Responding to Discrimination: Views from on the Ground

2023-24 ADVANCE Leadership Workshop Series in Conjunction with Opportunities in Leadership (OLP)
May 9, 2024
Agenda

10:00 – 10:10  Welcome and Introductions
10:10 – 10:50  Panel
10:50 – 11:10  Small Group Discussions - Scenarios
11:10 – 11:50  Panel Reflections on Scenarios
11:50 – 12:00  Wrap Up
12:00 – 12:30  Lunch
Panelists

> Tamara Lawson, Toni Rembe Dean, School of Law
> Mike Townsend, Secretary of the Faculty
> Peter Denis, Assistant Dean for Personnel, College of Arts & Sciences

* Chuck Sloane, Ombud
Approach to discrimination impacts the type of community we will have.

The approach signals our values and priorities.

Depending on the circumstances, the approach taken can assist to reinforce belonging and inclusion and to prevent isolation and harm.

Discrimination disproportionately impacts faculty, staff, and students from marginalized communities and under-represented groups.
Value-Centered Frameworks to Manage Conflict

- **Process as punishment, suggestion to consider official process as last resort**
  - Starting point of the intervention is critical in determining what type of resolution is possible or even probable
  - Value reinforced is preserving collegiality and preventing litigation

- **Truth and Reconciliation, accuracy of the record helps to identify and resolve problems**
  - Truth and reconciliation processes have a chance to heal and enhance productivity
  - Institutional healing and individual healing

- **Blind spots, we all have blind spots, so it is critical not to work in silos**
Resources and Reading List


Resources and Reading List Continued


Somebody help me!!
I am drowning!

Peter J Denis
Assistant Dean for Personnel – College of Arts and Sciences
TAKE A STEP BACK AND GET THE FACTS!

*Very much worth the investment*

- As a Director or Chair, you are almost NEVER required to make a snap decision when it comes to people.
- Facts come in many ways ...
- Chronologies make a difference.
- It all seems basic, but this is how you can consistently lead.
SOME DOES AND DON’TS

• Even if it sounds horrible – try to use time as your friend
• Not everything is a nail, but sometimes we do get them - don’t be too quick with the hammer
• Grievances and complaints are often opportunities for dialogue – try to figure out how to engage.
• But what about the unions? The unions are almost never the enemy. Besides, there is always the “Secret of the Universe.”
• Always think about the Seattle Times test, and don’t write nasty emails
Secretary of the Faculty

> Under the Faculty Code, the Secretary of the Faculty must be a voting member of the faculty at the rank of associate professor or professor. The term of service normally is five years.

> Under the Code, the Secretary is elected by a majority vote of the Senate Executive Committee and confirmed by a majority vote of the Senate.

> The Code charges the Secretary with duties both clerical (e.g. taking various minutes, moving documents among various relevant actors) and administrative (e.g. dealing with faculty council assignments, ruling on extension requests in adjudications, sitting on various committees).

> The Secretary’s Office also has served as an informal information and advisory resource for faculty and administrators on rights and responsibilities under various UW policies and rules, particularly the Faculty Code. There is no formal recognition of this role and its practice depends on how a particular Secretary views, and is perceived in, their role.
Final Reflections and Evaluation Forms