

The Council

Initial Meeting April 20th 2016
Seminar 2 B2109

1:15pm-1:30pm Welcome and Introductions
(Phyllis and Felix)

1:30pm-1:45pm The Charge: The Paradigm shift of the Council's role and responsibility
(President Bridges)

1:45pm-2:00pm AACU National Perspective on creating an Equity Framework
(Dr. Tia Brown McNair)

2:00pm-2:15pm Update on Faculty Development Resolution
(Carolyn Prouty)

2:15pm-2:30pm Action Teams and Leaders
(Phyllis and Felix)

2:30pm-2:35 Break and Sign Up

2:35pm-2:45pm Identify Action Team Meeting time and location
(Action team leaders)

2:45pm-2:55pm CANVAS
(Bridget Irish)

2:55-3:00pm Wrap Up

MEETING NOTES

FOLLOW-UP ITEMS:

Charge & Purpose

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.

Faculty Development Resolution

In order to create opportunities for all of our students to meet the six expectations of Evergreen graduates at reasonably high levels,

And, in order to support the assertion of our Accreditation Self-Study: "As a public institution, Evergreen promotes and benefits from a diverse, just and equitable society. The capacity for personal and societal change is enhanced when the experience of difference prompts reflection. The college facilitates learning across significant differences through its curricular and co-curricular offerings, recruitment and retention efforts, and the overall governance and operation of the college.”,

Faculty recognize that the greater goal of equity must shape and direct our endeavors regarding diversity and learning across significant differences,

And therefore, the faculty will:

- Demonstrate continued professional development or new learning about equity across race and other identities which intersect with race , and
- Address their learning about equity, and address equity in their teaching practices, in their annual self-evaluation.