

ECE DEI Staff & Faculty Retreat 2020

Presented by: Sam A Burden

Current run (last updated Sep 24, 2020 1:14pm)

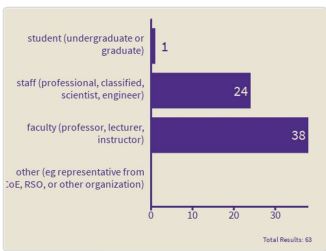
4

Activities

64

Participants

Which group(s) do you belong to?



Response options

- student (undergraduate or graduate)
- staff (professional, classified, scientist, engineer)
- faculty (professor, lecturer, instructor)**
- other (eg representative from CoE, RSO, or other organization)

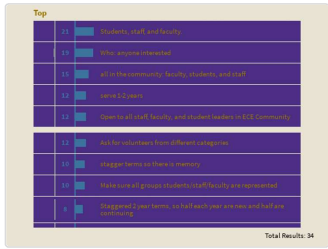
Count Percentage

1	2%
24	38%
38	60%
0	0%

63

Responses

UW ECE DEI Committee, part 1: who should be involved, how should they be [s]elected / organized, how long should they serve?



Responses	Upvotes	Downvotes
Students, staff, and faculty.	21	0
Who: anyone interested	20	1
all in the community: faculty, students, and staff	15	0
Ask for volunteers from different categories	12	0
Open to all staff, faculty, and student leaders in ECE Community	12	0
serve 1-2 years	12	0
Make sure all groups students/staff/faculty are represented	10	0
stagger terms so there is memory	10	0
everyone in the department should be allowed the opportunity to be on the committee. At least 18 months.	8	0
Volunteers, faculty, students, staff	8	0
Staggered 2 year terms, so half each year are new and half are continuing	8	0
undergrads, grad students (both masters and phd), faculty, and staff	7	0
Representation of all stakeholders	7	0
Who is interested enough to do actual work.	7	0
some selected & some elected	5	0
Big committee consisting of small subteams for faculty, staff, students (maybe 3x3=9)	5	0
2 year term with overlap with new members	4	0
Should be voluntary and rotating.	4	0
Have a liaison to communicate updates and reports to staff/faculty/ECE Community	4	0
There should definitely be representatives from staff, faculty, and students. 1-2 years would be appropriate i think.	3	0
White people need to do the heavy lifting, but need POC input and recommendations.	4	1
Racially, ethnically, and gender diverse members represented by students, staff and faculty. Staggered terms	3	0
Who? Volunteers	2	0

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Responses

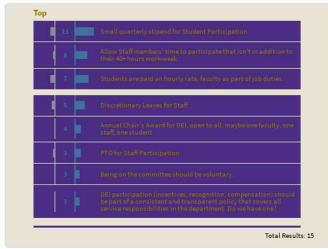
Responses	Upvotes	Downvotes
Two year terms, with compensation for students for their time (an issue of equity)	3	1
Faculty, staff, grad students, undergrads, postdocs - a mix of all	2	0
whoever has a desire to serve	1	0
People who are interested.	2	1
Election based that is open for anyone who is passionate and interested. Term could be for 2-3 years	2	1
Folks that have diverse opinions on how to approach the challenge of inclusiveness in education...including those that don't agree with all of your proposals.	1	0
Mix of students, instructors, staff and faculty. Instructors and faculty that are offering Freshman and Sophomore courses. 3 year term?	1	0
Anyone that wants to be involved.	1	0
Three faculty members, one of each rank. Serve two years.	1	1
H	0	0
I am hesitant to respond, because I think we need to be careful about adding more work to anyone's plate at this time.	1	3

UW ECE DEI Committee, part 2: how can we ensure effective handoff so "institutional memory / momentum" isn't lost?



Responses	Upvotes	Downvotes	
Overlap of membership.	17	0	<p style="text-align: center; font-size: 2em; font-weight: bold;">22</p> <p style="text-align: center;">Responses</p>
Meeting Minutes (openly available)	19	2	
documentation that's clear and transparent.	14	0	
Overlap of "terms"	12	0	
Record-keeping	14	2	
a well documented website, all meeting/event activities	10	0	
Membership overlap + online Wiki	8	0	
One staff member who 'owns' the record keeping for the committee and serves a longer term	10	2	
overlap in membership	7	0	
Transparent, outward-facing goals and accomplishments (website)	7	0	
Some sort of guideline, handbook, best practice document that keeps rolling	6	1	
web page documentation	5	1	
involve alumni	5	1	
Appoint an associate chair for DEI	6	3	
Careful documentation of of plans and processes.	3	0	
Documented plans and SOPs. Numerical metric tracking	3	0	
Well-documented key points, resources, goals that are centrally available internally, followed by more succinct information added to the public facing ECE website.	3	0	
Repository of documentation	2	0	
To have transition binders that hold important key roles and responsibilities for developed positions/sub-committees in DEI Committee	1	0	
Have senior and junior members, and have a hierarchy	2	2	
Chair works with a staff member who does not go away.	2	2	
overlap of terms. Web page documentation of minutes or even videos.	0	1	

UW ECE DEI Sustainability, part 1: how should we recognize, incentivize, and compensate participation in DEI initiatives?



Responses	Upvotes	Downvotes
Small quarterly stipend for Student Participation	14	3
Allow Staff members' time to participate that isn't in addition to their 40+ hours work-week.	9	1
Students are paid an hourly rate, faculty as part of job duties.	10	3
Discretionary Leaves for Staff	7	2
Annual Chair's Award for DEI, open to all, maybe one faculty, one staff, one student	4	0
DEI participation (incentives, recognition, compensation) should be part of a consistent and transparent policy that covers all service responsibilities in the department. Do we have one?	3	0
PTO for Staff Participation	4	1
Being on the committee should be voluntary.	3	0
For faculty, it could be part of their workload. For students, create a competition towards an award or some sort of recognition.	2	0
This should be part of a larger conversation so that "less glamorous" service responsibilities don't get shortchanged.	2	0
Admin supplements for faculty and staff, and TA support for students.	3	2
I think that's ridiculous. Students who feel strongly about being on this committee should volunteer, not want to be paid. No one should be paid extra for doing this.	6	5
Make a 1 quarter engagement an obligation for students who get a departmental fellowship.	2	2
Recognition is fine. At graduation time.	0	0
Monetary compensation may lead to members who are not genuinely interested in this committee's mission. Perhaps other incentives would be more beneficial in the long term.	0	0

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Responses