

Advisory Committee for the Office of Equity and Diversity Annual Report, 2014-2015

Committee members: Parameswaran Ramanathan (chair), Catherine Stephens, Steffen Lempp, Thomas Browne, Steven Kosciuk, Pilar Ossorio, Mauriel Limechi, S. J. Park, Gwedolyn Jordan, Fei Men, Trenton Lee Yadro, Tim Shedd,

- The committee had meetings on September 26, 2014, November 21, 2014, February 20, 2015, and March 20, 2015.
- At its September 2014 meeting, committee discussed the potential underreporting issue with status of veterans and people with disabilities, which may impact the compliance with Federal regulations. At that time, ADA coordinator overseeing equity and diversity compliances was yet to be appointed.
- The committee also raised concerns about accessibility to buildings during winter and remodeling when handicapped individuals might hardly get into buildings such as Van Hise. The committee invited Bill Elvey (Associate Vice Chancellor for Facilities Planning and Management) and Top Tantiviatt (Facilities Planning and Management) to its November 2014 meeting to discuss this issue and other issues related to campus facilities management.
- Bill Elvey and Top Tantiviatt summarized ongoing efforts on diversity issues.
 - A pilot project on campus bus with access is underway.
 - Campus efforts are also underway to lower the button to open doors from 48” to 32”.
 - Accessible map is available on campus website. It shows accessible entrances and slope of access ramps.
 - Building codes do not require button to every door. However, all new building on campus will have such automatic doors on every door.
 - Pilot project with a company that has a wayfinding application through audio is underway.
 - Accessible entrances get high priority for snow clearing.
 - FP&M requires all managers to take training on inclusion and diversity. FP&M is working with Urban League to foster recruitment from diverse groups.
- FP&M has several excellent efforts to foster equity and diversity. The committee discussed ways of onboarding those to other units.
- The campus may want to look the University of California, Berkeley’s recent adoption of Principles of Community as a model.
- The committee invited Fred Fotis and other guests from UW Housing to discuss equity and diversity issues in campus housing.
 - New dorms like DeJope are fully accessible. There are rooms which are accessible for someone who needs 24-hours care.
 - It is however difficult to make older dorms such as Barnard to be easily accessible.
 - Every house fellow is required to talk to all their residents at least thrice a year. They have a template with about 10 questions to discuss with each resident. This gives them a sense of the climate issues among residents in their unit.
 - UW Housing has a variety of programs to foster discussion among its residents on equity, diversity, culture, race, and other issues. These programs use contemporary topics such as the Tony Robinson case to bring awareness.