Date: April 21, 2022		
Audience: Listening session with Foster staff (12 total participants)		
ISSUE IDENTIFIED	ASSIGNED TO	ACTIONS TAKEN
How can we help Foster staff make more informed and thoughtful decisions about how they use "stock" images of community members that honor the identities of those community members?	Tahsin Alam	
I would appreciate increased transparency regarding move to Founders Hall	Michelle Griffin	• please email Michelle if your team would like to tour the building or if you have any questions.
I want to see more funding going towards DEI initiatives, and I want to see more opportunities for connecting underrepresented students to opportunities with top business leaders.	Christina Fong	• DEI team and Advancement team have a monthly meeting to help prioritize DEI in fundraising. • Regular meetings with corporate partners (e.g., Amazon, Microsoft, Alaska Airlines) to identify ways to connect URM students to professionals. Examples of meeting outcomes include recent partnership between Amazon's Black Employee Network with emerging Black student leaders; dinner hosted by Foster to connect Chris Capossela (Microsoft CMO) to URM student leaders. • Mentoring Circles for MBA and UG students of color have been established to provide safe spaces for students of color to talk with mentors of color about issues specific to marginalized identities. • Please reach out to fosterdei@uw.edu if you have ideas or needs to explore!
I would like to see more investment in staff professional development, want more mentorship, and stronger guidance in understanding career advancement opportunities	Mara Stevens	• Kathleen Baker hired to help coordinate training programs for Foster staff • Ongoing work by Health, Wellness, Professional Development Committee • Considering a mentorship program through Indi platform

		• Currently revising guidelines for annual performance reviews to support conversations on professional development
I struggle with performance appraisal conversations and would like better guidance on how to approach these conversations, so I know what promotion and salary increase options are.	Mara Stevens	Currently revising guidelines for annual performance reviews to support conversations on professional development
Appreciations and Acknowledgements • Leadership often helps staff feel heard • Communities of Practice are effective in building community and skill development • Optimistic about Salesforce's ability to help staff make more data-based decisions.	N/A	N/A