



# UNIVERSITY of ALASKA ANCHORAGE

Faculty Senate Diversity Committee  
3211 Providence Drive, Anchorage Alaska 99508  
Prof. Amber Christensen Fullmer & Prof. Erin K. S. Hicks, Co-Chairs

To: Chancellor Cathy Sandeen

From: Faculty Senate Diversity Committee

Date: November 18, 2019

Subject: Feedback on Strategic Planning Report

On November 15 the Faculty Senate Diversity Committee approved a motion to provide feedback to the Chancellor regarding the process for UAA's next institution-wide strategic plan with the recommendation to include a diversity and inclusion “lens”.

The Faculty Senate Diversity Committee recommends, as a demonstration of UAA's commitment to diversity and inclusion, that these values be infused throughout each stage of developing our next university-wide strategic plan. As shared with our community in the [UAA Catalog](#), our diversity statement identifies diversity as “integral to excellence”:

*UAA recognizes and values the diversity of our unique location in Southcentral Alaska, the ancestral homelands of the Dena'ina Athabascan, Ahtna Athabascan, Alutiiq/Sugpiaq, and Eyak peoples.*

*We honor diverse experiences and perspectives—including differences in ideas, religion, gender, gender identity, sexual orientation, ethnicity, race, culture, nationality, age, disability, veteran and socioeconomic status—and strive to create welcoming and inclusive learning environments where all are treated with respect.*

*At UAA, valuing diversity is integral to excellence. Diversity maximizes our potential for creativity, innovation, educational excellence, and outstanding service to our communities.*

We therefore propose that UAA should ensure that issues of diversity and inclusion are carefully and thoroughly taken into account during the strategic planning process. A potential model for integrating diversity and inclusion into this process would be to implement a “lens” approach as done by Portland State University with their [Strategic Planning Equity Lens](#). In brief, this approach reviews the planning process and output of the plan through a “lens” that considers the inclusivity of the process and what kind of impact the decisions may have on the diverse populations of the university community.



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FSDC is committed to operationalizing this initiative, including assisting with the design and implementation of a lens that will fulfill UAA's diversity statement using best practices and the most current ideas on the subject.

We look forward to discussing opportunities for continuing to promote diversity and inclusion at UAA.

Sincerely,

Amber Christensen Fullmer (FSDC Co-Chair)

Erin K. S. Hicks (FSDC Co-Chair)

## 2019-2020 FSDC Members

Carrie Aldrich, Writing

Sigrud Brudie, Library

Yvonne Chase, Human Services

Amber Christensen Fullmer, Human Services

Thomas Chung, Fine Arts

Herminia Din, Arts

Gabriel Garcia, Population Health Sciences

Songho Ha, History

Annette Hornung, English

Ryan Harrod, Anthropology

Erin Hicks, Physics & Astronomy

Wei-Ying Hsiao, Education

Emily Madsen, English

Amana Mbise, Social Work

Jennifer McCurdy, Philosophy

Vanessa Meade, Social Work

Virginia Miller, Population Health Sciences

Anita Moore-Nall, Population Health Sciences

Paul Ongtooguk, Alaska Native Studies Director

Kimberly Pace, Political Studies and Women's Studies

Evan Shenkin, Sociology

Heidi Senungtuk, Alaska Native Studies