dr. Christine Stevens (Nursing & Healthcare Leadership), the CEI/The Pantry received a Collaborative Opportunity Grant from the Coalition of Urban Serving Universities, the Association of Public and Land-Grant Universities, and The Kresge Foundation. The grant funded the project “**Access is not equity: Expanding cultural food resources on campus and in Pierce County.**” The Pantry staff, in support of Dr. Stevens’s research, coordinated UW Tacoma student researchers and focus groups to learn about the need for more foods that are culturally relevant to the student population at UW Tacoma. In addition, they assisted with research conducted at multiple locations of Nourish Pierce County, the largest food bank network in the county, to learn about the needs for more culturally relevant foods at their various food banks. This research will produce revised intake forms to better capture the ethnic demographics of those who use The Pantry as well as local food banks, and will influence the purchasing preferences of Nourish Pierce County, one of the main suppliers of food to The Pantry. The CEI and Dr. Stevens were awarded a Collaborative Opportunity Grant 2.0 for 2019-20 to support the creation of credit-bearing opportunities to continue community-based research on questions of food justice.







312

NUMBER OF  
COMMUNITY PARTNERS  
WHO PARTICIPATED IN  
CEI EVENTS IN 2018-19



463

TOTAL CEI VISITS IN 2018-19  
AUTUMN QUARTER .....174  
WINTER QUARTER .....160  
SPRING QUARTER .....129

# A YEAR IN REVIEW

## EQUITY & INCLUSION FOCUS AREAS



# BUILDING A DIVERSE CAMPUS COMMUNITY

### **Tri-Campus Climate Survey**

After years of advocacy of faculty of color at UW Tacoma and the significant planning work that ensued, UW Tacoma along with the Seattle and Bothell campuses have contracted with Rankin & Associates to conduct a project to examine the climate for learning, living, and working for students, faculty and staff. The results from this project will enable our campus to develop programs and policies that will increase inclusivity in areas which are shown to be problematic and enhance and replicate programs and policies in areas that are shown to be successfully meeting the needs of the community.

This past year, UW Tacoma completed the first phase of the climate assessment project, which involved Rankin & Associates conducting 12 focus group meetings on its campus. Over 70 students, faculty, and staff participated in these meetings. The interview data gathered from the interviews were used to develop survey items for the climate assessment that will be administered in October of 2019.

E&I is working in partnership with a newly created Campus Climate and Belonging Working Group which will help shepherd the administration of a tri-campus climate survey on the UW Tacoma campus during the 2018-2019 academic year. E&I and the Working Group is helping to support efforts to share findings and plan strategies and actions associated with recommendations that emerge from the survey.

### **Program Review**

A comprehensive program review of the CEI mission and values was initiated under the leadership of Jimmy McCarty, PhD, Director of the CEI. Focus groups composed of students, faculty, and staff were held in which the current mission was evaluated alongside statements from peer-institutions. This information is being utilized by external consultants who will continue the review into the 2019-2020 academic year.

### **Relocation and Expansion of CEI**

When students feel they belong on campus it can serve as a precursor to leadership, engagement and academic success. For many years, UW Tacoma students have been organizing around the need to increase institutional support for CEI as well as expand its physical space.

In response to student advocacy, UW Tacoma has contracted with McGranahan Architects to design a space that would serve a major hub of campus engagement offering an array of diversity programs, activities and resources designed to meet the needs of all UW Tacoma students through fostering on-going purposeful interaction with faculty, staff and members of the Tacoma community and broader region. The Snoqualmie Building has been identified as the new home for the Center for Equity & Inclusion and because of its centralized location will no doubt unleash new opportunities promoting learning and engagement within and across communities, student retention, persistence and success.

### **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.

### **Financial Commitments to Support the Work of CEI**

Efforts were made this past year to resolve an unstable funding arrangement between CEI and SAFC. CEI has been charged with significantly increasing its support to students, faculty and staff, yet a plan to permanently fund two of its staff positions still needs to be developed. The administration has made a commitment to securing funding for these positions for the '19-'20 academic year.





### UW Tacoma Bias Incident Reporting

The Bias Incident Reporting Committee (BIRC) worked to revise its protocol for reviewing and responding to bias incident reports filed. This process started with clarifying its purpose and goals which are as follows:

- Supporting individuals and campus communities targeted or affected by bias incidents
- Collecting, monitoring, and tracking incident reporting data and referring incidents to the appropriate adjudicating body for investigation.
- Educating the campus community to foster a safe and inclusive campus environment that values the diversity of its constituents.

The BIRC is currently developing an anti-bias training curriculum that is grounded in restorative justice. The curriculum will be adapted to build training sessions for students, faculty and staff. This coming year, the BIRC will pilot a new part-time case manager position that will provide administrative support to the BIRC. The purpose of this position is to help improve efficiencies with tracking and monitoring incidence of bias, as well as, better facilitate expedient and coordinated responses to bias incidents when they affect members of the UW Tacoma community.

