Diversity, Equity, and Inclusion

Working at the crossroads of many cultures, creeds, and national traditions, the UW Department of Slavic Languages & Literatures acknowledges, advances and celebrates differences of all sorts. In a time of increasing inequality, a rise in hate crimes, as well as other signs of growing division in the country, our department recognizes the heightened stakes in its commitment to diversity and equity. We proudly take on that challenge through unwavering support for religious minorities, the LGBTQ+ community, the disabled, immigrants (documented and non-), and other historically marginalized peoples; as well as through an ethic of inclusion in our recruitment, curriculum, decision-making and governance.

We are united against racism, sexism, ableism, homophobia, transphobia, Antisemitism, Islamophobia, in short against intolerance and discrimination of all sorts. From scholarship on cultural representations of disability in film, to gender and identity studies in language, in both our personal and academic lives we stand with Czech playwright and president Václav Havel, who wrote – at a very dark moment for his own country: “In everyone there is some longing for humanity's rightful dignity, for moral integrity, for free expression of being and a sense of transcendence over the world of existence.”

By our daily example, in actions small and large, we seek to fulfill Havel's vision by welcoming all.

Department Diversity/Equity Committee Members

- José Alaniz (committee chair)
- Nathan Marks
- Lani Phillips

Working documents for the committee can be found by signing into OneDrive with your UW email address (only committee members have access).

Department Faculty with Research Interests in Disability Studies

- José Alaniz

Department Faculty with Research Interests in Gender, Identity, and Minority Studies

- José Alaniz
- Bojan Belić
- Gordana Crnković
- Katarzyna Dziwirek
- Valentina Zaitseva
Department Faculty Affiliated with the **Stroum Center for Jewish Studies**

- Galya Diment
- Barbara Henry
- Sasha Senderovich

**Diversity and Equity Resources**

**Resources for the Field of Slavic Studies**

- "Building a Network of Support for Undergraduate Students of Color Interested in REEES" – Association for Slavic, East European, and Eurasian Studies (ASEEES)
- "Initiative for Diversity and Inclusion" – Association for Slavic, East European, and Eurasian Studies (ASEEES)
- "Is Slavic Ready for Minorities?" – NYU Jordan Center
- "Race in Focus" Lecture Series – Center for Russian, East European & Eurasian Studies, University of Pittsburgh
- "Russian and Race" Lecture Series – Center for Russian, East European & Eurasian Studies, University of Kansas
- "Russia, George Floyd, and the End of the Imaginary West: Why are Russians so Angered by America's Latest Protests" – Open Democracy
- **Working Group on Diversity and Inclusivity** – American Association of Teachers of Slavic and East European Languages (AATSEEL)

**Resources for the Field of Linguistics**

- "Information and Resources about Language, and Gender and LGBTQ+ Studies" – Linguistic Society of America
- "Is an Antiracist and Decolonizing Applied Linguistics Possible?" – Annual Review of Applied Linguistics
- "Linguistics and Race: An Interdisciplinary Approach Towards an LSA Statement on Race" – Proceedings of the LSA
- "Linguistic Hegemony in Academia and the Devaluation of Minority Identity in Higher Education" – Inquiries Journal
- **Statement on Linguistics and Race** – Linguistic Society of America

**General Diversity and Equity Resources**

- **Race and Equity Resources**: Provides links to many tools and resources, both on campus and off
- **Diversity at the University of Washington**: The University of Washington's main diversity website
- **Recommended Reads for Equity**: Recommendations for books about equity, diversity, and inclusion, curated by the UW Libraries

**Minority Affairs Resources**

- **Office of Minority Affairs and Diversity**: Works to increase diversity on campus and enrich the experiences of students, faculty, and staff
• **Samuel E. Kelly Ethnic Cultural Center**: An inclusive space designed to foster academic and personal success

• **Graduate Opportunities and Minority Achievement Program (GO-MAP)**: Works to expand graduate education to underrepresented minoritized (URM) communities, by focusing on outreach and recruitment, funding, scholarship and research, advocacy and advising, development opportunities, and social networking events.

• **Office of Equal Opportunity and Affirmative Action (EOAA)**: Oversees and manages the University's affirmative action program

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**Immigration Resources**

• **Undocumented Student Resources**: General information for undocumented students at the UW

• **Leadership Without Borders**: A center devoted to offering resources, support, and guidance to undocumented students at the UW

• **International Student Services Office**: Visa and immigration advising for international students on F or J student visas

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**Disability Resources**

• **The D Center**: UW's Disabled and D/deaf cultural center

• **Disability Resources for Students**: Resources for setting up access and accommodations

• **Disability Services Office**: Resources for members of the UW community and the general public

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**Gender and Sexuality Resources**

• **Avoiding Gender Bias in Recommendations and References**: Columbia University, The University of Arizona, National Center for Women & Information Technology

• **Title IX at UW**: Title IX of the Education Amendments of 1972 states: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Our interim Title IX coordinator is Valery Richardson, valeryr@uw.edu, 206-616-9713

• **Education and outreach**: Online and in-person training for preventing sex discrimination and sexual harassment, and responding to those affected by sexual misconduct

• **Survivor Support & Advocacy**: Health & Wellness offers confidential advocacy and support for students impacted by sexual assault, relationship violence, stalking, sexual harassment and other related experiences.

• **UW Women's Center**: Provides programs and services focused on leadership development and advocacy for girls and women

• **Q Center**: A student-run LGBTQ+ center for UW students, faculty, staff, alumni and community members

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**Mental Health Resources**

• **Counseling Center**: Resources for students seeking help in coping with stress or other mental health concerns

• **Let's Talk**: Free, confidential, informal drop-in counseling service at UW

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**Economic Resources**
• **UW Campus Food Pantry**: Provides UW students, staff, and faculty with nonperishable groceries and select fresh produce for no cost

**Reporting Violence**

• **Bias Incident Advisory Committee**: How to report bias incidents

• **Safe Campus**: How to report violence or threats to the safety of yourself or others. NB: Faculty and TAs at UW must report to the authorities any reports or evidence of sexual violence they encounter; one way to do so is through Safe Campus.

**Resolving Conflicts**

• **Office of the Ombud**: A collaborative and confidential environment to discuss your situation, consider options, and develop a plan for the future

• **University Complaint Investigation and Resolution Office (UCIRO)**: Investigates complaints that a University employee has violated the University's non-discrimination and/or non-retaliation policies

Slavic Languages & Literatures  
University of Washington  
Padelford A210  
Box 354335  
Seattle, WA 98195  

Phone: (206) 543-6848  
slavadm@uw.edu

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