Equity, Diversity, and Inclusion (EDI) Committee at UW Medicine Advancement

Brief History
UW Medicine Advancement’s EDI Committee convened around 2017 in collaboration with UW Medicine Strategic Marketing and Communications who split into their own committee in 2020.

Don Theophilus served as the executive sponsor from inception to June 2023, and the committee was co-chaired by Cathy Reilly and Meini Li through 2022. From inception to 2022, the committee was engaged in several projects such as a book club, advocating for a pride month flag at our lobby, improving office recruitment and retention practices, developing a diversity statement, and facilitating discussions of current events.

In January 2023, David Chow and Jess Wang became the new co-chairs responsible for leading the logistics, agenda, and theme of intersectionality and belonging.

Purpose
UW Medicine Advancement’s EDI Committee is a voluntary inner-office group of colleagues that work together to advance and evolve practices of equity, diversity, and inclusion at UW Medicine Advancement and among its staff.

The Committee meets bimonthly for one hour, with a break in the summer: February, April, June, October, December.

Leadership Categories: Co-Chairs and Co-Leads
In 2023 and 2024:
- There are 2 or 3 co-chairs for the EDI Committee
- There are 1 to 2 co-leads for each of the subcommittees

EDI Committee Co-Chairs
The EDI Committee is led by two to three co-chairs each year that schedule the bimonthly meetings, determine the general direction and theme of the committee, and create and facilitate the agenda for each committee meeting. They can also serve as a resource for subcommittee co-leads.

2023 EDI Committee Details
Around 30 - 40% of UW Medicine Advancement employees participate in the EDI Committee on a voluntary basis.

The executive sponsor as of July 2023 is Becca Kelly who met with each set of co-leads of the subcommittees.
2023 Subcommittees

In 2023, five subcommittees were formed in an effort to break up the whole committee into smaller groups to brainstorm and implement actions or practices with the purpose of increasing and evolving EDI practices at UW Medicine Advancement.

Committee members could opt into one subcommittee or not, but still participate in the regular committee meetings.

Each subcommittee is co-lead by 2 colleagues, whenever available, but at least one lead. The co-leads are expected to schedule meetings of their subcommittees in between the EDI Committee meetings, facilitate action-oriented activities, and report a summary during EDI Committee meetings.

The subcommittees and 2023 co-leads are:

North Star – 2023 Lead: Chris Thompson
Some things this subcommittee could focus on is creating a charter for the EDI Committee, keeping up with UW and UW Medicine events or features on EDI and sharing with the committee, monitors EDI best practices in philanthropy and higher education and sharing with the committee.

Grounding – 2023 Co-Leads: Becca Cheung, Meghan McMurray, Eleanor Licata
Some things this subcommittee could focus on includes drafting and coordinating a RFP for an EDI consultant that works with UW Medicine Advancement, creating learning engagements with committee members such as book club or podcast club.

Donor Cycle – 2023 Co-Leads: Delaney Dorsey, Carly Ralston
This subcommittee focuses on ways to incorporate EDI theory into practice for our fundraising strategies (e.g. donor lists, events, stewardship, communication, engagement, pipeline).

Belonging and Intersectionality – 2023 Lead: Tricia Riley
This subcommittee is open ended to allow its members to explore and identify ways to bring the themes into life.

Policies and Procedures – 2023 Co-Leads: Hanna Hupp, Alex Kerl
This subcommittee is focused on reviewing and identifying opportunities to update our existing resources, policies, and process to improve how well they center EDI principles.

2024 Subcommittees

In 2024, subcommittee members may switch or stay in the same subcommittee as 2023, and the co-leads may also change. The 2024 co-chairs will set up a survey to gauge interest in the subcommittees and serving as a co-lead. TBD on whether the subcommittee topics will change, or any be eliminated or added.