



UNIVERSITY of WASHINGTON

FY2024 Operating Budget Development Narrative Prompts

Office of Minority Affairs & Diversity

Programmatic & Academic Vitality Narratives

- 1) Please briefly summarize your unit's/campus's strategic plan and how your FY24 operating budget proposal (as submitted in Workday Adaptive Planning) connects to your campus/unit strategic plan. *Word Limit: 500*

The current OMA&D strategic plan (developed in 2018) remains in the implementation phase, focusing on the plans and objectives for the possible future state of the organization, in alignment with our mission, vision, and values. The strategy has been to increase our organizational efficiencies and levels of engagement through five targeted imperatives: Communication, Outreach, Technological Innovation, Education and Leadership Development, and Fund Development.

Workgroups have been impacted by the ongoing and evolving realities of the pandemic and our organizational capacity has continued to pivot focus on responding to virtual and in-person learning demands at UW and at partner institutions and schools throughout the state. As a result, some objectives across the five strategy areas have been slowed in response to stakeholder bandwidth while other objectives have remained to move forward at a similar pace. In contrast, several planned tactics for development and deployment of Technological Innovation have been sped up to meet program and constituent needs. Strategy area workgroups are collecting progress data as we conclude FY23 to adjust OMA&D wide plans for FY24 and beyond.

- 2) Building on the responses your campus/unit submitted during the FY23 annual review cycle ([posted here](#)), how has your unit/campus integrated the themes and goals of [the 2022 – 2026 UW Diversity Blueprint](#) into your campus's/unit's ongoing work to take actions towards access, inclusion, and equity? *Word Limit: 750*

As the University Diversity Officer, VP Hall leads DEI strategy for the university and members of OMA&D are part of the development and assessment of each UW Diversity Blueprint. Highlights of some of the ways we are helping to advance the goals of the Diversity Blueprint are:

Cultivate an Inclusive Campus Climate – Through numerous annual events, inclusive spaces, and intentional community engagement, OMA&D strives to add to an inclusive campus and extend the borders of UW throughout the state. It is not uncommon for newly enrolled students to start their husky career having already spent time on campus with OMA&D staff and peers as part of their growing husky community. In addition, OMA&D is a lead partner for the campus Bias Reporting tool. VP Hall along with VP Suite receive quarterly updates on reports that have been made via the reporting tool.

Attract, Retain, and Graduate a Diverse and Excellent Student Body – Access and success of students is central to the OMA&D mission and our efforts drive the success of UW in closing and eradicating the gap in outcomes for Educational Opportunity Program students compared to their peers. **A)** OMA&D has been instrumental in recruiting and yielding record setting incoming classes of students underrepresented in higher education. **B)** The 2019 and 2020 cohorts of EOP students experienced higher retention rates compared to non-EOP students in the midst of a pandemic that disproportionately impacted OMA&D communities.



UNIVERSITY *of* WASHINGTON

FY2024 Operating Budget Development Narrative Prompts

Office of Minority Affairs & Diversity

Attract and Retain Diverse Staff – OMA&D has one of the most, if not the most diverse campus unit on the Seattle campus. We actively work to create diverse applicant pools for our positions and work closely with central HR on their diversity, equity, and inclusion initiatives.

Develop Place-Based Education and Engagement – A book commissioned on OMA&D on the history of the office was released in February 2023. The book written by Emile Pitre, tells the story of exclusion of certain populations to the UW that led to the establishment of the office and thus the beginning of diversity at the University of Washington.

Improve Accountability and Transparency – OMA&D worked with the Office of Planning & Budget to include questions in the budget review process that requires academic and administrative units to report on how diversity and equity are being resourced in their units.