

UW Diversity Campus Climate Survey | October 3, 2019

Roundtable Discussion Prompts

Area #3: Climate, Diversity, and Acceptance

TABLE REPORT NOTES

Please record the number of employees from each of the following groups at your table:

Faculty: Tenured/Tenure-Track		Staff: Exempt Professional		Other:	
Academic Professional		Staff: Classified			
Temporary Lecturer		Administration			

PROMPT #1

As a group, please come to consensus on the one recommendation that is the greatest priority to address. This area will be the focus of your group discussion. *Circle one.*

1. Creation of forums and listening session to bring dialogue into the open and find meaningful and civil discussions, including classroom discussion, listening groups, and further surveys
 - a. *Ex: Restorative Justice Training, October 15 and 16, 2019 (Office of Diversity, Equity & Inclusion (ODEI) and the Social Justice Research Center (SJRC) ; MLK Days of Dialogue for approx. 18 years, Student Affairs (SA); Shepard Symposium on Social Justice for approx. 22 years , Academic Affairs (AA); Elbogen Center for Teaching and Learning (ECTL), etc.*

2. A focus on development of educational programming, passive marketing, bystander intervention, and social norming campaigns to address the trend identified by people who have not experienced racism, homophobia, or other forms of discrimination and hate speech to raise awareness that these acts are an important and harmful experience to those who do
 - a. *Ex: Bias Education and Engagement Team (BEET), soft launch Fall 2019 by ODEI in partnership with the Dean of Students (DOS); Bystander Intervention by Equal Opportunity Report and Response (EORR); Safe Zone Training by the Center for Student Involvement & Leadership (CSIL), Inclusive Leadership Curriculum launched by ODEI and Office of Graduate Education (OGE) in 2019, etc.*

3. Balance educational programming with talking sessions to find ways to develop dialogues across differences and build civility

4. Utilize the survey as a starting point to build consensus in addressing the campus culture, encouraging community support and bystander empowerment

Please briefly explain the rationale for your selection:

PROMPT #2

Review the recommendations in Prompt #1 and list what are we currently doing? Also list what should we be doing but to your knowledge, we currently are not. Please number your recommendations. Recommendations should be both reasonable and actionable.

PROMPT #3

Which university division(s), office(s), group(s), or individual(s) are best suited to lead the effort to implement each of the recommendations you listed in response to Prompt #2?