DIVERSITY, EQUITY, AND INCLUSION

The University of Washington acknowledges the Coast Salish People of this land, the land which touches the shared waters of all tribes and bands within the Suquamish, Tulalip, and Muckleshoot nations.

The School of Art + Art History + Design fosters a respectful, inclusive community that supports creative and critical expression and scholarship amidst a culture that accepts the value of every individual. The School encourages students, faculty, and staff to engage in healthy dialogue and respect the values and global perspectives of a diverse population. The School’s commitment to diversity extends to the recruitment of faculty, staff, and students who exhibit a dedication to creative and academic excellence and who demonstrate the ability to work with a diverse spectrum of populations.

In concurrence with the University of Washington’s core values, the School promotes and encourages a culture of compassion, understanding, and an obligation to respectful discourse in classrooms, meeting rooms, studio spaces, and beyond. The School’s philosophy is reflected in our engagement with community partners and research endeavors locally, nationally, and globally.

In Spring 2015, UW President Ana Mari Cauce launched a Race and Equity Initiative, which charged students, faculty, staff, and university leadership to:

- take personal responsibility for addressing our own biases and improving our university culture
- combat racism and inequities, both individual and institutional, that persist here and throughout our society

The Diversity Blueprint was developed by the UW Diversity Council, which was formed and charged to advise the VP of Minority Affairs and Diversity and Chief Diversity Officer on campus diversity issues. The goals identified for 2017-21 include:

- 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
- Improve accountability and transparency

RESOURCES

OFFICE OF MINORITY AFFAIRS & DIVERSITY

The Office of Minority Affairs & Diversity (OMA&D) recently celebrated its 50th anniversary of increasing diversity on campus and enriching the collegiate experience for all UW students, faculty, and staff. OMA&D helps foster collaboration by ensuring that individuals who conduct unit-level diversity efforts are aware of their many colleagues across campus. With this information, a diversity committee or any other individual who produces diversity-related events/programs for a unit will be able to:

- seek out guidance on best practices
- identify collaborators for future events
- provide a support network in their efforts to achieve the goals of the Diversity Blueprint

There are many tangible ways in which the School, as an on-campus partner and member of the community, can be involved and support diversity, equity, and inclusion efforts. Since autumn quarter 2018, the School has had a Diversity, Equity, and Inclusion Committee. The committee is responsible for carrying out the mission of the UW Diversity Blueprint, which includes the recruitment of faculty, staff, and students who...
exhibit a dedication to creative and academic excellence and represent a diverse spectrum of populations. The committee will consist of two staff, three faculty representing each division, and at least one School student. Ex-officio members from across the UW may be invited to participate and collaborate with the committee.

After establishing objectives, goals, and action steps, the committee will create guiding principles and build a framework to effectively engage key stakeholders, create a communication strategy, establish a timeline for actions, and measure effectiveness.

The committee will help identify projects that may meet the criteria for an OMA&D-funded Diversity and Inclusion Seed Grant, which must advance one or more goals of Diversity Blueprint.

OMA&D’s unit-level diversity contact will share announcements regarding events and opportunities to support the Diversity Blueprint. The School Diversity webpage will be kept up-to-date with relevant information including resources, events, workshop opportunities, and lecturers.

**GO-MAP**

The Graduate Opportunities and Minority Achievement Program (GO-MAP) supports the Graduate School's commitment to expanding graduate education to underrepresented minoritized (URM) communities. GO-MAP provides outreach and recruitment, graduate funding, advocacy and consulting, personal and professional development opportunities, and hosts a busy schedule of networking events. GO-MAP serves to connect units engaged in diversity, equity, and inclusion work, and is an excellent resource of information for such efforts.

**Q CENTER**

The UW Q Center is a student-run resource center that serves anyone with or without a gender or sexuality across the UW community including students, faculty, staff, and community members. Since its founding in 2005, the Q Center has offered support for student groups, operated a regular schedule of events, and offered training to small and large groups. The Q Center is a professional resource, advocate, and mentoring center for queer students and concerns at the UW. The Q Center offers guidance on legal name and gender changes both at the State and University-levels, and also provides information on gender-neutral housing and health and insurance options.

The Q Center offers training with regard to the Safe Zone Project, which trains faculty, staff, and mentors and offers guidelines regarding human sexuality, sexual and gender orientation, sexual and gender identity, and sexual and gender expression. See the Safer Zone sample presentation on the Q Center web site here: [http://depts.washington.edu/qcenter/wordpress/education/safe-zone](http://depts.washington.edu/qcenter/wordpress/education/safe-zone).

Visit the Q Center web site for more information regarding campus and community resources.

**UW BUSINESS DIVERSITY**

When planning your next event, or ordering supplies and materials, please consider visiting the UW Business Diversity Program website, which will connect you to local, small, and minority- / women-owned businesses. These businesses are certified with the Washington State Office of Minority and Women's Business Enterprises and provide networking opportunities at the UW. The site includes contact information for local caterers (most with a UW contract) and restaurants on the Ave. Procurement Services, which is the UW purchasing entity, highlights businesses that have a UW contract and/or have been identified as diverse suppliers. As stated in the Board of Regents' policy, the UW Business Diversity Program, "ensures that inclusiveness and equity of opportunity guide the business practices of the UW."

**LECTURES, WORKSHOPS, TRAINING, REFERENCE MATERIALS**

- UW Climate Survey
- UW Climate Survey Project: Climate Matters
- Microagression examples
- Toxic Rain in Class: Classroom Interpersonal Microagressions
- Microagression definitions
- Equal Opportunity and Affirmative Action
- Microagressions in Everyday Life