



University of Washington As a Sanctuary University

Dr. Ana Mari Cauce, President
 Dr. Mark Pagano, Chancellor, University of Washington, Tacoma
 Dr. Bjong Wolf Yeigh, Chancellor, University of Washington, Bothell

Dear President Cauce and Chancellors Pagano and Yeigh:

We the undersigned represent 15,000 workers at the University of Washington and UW Medicine. Since the U.S. Presidential election we have engaged in a number of membership conversations, and learned in horror and dismay about the increase in hate-related attacks to members of our campus community. Among the groups most likely to be targeted by a Trump administration and those emboldened by his campaign promises are immigrants. In particular, this includes undocumented students and Muslim students and staff working at UW with visas.

Recently President Cauce and Provost Baldasty issued a statement, following an open letter signed by thousands of campus staff, students and faculty to create a sanctuary campus, that the University is “committed to providing a safe, secure and welcoming environment that protects the privacy and human rights of all members of our community.” We appreciate this affirmative statement, as well as your declared support for undocumented and DACA students. We also recognize the complexity of enacting widespread changes at this time of political and economic uncertainty. Our members and others on the campus community are facing an increasingly hostile and discriminatory environment, and so we are writing to request that the University continue to take concrete steps to assist our members and others in our campus community who are most likely to be subject to discrimination, particularly Black, Muslim, LGBTQI+, Latinx, Asian, Indigenous, and Native American communities, people without papers, people with disabilities, immigrants, refugees, and women. Our shared goal is to ensure that our work and learning spaces are supportive, inclusive, and respectful of all peoples.

In particular, we reiterate the call to take steps that would make the University of Washington, Seattle, Tacoma, and Bothell, as well as UW Medical Center, Harborview Medical Center and other UW facilities, sanctuary campuses. In our view, on sanctuary campuses and worksites, the administration, faculty, and staff establish services and a climate of welcome for students and staff of color, Muslims, LGBTQI+ students and staff, women, Indigenous and Native American peoples, immigrants, refugees, and undocumented people and know how to take supportive action when members of our community are targeted. UW police, security, and

managers of data do not cooperate with federal agents wishing to deport undocumented students and staff.

Therefore we ask that you take the following steps to help us demonstrate the University's commitment to create such an environment on all three campuses and hospitals:

1. Ensure that the identities of undocumented and Muslim members of our community continue to be protected. Refuse all voluntary information sharing with Immigration and Customs Enforcement (ICE) and the Department of Homeland Security (DHS) across all aspects of the University to the fullest extent possible under the law. Including the creation of a data retention and destruction policy.
2. Continue to allow qualifying DACA and undocumented students to pay in-state resident tuition. Publicize UW's commitment to continued enrollment of DACA and undocumented students.
3. Dedicate resources to support immigrant students and staff who are faced with urgent legal, housing, health or school needs related to anti-immigrant policy changes or targeting/detention by ICE/DHS. This includes but is not limited to counseling, legal advice and support to DACA students, international scholars and staff on OPT or student/work visas. Funding for these resources should not be borne by fees or assessments on students or campus workers.
4. Refuse ICE physical access to land owned or controlled by the University and provide training for all members of the campus community to know what to do or who to contact if ICE comes to campus classrooms, labs, workspaces, or dorms. Training should also include how to support undocumented and Muslim members of our community and their families.
5. Prohibit UW Police from inquiring about, recording, or reporting an individual's immigration status or collaborating with ICE in any form. Ask UW Police to provide a MOU articulating the above policies.
6. Prohibit housing discrimination based on immigration status or religion.
7. State publicly and often your continual support for, sponsorship of, and willingness to take action to support international students, staff, and scholars, especially given US President-Elect Trump's plans to restrict visa access to people from "terror-prone" regions.

In addition to the above, we of course expect that you continue to respect our collective bargaining agreements and established protections for all workers, regardless of citizenship. We anticipate sustained high standards around freedom from harassment and discrimination, trans-inclusive health care, reproductive health coverage, and bathroom access.

On December 31, 2016 agreements protecting members of SEIU 925 and WFSE 1488 go into effect providing protections from workplace harassment. Members of the UAW are already covered by protections through their contract's language on implicit bias and microaggressions. We call upon you to extend similar protections to all UW employees by December 31, 2016.

As a public institution committed to the social good and to developing critical, global citizens, we look forward to your response to these requests, rooted in our commitment to the shared values of inclusion, equity, and justice. Institutions of higher education have a unique responsibility to speak out against repressions and acts of state violence discredited by our social and historical

knowledge. As always we remain committed to working with you in these endeavors and welcome your responses.

Respectfully,

A handwritten signature in blue ink that reads "Alex Jones".


Alex Jones, UW English Language Faculty,
President
AFT 6486

A handwritten signature in purple ink that reads "Terri Mast".

Terri Mast, National Secretary-Treasurer
Inlandboatmen's Union of the Pacific
(IBU/ILWU)
Marine Division of the ILWU

A handwritten signature in black ink that reads "Karen Z. Hart".

Karen Hart, President
SEIU Local 925

A handwritten signature in black ink that reads "Tom Small".

Tom Small, President, UW Chapter
SEIU Local 925

A handwritten signature in blue ink that reads "Diane Sosne".

Diane Sosne, RN, MN, President
SEIU Local 1199NW

A handwritten signature in black ink that reads "Paula Lukaszek".

Paula Lukaszek, President
WFSE Local 1488

A handwritten signature in black ink that reads "Jan E Bussert".

Jan Bussert, BSN, RN, President
WSNA

A handwritten signature in black ink that reads "David Parsons".

David Parsons, President
UAW Local 4121