

## **Joint Multicultural Affairs Committee**

2017-2018 Membership Roster

### **Faculty**

Audrey Elegbede, (spring '18)

Dena Huisman, (fall '17)

Heather Hulett, (convener)

Ana Elisa Arduca Iglesias

Yuko Iwai

Peter Marina

Michele Pettit

Victoria Svoboda

### **Academic Staff**

Charlene Holler

Jessica Thill

Will Van Rosenbeek

### **University Staff**

Rachel Berry

### **Students**

Malik Hodges

Alicia Quinones

### **Non-Voting Ex-Officio Members**

Nizam Arain

Barbara Stewart

Joint Multicultural Affairs Committee  
2017-2018 Year End Report  
June 20, 2018

This document serves as a final report for the activities, actions, and projects of the Joint Multicultural Affairs Committee (JMAC) for the 2017-2018 academic year.

Committee members: Student Senators Malik Hodges, Alicia Quiñones, and Yer Xiong (spring semester); academic staff members Rachel Berry, Jessica Thill (co-chair), and Will Vanroosenbeek; university staff member Charlene Holler; and faculty members Dena Huisman (fall semester), Heather Hulett (co-chair), Ana Elisa Iglesias, Yuko Iwai, Peter Marina, Michele Pettit (secretary), and Tori Svoboda. Antoiwana Williams and Nizam Arain served as ex-officio, non-voting members and provided much help to the committee.

While the committee was not given a charge by the Chancellor, JMAC supports and initiates discussions of issues important to us and the university community. Highlights of these are listed below.

1. JMAC continued to encourage the use of the Indigenous Land Statement. This statement was approved by the Student Senate, Academic Staff Council, University Staff Council, and Faculty Senate in 2017-2018 with assistance from JMAC. Our members were pleased to see that it is starting to become adopted by more and more organizations across campus, and will continue to advocate for its inclusion in large university events.

2. For the second year in a row, JMAC participated in Social Justice Week by holding a Brown Bag session on “Living and Learning: Examining Racial and Ethnic Biases”. Facilitated by Will and Michele, the session gave attendees the opportunity to discuss racial biases they have experienced on campus. We strongly believe these conversations are an important part of raising awareness of everyday behavior and of fostering a stronger sense of community on our campus.

3. Interim Associate Dean of the College of Science and Health Roger Haro asked JMAC to look into ways that departments could add language of diversity and inclusivity to their bylaws. Initial searches of departmental bylaws online indicate that there are not currently many departments with language other than the mandated statements on hiring practices. The Department of Psychology has in their 2016 bylaws a statement encouraging inclusivity as a sample activity for consideration of High Merit for teaching:

*Implementation of inclusive teaching practices. Examples include (1) integrating evidence-based practices to serve students identified at risk of poor performance, (2) collaborating with other campus resources to provide student support for learning, (3) engaging in teaching modifications that directly benefit underperforming students, etc.*

Also noted was Women's, Gender, and Sexuality Studies' statement that they aimed to model diversity through the curriculum they offer. Additionally, MLG includes showing "commitment to diversity" as a criterion for evaluation of Teaching, Scholarship, and Service, and the Art Department's Statement on Teaching states the promotion and encouragement of diversity as an example of excellence in teaching.

We also found that both the Strategic Plan for CBA (2012) and Departmental Bylaws Rubric for CLS (2016) had good examples of language for diversity/inclusion that could serve as models campus-wide. JMAC may decide to continue exploring ways that departmental bylaws can support inclusive excellence goals in 2018-2019.

4. JMAC continued to explore the effect of the Student Administrative fee on our students, and particularly on our students of color. We requested and received data from IRAP about the impact of the fee on the student body. The institutional data (attached) showed that the fee was particularly burdensome to students of color and to Pell grant recipients. Our student representatives conveyed this information to Student Senate, who then passed a resolution requesting more information on how the money would be spent, if the fee could possibly be lowered, and how other campuses were implementing this fee. It is our understanding that this fee—which has been mandated by UW System—is now being evaluated by the UW System and may be eliminated. Our committee supports the reduction or elimination of this fee.

