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ARTICLE 61: DIVERSITY AND INCLUSION

~~A. The parties acknowledge that the University's Diversity Blueprint for 2017-2021 articulates the tri-campus community's aspirations for becoming an inclusive and equitable environment. On an annual basis, the Office of Minority Affairs and Diversity (OMA&D) will prepare an assessment report on University-wide diversity metrics for the Board of Regent's Diversity, Equity, and Inclusion subcommittee. An electronic copy of the report will be made available to the Union.~~

~~B.~~A. ~~As part of the University's Strategic Leadership Program (SLP), t~~The Employer ~~shall provide all managers and supervisors of bargaining unit employees information regarding the University's existing Staff Diversity Hiring Toolkit. Additionally, the Employer~~ will include a content module on implicit bias and diversity in the hiring process during the SLP workshop for managers and supervisors with at least one direct report. ~~The Employer shall distribute an electronic copy of the Toolkit annually to all managers and supervisors of bargaining unit employees.~~ The Employer may require hiring managers and supervisors to complete Inclusive and Compliant Hiring Practices training.

~~C.~~B. ~~On an annual basis~~Upon request, the Employer will provide the Union~~s~~ with a list of trainings and courses offered to staff the year prior centered on aspects of diversity, equity, and inclusion. The list will include a headcount for each offering, indicating the number of participants registered, by department.

~~D.~~C. WFSE 1495 and WFSE 3488, will each select one member to be appointed to the University of Washington Diversity Council.

~~E. On an annual basis, the Employer will provide the Unions with a report on employee participation levels in Facilities relative to cultural responsiveness or cultural competency training, and manager training in implicit bias, equity, cultural responsiveness, and hiring best practices. The progress report would include an update on Facilities' efforts to include under-represented minority members and/or women in hiring committees or interview panels.~~

~~F.~~D. The Employer will ~~create a position in UW Human Resources Recruitment dedicated to designing, developing, and implementing~~ continue to design, develop, and implement innovative outreach programs using diversity and inclusion best practices in support of UW's strategic initiatives.

~~G.~~E. Staff Focused Equity, Diversity and Inclusion (EDI) Council Workgroup at Harborview Medical Center (HMC).

1. An EDI council workgroup is a part of HMC's existing EDI Committee structure, focused specifically on issues impacting front line staff.
2. The council workgroup will attend at least one (1) all-day (8-hours) workshop every twelve (12) months. Additional training opportunities may be added with mutual agreement of the council workgroup and approval from the CEO.
3. The workgroup will be sponsored by the CEO of HMC, and will also include:
    a. Four (4) WFSE represented staff

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b. Four (4) SEIU 925 represented staff
c. Four (4) SEIU 1199 represented staff
d. Four (4) unrepresented staff
e. One (1) HMC EDI Director
f. Up to two (2) UW Medicine HR representatives
g. Ad Hoc members may include representatives from HMC and/or UW Medicine EDI Programs.

4. The workgroup will meet monthly, or as otherwise agreed to by the council workgroup and approved by the CEO.
5. Participants will be released with pay from their duties to attend and participate in the Equity, Diversity and Inclusion (EDI) workgroup. Participants will request and receive approval for release time for workgroup meetings from their manager in advance. Managers are encouraged to support the participation of EDI Council Workgroup members by granting release time when requested for planned workgroup meetings, with the understanding that there may be unexpected instances when operational needs take priority and release time is not approved.

Tentatively Agreed To:

For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...
Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026