

Equity Council Regular Meeting

MINUTES

SEPTEMBER 28, 2016

1:15-3:15PM

SEM II, E3109

MEETING CALLED BY	Phyllis Esposito, Felix Braffith
TYPE OF MEETING	Regular Meeting
FACILITATOR	Phyllis Esposito, Felix Braffith
NOTE TAKER	Madeline Rider
ATTENDEES	Bentse Bianbaciren, Felix Braffith, Laura Coghlan, Phyllis Esposito, Kennedy Flores, Tracy Hall, Olga Inglebritson, Tina Kuckkhan-Miller, Emily Lardner, Rashida Love, Naima Lowe, Lorie Mastin, Greg Mullins, Carolyn Prouty, Madeline Rider, Juan Carlos Ruiz Duran, Therese Saliba, Raquel Salinas, Steve Schmidt, Camila Davila Schrandt, ShaMarica Scott, Laurel Uznanski, Sonja Wiedenhaupt, Jhana Williams, Tom Womeldorff

Agenda topics

ACTION PLAN REFLECTION

PHYLLIS ESPOSITIO

DISCUSSION	<p>Greg poses question re plausibility of action plan, voices concerns about being top-down and whether or not what is laid out is doable. Naima responds indicating that she does not believe it is top down due to representation on Council. Phyllis suggest we engage in small group discussion regarding our reservations.</p> <p>Report back from small group discussion included Rashida sharing Rashida's group's perspective of the long game and that some things are a part of that and some aren't, that it's better to put everything out there like in any negotiation, and that we have already done a lot but that we need to make things visible. Naima spoke both Naima's group their group but also themselves, stating that we could even go bigger and that an equity framework is transformative. Naima has reservations about thinking in these ways (<i>clarity needed</i>) but is invested in the work and the people. Naim is also fearful of being set-up given the little resistance we have received from upper administration. Madeline spoke for herself, apologized for being emotional earlier, because it is hard to hear resistance to the work. She indicated that as a student the resistance to this work is felt in quality of life and education. Phyllis named that only People of Color had shared thus far. Greg clarified his comment from earlier, indicating that Greg was not saying that work couldn't be done but that Greg wanted the work to be successful and was concerned about scope and buy-in from stakeholders. Tom also voiced why he is trying to not speak as much.</p>
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GROUP REVIEW OF ACTION PLAN GOALS

FELIX BRAFFITH

DISCUSSION	Group reviews draft Action Plan goals collaboratively. Rashida posed a question regarding the assessment of transcribed academic statements. Emily and Felix respond with details regarding the working group that previously generated this data.
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ENGAGEMENT STRATEGIES

PHYLLIS ESPOSITO, FELIX BRAFFITH

DISCUSSION	<p>Broad conversation regarding campus wide engagement strategies including discussion of VP for Equity & Inclusion and restructuring. Group reviewed list of potential departments under new division, Felix asks what academic programs (<i>clarity</i>). Kennedy suggests the inclusion of the Longhouse on this list, however Tina counters this idea. Tina states that a previous version of this list included the Longhouse but if the College is to respect tribal sovereignty, the Centennial Accord, and government-to-government relationships, then the Longhouse should report to the President and not to Academics. Tina indicates that the Longhouse is contemplating restructuring and Tina is talking to John Carmichael about this. Sonja suggests the Washington Center be added to this list. Commenting on the Teaching and Learning Center's presence on the list, Naima indicates that the TLC is too opt-in and that this list and/or the TLC needs to be inclusive of curriculum deans.</p>
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CAMPUS WIDE INITIATIVE

PHYLLIS ESPOSIT, FELIX, BRAFFITH, MADELINE RIDER

DISCUSSION	Phyllis suggests that we move forward with the Campus Wide Initiative action teams. Chairs provide draft organizational chart and ask councilmembers to join teams they feel will make the best use of their particular skill set. Madeline speaks to concerns about relationship-building and states that these Campus Wide Initiatives can be the beginning of some of this relationship-building. Felix expands, saying that these initiatives bring together folks who don't normally have these conversations.		
CONCLUSIONS	Four teams – Faculty Hiring, Campus Read, Community Forums, DOA/DOP Conference.		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE	

Determine group leads, utilize templates to develop budget and timeline	All council members	10/5/16
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OBSERVERS	N/A
RESOURCE PERSONS	N/A
SPECIAL NOTES	See Canvas for document templates.