5. In 2017-2018, JMAC also explored how we might best support faculty and academic staff of color, who often leave UWL due to concerns about climate, inclusivity, and isolation. In some conversations, it was suggested that a faculty/staff organization similar to the now-defunct MUFASO (Multicultural University Faculty and Staff Organization) might be helpful and useful. This organization could function on a dues structure outside usual university funding streams, and could allow for more social interaction and mentoring to take place across departments and divisions, which might hopefully improve the experience of faculty and staff of color, who remain underrepresented in professional positions on campus.

6. In 2017-2018, UWL established the Equity Liaisons program. In order to maintain good communication with the organizers of that important initiative, one JMAC member serves on the steering committee. In 2017-2018, Rachel Berry fulfilled this role. The committee indicated initial support for the training that the Equity Liaisons are proposing for faculty and staff. Additionally, the Equity Liaisons' website contains a data dashboard of information related to the Equity Scorecard, and department-level data; this dashboard of information is something that JMAC has consistently advocated for, and is glad to see now exists.

We hope that JMAC will continue these conversations and foster conversations between other units on campus in the future. To this end, the committee would like

to encourage the 2018-2019 committee to consider inviting guests next semester, including:

Barbara Stewart, Vice Chancellor of Diversity and Inclusion  
Kate Parker, in her new roles of Director of SJI and Strategic Planning  
People involved in admissions and recruiting of multicultural students such as

Nicolas Gordon, Admissions

Emelee Volden, International Education and Engagement

Meredith Thompson, Graduate Studies

A representative from CLS Inclusive Excellence Committee

JMAC might also wish to continue to:

- advocate for more complete information from our administration and from other UW schools as to the need for and use of the Student Administrative fee.
- discuss opportunities for diversity inclusion training for faculty and staff.
- encourage more communication between the organizations working for diversity across campus.
- follow up on this year's Campus Climate survey.
- support diversity and inclusion goals in the Strategic Plan.

**Who was charged the \$75 administrative services fee - Fall 2017 -addendum**

**C01 November 15 Fall Outcomes as of January 18, 2018**

	International		SOC		White		TOTAL
Students with C01 on 11/15/2017	8		79		305		392
Degree Seeking	8		76		294		378
Minus Degree Completers	0		2		36		38
<b>Students Analyzed for Spring '18</b>							
<b>Expected to return spring 18</b>	<b>8</b>		<b>74</b>		<b>258</b>		<b>340</b>
	% of Expected Return		% of Expected Return		% of Expected Return		
Enrolled for spring	6	75.0%	43	58.1%	183	70.9%	232
Not Enrolled	2	25.0%	31	41.9%	75	29.1%	108
	% of Not Enrolled		% of Not Enrolled		% of Not Enrolled		
Good Standing	1	50.0%	12	38.71%	37	49.3%	50
Warning	0	0.0%	3	9.68%	1	1.3%	4
Probation	0	0.0%	5	16.13%	7	9.3%	12
Suspended	0	0.0%	10	32.26%	24	32.0%	34
No Acad Standing	1	50.0%	1	3.23%	6	8.0%	8

**Number of Students Charged the Fee, by Range of Amount Owed at Time of Assessment**

Amount owed at time of Fee Assessment	Number of Students Assessed Fee by Range of Amount Owed at Time of Assessment		
	Undergraduate	Graduate	Total
<b>DEGREE SEEKING STUDENTS</b>			
\$120 to \$199	38		38
\$200 to \$299	23	2	25
\$300 to \$399	30		30
\$400 to \$499	23	1	24
\$500 to \$999	150	3	153
\$1000 to \$1999	246	8	254
\$2000 to \$4999	711	39	750
\$5000 to \$9999	317	8	325
\$10,000 to \$19,999	42	7	49
\$20,000 to \$48,273	12		12
Data unavailable	10		10
<b>NON-DEGREE SEEKING STUDENTS</b>			
\$200 to \$299		1	1
\$500 to \$999	8		8
\$1000 to \$1999	11	1	12
\$2000 to \$4999	9	3	12
\$5000 to \$9999	3		3
\$10,000 to \$19,999	2		2
<b>OVERALL</b>	<b>1635</b>	<b>73</b>	<b>1708</b>

**Graduate Students Charged the Fee, by Race/Ethnicity**

	Number with Fee	Total Headcount in this Population	% charged fee
Students of Color	3	56	5.36%
International	4	35	11.43%
White	61	679	8.98%
<b>OVERALL</b>	<b>68</b>	<b>771</b>	<b>8.82%</b>