



the evergreen state college olympia, washington

MEMORANDUM

TO: Felix Braffith and Phyllis Esposito
FROM: George S. Bridges, President
DATE: March 30, 2016
SUBJECT: Presidential Charge for the Diversity and Equity Committee

The Council's primary purpose is advancing Evergreen's commitment to and aspirations for greater equity, diversity, and inclusion of under-represented populations in our campus community. In pursuing this purpose, the Council will develop proactive, strategic, and sustained initiatives for progressive institutional change; collaborate with the President, senior administrators and faculty leaders in implementing and overseeing the initiatives; and reporting annually to the Evergreen community on its work and the College's accomplishments.

The Council's initial work will focus on recruitment, retention, and equitable outcomes of students and employees of historically under-represented populations. The Council will routinely share information on these issues while also soliciting and responding to feedback from members of the community. As advocates for equity, diversity, and inclusiveness, the Council will value and promote collaboration; consult with students, faculty, staff, and service providers; and regularly support and participate in diversity enrichment opportunities.

The Council replaces the Diversity & Equity Standing Committee, originally charged in 2008, and the President's Diversity Fund Committee. The Council's initial responsibilities include the following:

- Assist in recruiting and hiring the Senior Equity & Diversity Officer
- Develop and coordinate the 2016-17 learning, development and enrichment opportunities for faculty, students and staff
- In conjunction with the Senior Equity and Diversity Officer, develop an Equity & Diversity Action Plan and submit it for consideration to the President and campus community by May 2017. The plan will develop specific goals to achieve in recruiting, retaining and creating equitable outcomes for under-represented populations. In addition, the plan will present recommendations to the President and campus leaders for immediate and near term actions to be taken by the College along with strategic long-term objectives (for the period 2016-2026) to advance and improve recruitment, retention, and success of students, faculty and staff representing historically under-represented people.

Budget

Funding currently associated with the Diversity & Equity Standing Committee and President's Diversity Fund is transferred to the Senior Equity & Diversity Officer, who reports directly to the President and serves as chair of the Council. The total combined budget allocation as of FY16 is \$25K. The Council will consult with the President and campus administrative leaders as additional funding from internal and external sources is needed. The Council will be consulted annually about necessary support for its initiatives as part of the College's routine budget discussions and planning.

Action Teams

The Council may establish and charge Action Teams to study, implement or oversee specific initiatives advanced by the College. Teams will be comprised of Council members in addition to individuals or groups who are not members of the Council (e.g. other students, faculty, staff, alumni, trustees and governing board members of the Evergreen Foundation). Action Teams will provide opportunities for broader community engagement of and responsibility for advancing the College's work while distributing critical tasks across small groups.

Caucus Groups

Council representatives will meet regularly with students (e.g. First Peoples Peer Mentors; Student Organization Leaders (T*Rex, Black Student Union, APIC, etc.); and Resident Assistants) and caucus groups of faculty and staff (e.g. staff-of-color, employees with disabilities, employees who identify as LGBTQ, etc.) to maintain regular communication with under-represented students, faculty and staff.

Membership

The Council is composed of positions holding responsibility for specific aspects of this collective work as well as at-large members who contribute to the direction and focus of the initiatives. Members will be appointed by the President to serve staggered three-year terms.

- Felix Braffith, Interim, Co-Chair
- Phyllis Esposito, Faculty, Co-Chair
- Students
 - Kennedy Flores
 - Noah Gokul
 - Juan Carlos Ruiz Duran
 - Camila Schrandt
 - Shamarica Scott
 - Jhana Williams
- Bentse Bianbaciren, Represented Staff
- Laura Coghlan, Director, Institutional Research and Assessment
- Tracy Hall, Enrollment Services
- Olga Inglebritson, Tacoma Program
- Tina Kuckkahn-Miller, Native Programs Planning Unit
- Rashida Love, First Peoples and SASS
- Naima Lowe, Faculty
- Lorie Mastin, Civil Rights/Affirmative Action Officer

- Greg Mullins, Academic Dean, Instructional Support & Library and Media Services
- Nancy Murray, Academic Dean, Faculty Hiring & Development (through June 30)
- Carolyn Prouty, Faculty
- Therese Saliba, Academic Dean, Faculty Hiring & Development (as of July 1)
- Raquel Salinas, First Peoples and SASS
- Steve Schmidt, Access Services
- Laurel Uznanski, Associate Vice President for Human Resource Services
- Tom Womeldorff, Latino/a Standing Committee

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