



UNIVERSITY of WASHINGTON

FY2024 Operating Budget Development Narrative Prompts

CoMotion

Section 1: Programmatic & Academic Vitality Narratives

*Text submitted within this section **will** be published to OPB's Annual Budget Development website*

Where possible, you are encouraged to leverage published materials already created

- 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*

CoMotion partners with the UW community on their innovation journey, providing tools, connections, and acumen to transform ideas into economic impact. We provide services in four interconnected areas with the goals of enhancing research translation, facilitating spinoff creation, and creating a vibrant, diverse, and inclusive innovation ecosystem:

- **Innovation Training:** Multiple business training programs that help grow ideas into impact and innovators into entrepreneurs.
- **IP Advising and Protection:** Customized IP plans, developed with researchers and faculty to support innovators and ideas along their paths to market.
- **Funding and Mentoring:** Connections to capital and expert advice that empower innovators to launch their projects in the marketplace.
- **Licensing, Startups and Incubation:** A world-class infrastructure to license innovations, launch businesses, or incubate startups.

Key strategic goals include: (1) elevating the global impact and visibility of the UW through research translation; (2) continuous improvement to meet the evolving needs of the innovation ecosystem through data-driven improvements and programmatic innovation; (3) the pursuit of new opportunities to lower barriers to entrepreneurship and increase spinoff diversity and success (4) creating, nurturing, and strengthening internal and external partnerships that are mutually beneficial and harness synergies to bolster our local and regional innovation ecosystem.

- 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*

Goal 1: Cultivate an accessible, inclusive, and equitable campus climate

- Generated and distributed a diversity resource toolkit to all CoMotion staff.
- Improved training innovation curriculum accessibility through the use of transcription and closed captioning.
- Created videos, infographics, etc, to explain the patenting process and the innovation journey to researchers.
- Improved accessibility features on CoMotion and Innovation Imperative websites including AltText on all images.
- Conducted exit interviews with staff to surface work experiences that may have contributed to their exit.
- Partnered with the Brotherhood Initiative to create "Changemaker's Corner", an incubator for Black societal impact



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Goal 2: Attract, retain, and graduate a diverse and excellent student body

- Conducted outreach initiatives across all three UW campuses to encourage participation in the NSF I-Corps customer development training program and other CoMotion programs.
- Followed up on a recommendation from the UW Innovation Roundtable by creating the Summer Associate Venture Capital Program which helps place URM Business students in mutually beneficial 10-weeks internships in local VC firms.

Goal 3: Attract and retain diverse academic personnel

- Conducted outreach initiatives across all three UW campuses to increase participation in RAISE, a program aimed at increasing, promoting, and supporting entrepreneurial activities by women.
- Increased the diversity of CoMotion mentors and speakers
- Developed an Inventorship Experience program to identify and address unconscious bias in the inventorship process and inform, train, and provide support for inventors.

Goal 4: Attract and retain a diverse staff

- Used HR Resources (including UWHR Onboarding Toolkit) for best in class hiring practices.
- Reviewed job postings, newsletters, and website for inclusive language and imagery.
- Developed a Buddy system to ensure that all new hires feel welcomed into UW.

Goal 5: Develop place-based education and engagement to advance access, equity, and inclusion.

- Provided staff with opportunities to increase cultural knowledge (e.g., walking tour of Wing Luke Museum and International District).

Goal 6: Improve accountability and transparency

- Created an Internal DEI Committee that meets weekly to assist and advise CoMotion Leadership in developing a culture that values diversity of thought and perspective, a diverse workforce, and inclusive decision making.
- Conducted brainstorming sessions focused on welcoming, valuing, and supporting staff and customers during the CoMotion Annual Retreat.
- Conducted discussions with the UW Innovation Roundtable to surface new DEI Initiatives.