



April 26, 2019

Dean Paul Ramsey
via Hand Delivery

Dear Dean Ramsey,

We represent a majority of postdocs in the School of Medicine. We are writing to invite you to attend the upcoming Seattle City Council's Committee on Housing and Workers Rights work session on May 8th, which will focus on issues of discrimination and harassment that impact Postdocs in the School.

On May 11th, 2018, 90% of Postdocs voted Yes in our representation election, with over 60% participation from eligible voters. In the past 11 months, we have engaged in 23 bargaining meetings with UW Admin to negotiate a contract which will bring Postdoc working conditions to national standards on several key issues.

Prominent issues are equitable and inclusive Postdoc family leave, compensation, healthcare, childcare, international scholar rights, and active protections against discrimination and harassment. As you may know, a 2018 National Academy of Sciences report concluded that the prevalence of sexual harassment in US academia, at 58%, is second only to the military and outpaces that of industry and government. Women of color experience particularly high rates of harassment, as do people from sexual- and gender-minority groups.¹ To verify that these disturbing trends apply to our own campus, we conducted a UW Postdoc Equity Survey, in which 60% of Postdocs participated. Our survey found that 63.2% of female and non-binary Postdocs experienced harassment or discrimination in their time at UW, and 77.5% of them never reported it.

On May 8th, the Seattle City Council's Committee on Housing and Workers Rights will convene a work session to learn more about discrimination and harassment at UW, and how our union will address these problems through a fair collective bargaining agreement. Postdocs who have experienced discrimination and harassment while at UW will give presentations, and experts will speak to why higher education is one of the worst industries in terms of the prevalence of discrimination and harassment.

As a member of the University Administration, we cordially invite you to attend the May 8th session, engage in this dialogue and discuss the Postdoc bargaining process. The Committee work session will take place at 5:30pm on May 8th at the University Friends Meeting Center, 4001 9th Ave NE.

Sincerely,

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<https://www.nap.edu/catalog/24994/sexual-harassment-of-women-climate-culture-and-consequences-in-academic>