### Cultural Potlucks

CEI hosted a series of student-led multicultural potlucks that celebrated the cultural diversity that exists on campus and encouraged cross-cultural experiences facilitated by the sharing of food. Students, staff, and faculty contributed and attended these events and they played an important role in building community on campus.



### Black Excellence Alumni Engagement Program

This past year, CEI collaborated with the Black Student Union and the UW Tacoma Alumni Association to plan a brand new event designed to help students and alumni identify concrete activities and initiatives that increase the persistence, graduation and success of Black students. **Black Excellence: Protectors of the Past, Gifters of the Present, and Creators of the Future** brought together 30 UW Tacoma Black alumni and students together over three days to create opportunities for relationship building, networking, and to discuss ways they can build sustainable initiatives and programs that will support success of students while they are enrolled at UW Tacoma. The hope is that this pilot event will help serve as a blueprint for how similar initiatives can be established for other affinity-based student communities at UW Tacoma. The program concluded with breakfast at BJ's Restaurant and a trip to the Alaska Airlines Arena to watch a Husky Basketball game.

### End-of-Year Community Gathering

E&I partnered with the Faculty Assembly and Staff Association to host an End-of-Year Community Gathering event to honor the unique work experiences of UW Tacoma faculty and staff of color, build a more interconnected community, and promote a sense of belonging, all in a celebratory atmosphere. Over forty faculty and staff attended this opportunity to celebrate their accomplishments and each other.

**954** NUMBER OF PEOPLE WHO PARTICIPATED IN CEI EVENTS IN 2018-19





# 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.

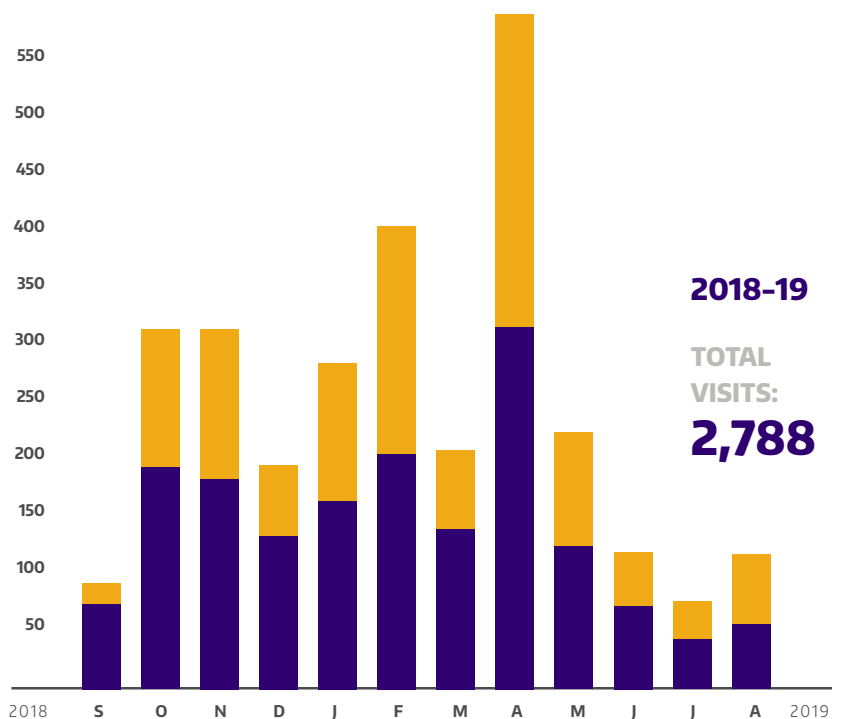
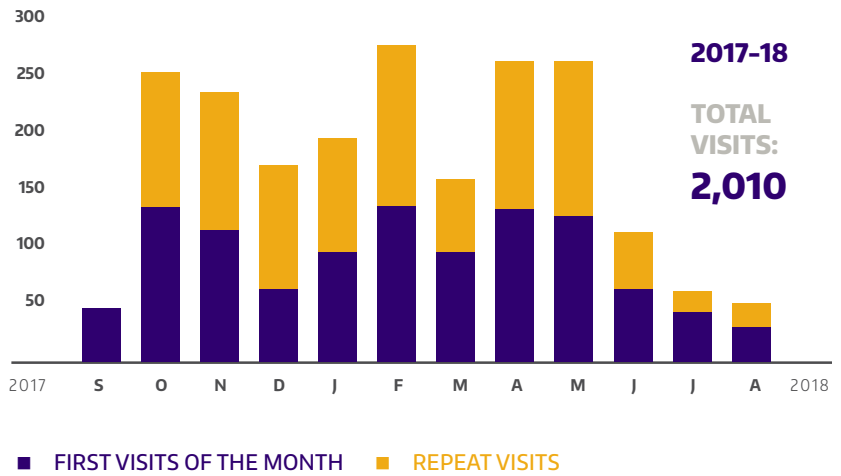
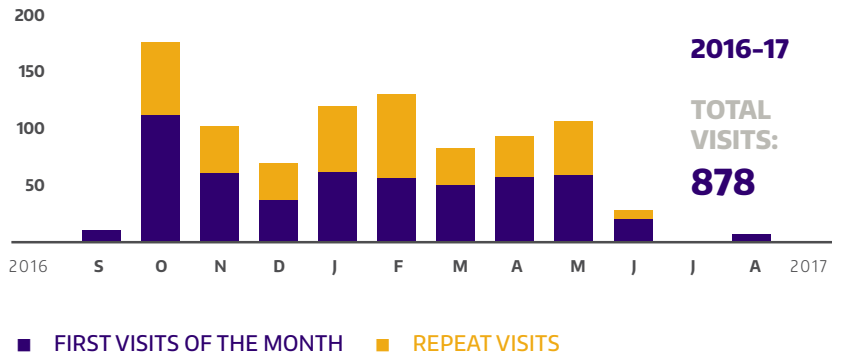
Over the course of 3 fiscal years (FY 2016-17, 2017-18, 2018-19), we have tracked how many of our residential students have utilized the Pantry and how many have visited more than once.

