



## UNIVERSITY of WASHINGTON

*Ana Mari Cauce*  
*Professor of Psychology*  
PRESIDENT

July 30, 2020

### **Subject: UW COVID-19 Caregiver Task Force charge letter**

Dear colleagues,

I am writing to request your participation on a COVID-19 Caregiver Task Force to address how the University can support the success and well-being of caregivers in the UW community whose work and family responsibilities have collided due to COVID-19. Around the globe, the pandemic has created or magnified challenges for parents and those with adult or elder care responsibilities. Locally, the pandemic has worsened an ongoing child care crisis by causing many child care centers to close or reduce their capacity and by eliminating or reducing programs for school aged youth.

The University of Washington is committed to supporting our employee and student caregivers and recognizes that women and front-line workers bear disproportionate impacts of the COVID-19 caregiving crisis. Our goal is to help these caregivers do their best at work, school and home during this challenging time and to respond in ways that enact UW's values for equity, inclusivity and employee well-being. By convening a group of stakeholders and experts we aim to increase and enhance the supports available to caregivers in our community during and after the pandemic.

The UW COVID-19 Caregiver Task Force is charged with recommending enhancements the University can make in the following areas to better support employee and student caregivers immediately (achievable in 3 months or less) and in the near-term (achievable in 2020-21 academic year):

- **Programs and resources** that ease access to child care and adult/elder care (e.g. care finding services, discount programs, etc.).
- **Policies and practices** that may be revisited or created to reduce barriers and create support for caregivers (e.g. leave policies, flexible work, etc.).
- **Education and outreach** that strengthens a family supportive culture at the University.
- **Caregiver engagement** that institutionalizes communication between caregivers and University decision-makers.

Task force members are asked to broadly engage stakeholders and to elevate the following principles when making its recommendations.

- Accessibility, by seeking to increase the availability and/or affordability of caregiving programs and resources.
- Inclusivity, by identifying what identities and communities are served by the proposed enhancements and whose needs remain unaddressed or under-addressed.
- Financial viability, by proposing solutions that recognize the significant financial challenges faced by the University due to the COVID-19 pandemic and possibility of further state budget reductions. Ideally, recommendations would prioritize low or no-cost or can be achieved by reallocating existing funding for caregiving resources.
- Collaboration, by engaging partners and peers as is feasible and being mindful that caregiving during COVID is a crisis affecting our local community, higher education and health care.

I am requesting that the executive sponsors to this task force submit recommendations to me and Provost Richards consistent with the charge and principles listed above. The recommendations should identify an approximate timeline and recommended next steps. If there are any recommendations that need additional evaluation and consideration, the task force will identify these and make recommendations for the process needed for completion.

### **Membership**

I am appreciative of Joy Williamson-Lott, Dean of the Graduate School and Kathleen Farrell, Director for Work-Life, who have agreed to serve as executive chair and chair of this task force, respectively, and to following members:

#### **Advisory**

- Marisa Gaudins, UW Human Resources Director of HR Policy and Legislation

#### **Classified Labor Union**

- Robin Brooks, Budget/Fiscal Analyst School of Aquatic and Fishery Science, SEIU 925

#### **Faculty Senate**

- Elizabeth Umphress, Associate Professor of Management
- Dan Ratner, Associate Dean Academic Affairs, Engineering

#### **Faculty representative from the group who sent the letter concerning caregiving**

- Melissa A. Knox, Senior Lecturer, Department of Economics

#### **GPSS**

- Audrey Ruth Slator Omar, Graduate Student, Department of Sociology

#### Postdocs

- Amanda Clouser, Postdoctoral Scholar, Department of Pharmacy

#### Professional Staff Organization

- Steven Williams, Director of Audio Production for KUOW

#### UW Bothell

- Nicole Hoover, Assistant Teaching Professor, UW Bothell Science, Technology, Engineering and Math

#### UW Medicine

- Anne Browning, Assistant Dean for Well-Being, School of Medicine

#### UW Tacoma

- DC Grant, Assistant Teaching Professor, UW Tacoma School of Engineering and Technology

#### Office of Youth Program Development

- Caroline Shelton, Director of the Office for Youth Programs Development and Support

#### Executive sponsors:

- Cheryl Cameron, Vice Provost for Academic Personnel
- Sarah Norris Hall, Vice Provost for Planning & Budgeting
- Mindy Kornberg, Vice President for Human Resources

### Meeting Schedule

Please hold the following dates and times on your calendar to assist the group in accomplishing its important task on a short timeline. Calendar requests and agendas will be forthcoming from the task force chairs.

Thursday, 8/6	11 am – 12 pm
Tuesday, 8/18	2 – 3 pm
Thursday, 8/27	9 – 10 am

Thank you for coming together for this important work.

Sincerely,



cc: Mark A. Richards, Provost and Executive Vice President for Academic Affairs  
Margaret Shepherd, Chief of Staff & Chief Administrative Officer, Executive Office of the President & Provost  
Mindy Kornberg, Vice President for Human Resources

Cheryl Cameron, Vice Provost for Academic Personnel  
Sarah Norris Hall, Vice Provost for Planning & Budgeting