

Dear Evergreen Community,

On November 16<sup>th</sup>, nearly 300 faculty, staff, and students participated in the initial campus-wide forum described in the 2016-17 Strategic Equity Action Plan. That afternoon provided everyone in attendance the opportunity to hear from many members of the Equity Council, and to learn about the proposed equity goals endorsed by President Bridges earlier in the month. We also contextualized the mission statement of the plan by illuminating the importance of an institutional paradigm shift and demonstrating what this type of shift actually looks like when equity and students are at the forefront of our actions.

Doing this transformative work requires our curiosity, persistent self-awareness, resilience, courage, and compassion for self and other. We recognize and welcome the essential role that every member of our community plays in creating a culture that celebrates the assets and capacities of every student, and that supports their distinctive pathways to learning and success.

Since the release of the 2016-17 Strategic Equity Action Plan our campus has been engaged in a community dialogue that has demonstrated an outpouring of support and recognition of the work conducted by the Equity Council. Additionally, there have been requests calling for opportunities to engage with specific elements of the plan. These face to face conversations and/or campus-wide email discussions after the November 16th forum provide perspectives that are much needed, appreciated, and essential to move the work forward. As we head into the final weeks of the fall quarter we would like to outline some of the ways campus members can participate in the many opportunities being offered during the next couple of months. Below are summaries of the work that is already underway and opportunities for participation in the near future.

#### **Vice President for Equity and Inclusion Action Team Report**

The Search Committee for the new Vice President of Equity and Inclusion, along with the administration, is asking the essential questions around how to structure this position such that the successful candidate has the responsibilities, power, and resources to substantially support our campus-wide goals of being a student-ready, equity-minded college. We are researching how such positions are structured on other campuses as well as considering the unique requirements of Evergreen. We will be holding campus forums in January for Olympia faculty, staff, and students, as well as for the Tacoma community, to solicit campus input into the desired qualities and job description for this position.

#### **Campus-wide Initiatives Action Team Report**

The Campus initiative (Coming Together Forums) is preparing for programs for weeks 2, 4, and 8 of the winter quarter. These programs center on the experiences of Trans students, Black students, and Latinx students. All members of the community are encouraged to participate in these programs which seek to help in refining our collective understanding of salient issues. Specific details are forthcoming.

#### **Faculty Development and Hiring/Staff Development and Hiring Action Team Report**

Members of the Action Team for Faculty and Staff Hiring and Development are participating in or staying informed about ongoing work related to planning for a Teaching and Learning Center and other elements of the Academic Division's response to the Equity Plan. We are exploring ways to increase access to and participation in implicit bias training for staff and faculty. In winter quarter, we will survey staff and faculty to seek new social media or group affiliations that might be used to enhance the range of networks through which we advertise open positions at the college. This week the college launched a new Faculty and Staff Automated Job Applicant Tracking system which enhances Evergreen's ability to do more social media recruiting, improves communication with applicants, and permits more analysis of recruitment.

#### **President's Equity Fund Action Team Report**

The President's Equity Fund Committee has awarded funds to one of the faculty members of the Tacoma Program, Anthony Zaragoza's, "Neoliberalism in the Neighborhood Speakers series and Equity and Organizing for Social Justice Series". Dr. Zaragoza worked in collaboration with First Peoples, CCBLA, Gateways, and the Writing Center. The committee will review the next applications set of applications on Friday, December 2<sup>nd</sup>. The next opportunity to submit an application is December 30, 2016. Current students, staff, and faculty are strongly encouraged to apply for funds to support events, seminars, lectures, and performances. We streamlined the process so applications can be submitted online at <http://www.evergreen.edu/equity/fund.htm>

### **Day of Absence/Day of Presence Conference**

DOA Conference will take place April 12<sup>th</sup>, 2017 and DOP on April 14<sup>th</sup>, 2017. All staff members of TRiO Student Success, Upward Bound, and Student Activities have partnered with First People's as the core planning committee. The initial meeting was held on 11/3 and the second meeting took place on 11/28. The next meeting is scheduled for 12/19. All campus members are welcome in Lib 1001 at 10am. Also, First Peoples is in the process of securing commitment partnerships from academic programs. An email correspondence will be sent soon. Additionally, a 2-credit DOA/DOP Student Workshop Group ILC will be offered to students for the winter quarter.

### **Campus-wide Read Action Team Report**

As a step towards (i) building a common understanding of what's meant by an "equity-mindset" and "student success"; and (ii) reflecting on the implications for our individual and collective work, we are holding seminars on *Becoming a Student-Ready College: A New Culture of Leadership for Student Success* (McNair et al., 2016). Several work groups, including the deans, have already begun to discuss this text. We are currently in the process of scheduling more seminars with: senior staff, dtf's and committees that are doing work related to student success, faculty, staff, and students. (Note: This book is available as an e-book from the Evergreen library—a useful chapter to begin with is chapter 3, entitled "Making Excellence Inclusive").

### **Final Updates**

Thank you to all in attendance at the November 16<sup>th</sup> forum and for writing down both what you valued and what you'd like to understand better about the goals and next steps. We are in the midst of a second read of the notecards and will make visible the themes/patterns and good questions rising from this activity sometime after the winter break. We ask for your patience as we complete this task.

Lastly, the video recording of the November 16<sup>th</sup> forum can be accessed via the following link. Please note that there were audio challenges and a second version of the video will be released once the captioning is complete. : <https://youtu.be/wPZT7CASvCs>

The Equity and Inclusion Council offer these opportunities for participation and dialogue around our collective work. We ask for and offer an expression of grace, for one another as we all learn what it means to become a student-ready college centered on student success. It is in this spirit that we offer the words of African-American poet, Nikki Giovanni, may they bring solidarity and collaboration.

### **A Journey**

It's a journey...that I propose...I am not the guide...nor  
technical assistant...I will be your fellow passenger...  
Though the rail has been ridden...winter clouds cover...  
Autumn's exuberant guilt...we must provide our own guideposts...

I have heard...from previous visitors...the road washes out  
sometimes...and passengers are compelled...to continue  
groping...or turn back...I am not afraid...  
I am not afraid of rough spots...or lonely times...I don't  
fear...the success of this endeavor...  
I promise you nothing...I accept your promise...of the  
same we are simply riding...a wave...that may carry or crash...  
It's a journey...and I want...to go...

“A Journey” from *Those Who Ride the Night Winds* by Nikki Giovanni (1983).