<b>Total Residents*</b>	<b>635</b>
<b>Used The Pantry once:</b>	<b>46 (7.2%)</b>
<b>Used The Pantry more than once:</b>	<b>141 (22.2%)</b>
<b>Total:</b>	<b>187/635 (29.4%)</b>

\* Number of students who reside on campus.



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





# PROGRAMMING HIGHLIGHTS

## AUTUMN QTR 2018 EVENTS

19 events, total of 333 attendants\*

- Transgender Day of Remembrance  
54 attendants

Regularly offered events

- 3 Real Talk Events  
28 total attendants
- 2 Queer Discussion Group Meetings  
14 total attendants
- 4 Real Lit[erature] Book Club Meetings  
36 total attendants

## WINTER QTR 2019 EVENTS

19 events, total of 285 attendants\*

- Africa to America Workshop  
with Dr. Karen Dade  
40 attendants

Regularly offered events

- 4 Real Talk Events  
41 total attendants
- 2 Queer Discussion Group Meetings  
9 total attendants
- 6 Real Lit[erature] Book Club Meetings  
33 total attendants

## SPRING QTR 2019 EVENTS

17 events, total of 326 total attendants\*

- Umoja Celebration  
158 total attendants

Regularly offered events

- 5 Real Talk Events  
18 total attendants
- 3 Queer Discussion Group Meetings  
12 total attendants
- 6 Real Lit[erature] Book Club Meetings  
68 total attendants

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

# E&I GOALS

## FOR 2019-2020 (SELECTED)



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### **Establish an Equity & Inclusion Leadership Council for UW Tacoma.**

Units represented on this Council will comprise of appointees who will be responsible for coordinating diversity education and training, overseeing climate assessments, and supporting diversity-related recruitment/retention, programming, and evaluation efforts within their respective units. Members of the Council will also collaborate on campus-wide diversity initiatives.

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### **Establish a faculty led-program that would assist with the coordination of mentoring, community-building events**

aimed at improving the promotion and retention rates of diverse faculty. This program would serve as a driver of innovative faculty development initiatives (e.g., Antiracist Identity Development Learning Circles, Problems of Practice workshops, online training modules; community of practice for faculty who teach required diversity courses) in the areas of diversity, equity and inclusion. These initiatives will be used to compliment the SEED to help create additional opportunities for faculty development.

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### **Survey UW Tacoma divisions, schools and programs:**

compile an inventory of existing practices, programs, and data on areas related to diversity, equity and inclusion, including but not limited to, creating inclusive organizational climates, diversity education programs, recruitment and retention of diverse organizational staffs, inclusive strategies for organizational decision-making and problems solving, and equitable professional practice.

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### **Reestablish UW Tacoma Tribal Advisory Board and conduct a search for a new Indigenous Liaison for UW Tacoma**

In collaboration with other cross-University efforts, Equity & Inclusion and the UW Tacoma Climate and Belonging Working Group will help shepherd the administration of a **tri-campus climate survey** on the UW Tacoma campus during the 2018-2019 academic year. E&I will also help support efforts to synthesize data from the survey, share findings and plan strategies and actions associated with recommendations that emerge from the survey.

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**Complete a comprehensive Program Review** that will result in the creation of a new CEI mission, new CEI values, and lay the foundation for new learning objectives for the unit.

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**The creation and implementation of the RISE Scholars Program.** RISE will be a cohort-based program for incoming First Time in College students of color focused on identity development, community building, and academic success.

