

# Equity Council Regular Meeting & Extended Working Session

## MINUTES

OCTOBER 12, 2016

1:15-4:15PM

SEM II, E3109

MEETING CALLED BY	Phyllis Esposito, Felix Braffith
TYPE OF MEETING	Regular Meeting & Extended Work Session
FACILITATOR	Felix Braffith, Sonja Wiedenhaupt
NOTE TAKER	Madeline Rider
TIMEKEEPER	
ATTENDEES	Bentse Bianbaciren, Felix Braffith, Laura Coghlan, Lisa Dawn-Fisher, Wendy Endress, Phyllis Esposito, Kennedy Flores, Olga Inglebritson, Emily Lardner, Rashida Love, Naima Lowe, Lorie Mastin, Emily Pieper, Madeline Rider, Juan Carlos Ruiz Duran, Therese Saliba, Raquel Salinas, Steve Schmidt, Camila Davila Schrandt, ShaMarica Scott, Sonja Wiedenhaupt

## Agenda topics

### EMAIL CORRESPONDENCE

THERESE SALIBA

DISCUSSION	Therese provided feedback on the emails from Nancy Koppleman including a history of the College's investigation into anti-semitism on campus. Therese believes this is an important issue to address and that it is essential that when examining anti-semitism at Evergreen that the diversity of Jewish voices represented here should be included in the conversation.
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### INTRODUCTIONS

DISCUSSION	The group welcomed new councilmembers Lisa Dawn-Fisher, Wendy Endress, and Emily Pieper and did a round of group introductions so as to familiarize the new members with the existing Council.
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### FACULTY HIRING UPDATE

LAURA COGHLAN & NAIMA LOWE

DISCUSSION	<p>Laurel, Naima, and Laura came up with some hiring priorities and wanted to run them by the group before moving forward and building a timeline. The narrowed their priorities down to three categories: 1) determining who to hire/what positions, 2) procedures for hiring including recruitment, committees, etc., and 3) information sharing across staff and faculty or a shared equity hiring vision.</p> <p>Within these priorities their strategic vision includes the resource sharing and alignment between staff and faculty hiring, connection with personal and community networks of our underserved staff and faculty members, work with College Relations/Communications to create common language to be utilized in job descriptions, and the adjustment of the recruitment funding structure, incorporating divisional funding. Laurel is specifically interested in how to share resources with staff and faculty hiring as well as the possibility of developing an equity statement for candidates and hiring committees describing our own values (<i>could use some clarity on this item</i>).</p> <p>The group also spoke to the possibility of anticipating temporary hires and preventing the replication of divisions through personal connections. They suggested a more open temporary hiring pool as a method of avoiding this problem. They also aim to connect with the Hiring Priorities DTF to bring an equity framework to them. Therese has been in touch with Scott Coleman. Therese also brought up a recent article in the Chronicle as an example of possible tactics including an equity explanation for each hire.</p>
CONCLUSIONS	<p>Sonja asked the Council as a whole to take a few moments to value what the Faculty Hiring team presented.</p> <ul style="list-style-type: none"> <li>-Therese liked the intentional pipeline creation and network creation.</li> <li>-Felix appreciated the diversity and equity justification piece although it became clear there was some need to clarify what this entailed. Felix and Madeline interpreted this justification as something completed by a hiring committee upon making a hiring decision. The Faculty Hiring team clarified that their intent was to encourage justification when making hiring priority decisions. It was agreed that both forms/interpretations of justification are valuable.</li> <li>-Naima brought up the importance of representational equity, especially within the framework of Affirmative Action law.</li> <li>-Lorie is looking at processes for staff/faculty hiring consistency in implicit bias training.</li> </ul> <p>Someone (<i>clarity</i>) asked if there were any red flags.</p> <ul style="list-style-type: none"> <li>-Emily L. had concerns regarding terms and language regarding equity</li> <li>-Sonja wanted to make it clear that we cannot stop at implicit bias training. Asks how we can clarify what this</li> </ul>

	means for own process ( <i>clarity</i> )
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MISSION STATEMENT/EVELEVATOR SPEECHES

SONJA WIEDENHAUPT

<b>DISCUSSION</b>	Group exercise directed by Sonja resulted in councilmembers drafting short mission statements and elevator speeches regarding their specific component of the action plan.
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<b>OBSERVERS</b>	N/A
<b>RESOURCE PERSONS</b>	N/A
<b>SPECIAL NOTES</b>	N/A