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**Create at least two other cohort- or learning-community opportunities** for students to be implemented in academic year 2020-2021.

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Continue to expand student usage of **The Pantry** and educational programming addressing questions of food justice and food security.

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

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# E&I STAFF PRESENTATIONS, PUBLICATIONS, RECOGNITIONS

## TWO-YEAR WINDOW 2017-2019

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

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

Stevens, C.A., **Mailo, N.F.**, Conner, S., **McShay, J.C.** (October, 2018). *Access is Not Equity: Food Insecurity at an Urban Serving University*. Presentation conducted at the Campus Compact Food Security Forum in Pullman, WA.

**McShay, J.C.** (May, 2018- 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.

Fui, E., Lealofi, B., **Mailo, N.F.** (April 2019-Invited Workshop) *Embracing Our Past, Forging Our Future*. Workshop conducted at the Students of Color Conference, Yakima, WA.

**Mailo, N.F.** (April, 2018). Panelist, University of Washington Alumni Association Board Meeting, First Generation Panel Discussion, Tacoma, WA.

**Mailo, N.F.**, Logotala, V.T. (February, 2018-Invited Workshop). *It's All About You*. Workshop conducted at the ASPIRE Summit Conference, Tacoma, WA.

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

Griffin, K., Mitchell, T., **McShay, J.C.**, Quaye, S. (May, 2017). *Intersectionality, Race & Identity*. In S.R. Jones, C. Wijeyesinghe (Lead Presenters), Pre-Conference Institute conducted at the National Conference on Race and Ethnicity in American Higher Education, Washington, D.C.

**McShay, J.C.** (2017). *Engaging students at the intersections through multicultural centers: An application of the culturally engaging campus environment model*. In S. R. Jones & Wijeyesinghe (Eds.), *New Directions in Student Services*. New York: Wiley



# EQUITY & INCLUSION

**W** UNIVERSITY of WASHINGTON | TACOMA

## 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:

- |   |   |   |   |
|---|---|---|---|
| <b>ACADEMIC AFFAIRS</b>   | <b>FIRST GEN FELLOWS</b>                                      | <b>OFFICE OF UNDERGRADUATE EDUCATION</b>  | <b>STUDENT ACTIVITIES BOARD</b>                   |
| <b>ASSOCIATED STUDENTS OF UW TACOMA (ASUWT)</b>                                       | <b>HILLTOP ACTION COALITION</b>                               | <b>PEACE COMMUNITY CENTER</b>   | <b>STUDENT ACTIVITIES FEE COMMITTEE (SAFC)</b>    |
| <b>CAMPUS PLANNERS</b>  | <b>INSTITUTE OF GLOBAL ENGAGEMENT</b>                         | <b>PRE-LAW SOCIETY</b>  | <b>STUDENT TECHNOLOGY FEE COMMITTEE (STFC)</b>    |
| <b>CAMPUS SAFETY &amp; SECURITY</b>   | <b>LATINX UNIDOS OF THE SOUTH SOUND (LUSS)</b>                | <b>PUYALLUP TRIBE</b>   | <b>TACOMA RAINIERS (COPA)</b>                     |
| <b>CENTER FOR FOOD PRESERVATION ARTS</b>  | <b>MUCKLESHOOT TRIBAL SCHOOL</b>                              | <b>SCHOOL OF EDUCATION</b>  | <b>UW TACOMA BLACK STUDENT UNION ALUMNI GROUP</b> |
| <b>CENTER FOR SERVICE &amp; LEADERSHIP</b>  | <b>NORTHWEST IMMIGRANT RIGHTS PROJECT</b>                     | <b>SCIENCES AND MATHEMATICS</b><br>School of Interdisciplinary Arts & Sciences              | <b>UW TACOMA FACULTY ASSEMBLY</b>                 |
| <b>CENTER FOR STUDENT INVOLVEMENT</b>   | <b>NOURISH PIERCE COUNTY</b>                                  | <b>SOCIAL AND HISTORICAL STUDIES</b><br>School of Interdisciplinary Arts & Sciences         | <b>UW TACOMA STAFF ASSOCIATION</b>                |
| <b>CHANCELLOR'S OFFICE</b>  | <b>OFFICE OF COMMUNITY PARTNERSHIPS</b>                       | <b>SOCIAL, BEHAVIORAL AND HUMAN SCIENCES</b><br>School of Interdisciplinary Arts & Sciences | <b>UW TACOMA LIBRARY</b>                          |
| <b>CULTURE, ARTS AND COMMUNICATION</b><br>School of Interdisciplinary Arts & Sciences | <b>OFFICE OF GLOBAL AFFAIRS</b>                               |   |   |
|   | <b>OFFICE OF MINORITY AFFAIRS AND DIVERSITY</b><br>UW Seattle |   |   |

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