

Equity Council Agenda
Wednesday, April 27, 2016
1:15-3:00pm

Minutes posted to CANVAS

Attendance Therese Saliba, Raquel Salinas, Juan Carlos Duran Ruiz, Greg Mullins, Laurel Uznaski, Carolyn Prouty, Rashida Love, Camila S., Bentse B., Phyllis Esposito, Felix Braffith, Jhana Williams, Laura Coughlan

Absent Tracy Hall, , Olga I., Nancy Murry, Tina Kukkan Miller, Tom Wolmeldorf, Naima Lowe, Shamerica Scott, Kennedy Flores, Noah Gokul

Agenda

- Opening
- Role of the Council
- Covenant
- Review of the Charge
- Commitments of Council Members
- An Institutional Ask

Opening: *"Never Doubt that a small group of thoughtful committed people can change the world. Indeed, it is the only thing that ever has."*
Margaret Mead

- Entry Task- As enter the space today, take a moment to read Mead's quote, then respond in writing to the prompt listed below. Use the index cards on the tables to capture your thoughts.
- *What do **you** need in order to do the work of this council?*

Role of the Council: At the center of our work together is the accomplishment of the following:

- Build capacity of individuals and groups within the institution.
- Create a space for deep dialogue, where people trust, connect across boundaries, and imagine possibilities.
- Address complex social issues impacting our work here at Evergreen as it relates to providing equitable opportunities to learn for **all** of our students.
- Engage in knowledge sharing to deepen the learning and continue the work over the long haul.
- Create a path for sustainable change—building upon the existing strengths at the college and having courageous conversations to produce actions to foster long term stewardship.
- Facilitate the development of lasting relationships (a strength of the college) to continue to break down barriers that potentially keep people from learning, teaching, and working together.

NOTES: Council will provide feedback by next meeting on

Council's Covenant: Setting the context for the work ahead

- If we are to accomplish the above stated aims, then we must develop collective leadership for community change, which requires crafting a space that can hold relationships and the work.
- We need a structure that will allow the time needed and the environment to build trust, learn to work together in new ways, develop shared purposes and plans to take action.
- In creating this space/structure—we must acknowledge that as individuals working in a community, it is inevitable that conflict will occur.
- We all carry past assumptions, varied lived experiences and realities with us—into these spaces. It is important to have the space for conflicts to emerge—to be addressed productively.

Review of the *Charge*: *What exactly did we all agree to do?*

- Engage in a close read of the Charge and the purpose of the Council as articulated by George.
- As you read, think about what parts are in need of clarity for your particular role/responsibility at the college.
- Then share your understanding of the charge with those sitting at your table. Particular as it relates to your specific action team. Debriefing and meaning making of the work ahead (whole group).

NOTES: Faculty Development Action Team: Each Team member's role and responsibility. What is the role of the Action Team leaders. Teams were encouraged review the Charge of the Council for initial clarification.

Questions around funding. The Council will continue THINK BIG, Outside the box, about the possibilities. Also, not allow barriers from the past happen again.

Goal to have a decision made around budget for additional work outside typical duties by June 1st 2016.

Commitments of the Council Members

- Council Meetings-Participate in at-large Council meetings (the remainder of this year, 5 days in August, and the work into the next academic year.
- Action-Team meetings (Action teams meet at mutually agreeable time for the leaders and team members). The work consists of meeting coordinating and developing actionable steps related to your particular part of the charge. Action teams provide the Council at large status updates during the at-large scheduled meetings.
- Caucusing-Council members will intentionally interface with our campus colleagues. The aim is to create a visible face to the work of the Council. The aim is to attend various
- groups/planning meetings as possible, (we will need to be strategic about who is doing what and when) so that we can offer support to the many on-going campus grassroots efforts as well as developing the Council's capacity to leverage institutional resources that enable the sustainability of these efforts.
- On-going intergroup dialogue both within the Council and on Campus, this could include readings and activities which serve to build our capacity to work together.

Given the charge and the responsibilities of the Council, return now and take a moment to again reflect on what you will need from the college, from the Council in order to take up this work.

A Proposal for moving our work ahead

- Council Meets-until the end of the quarter.
- Action Teams meet and work on their assigned task 1 additional meeting in June.
- Actions Teams meet and work on their assigned task 3 meetings in July
- Council Meets 5 days in August

Propose we ask for \$225.00 per meeting. This is the rate for faculty and staff. We propose that students are paid a rate of 13.00/per hour. *Informed by an email sent from Naima

Return once more to your index card (what additional supports might you need to move forward...this includes release time, reduction of responsibilities, etc., think of doable acts in which the college can support your work). *You might need a NEW card.

Closing: Take a moment to read the quote by Nikki Giovanni.

*A Journey**
It's a journey. . . that [we] propose. . . [we] are not the guide(s) . . . nor
technical assistant[s] . . . [we] will be your fellow passenger . . .
Though the rail has been ridden. . . winter clouds cover. . .
autumn's exuberant guilt. . . we must provide our own guideposts. . .
[we] have heard. . . from previous visitors. . . the road washes out
sometimes. . . and passengers are compelled. . . to continue
groping. . . or turn back. . . [we] are not afraid. . .
[we] are not afraid of rough spots . . . or lonely times . . . [we] don't
fear. . . the success of this endeavor . . .
[we] promise you nothing . . . [we] accept your promise. . . of the
same we are simply riding . . . a wave . . . that may carry or crash. . .
It's a journey. . . and [we] want . . . to go . . .

**"A Journey"* from *Those Who ride the Night Winds* by Nikki Giovanni. Copyright © 1983 by Nikki Giovanni

To Do for Next Time:

Read the pdf, Achieving Equitable Educational Outcomes with All Students: The institution's Roles and Responsibilities Bauman et., al. (purpose is to begin to build a common language around our work).

Talk with your action teams about meeting times.

Draft Agenda for our next meeting:

- Raquel (next steps in Covenant)
- Laura (Introducing an institutional research data
- Action team leader report
- Revisit and Solidify an institutional support for the work of the Council

Next meeting is in two weeks.

Time_____ Location_____

As you caucus the various groups on campus, your conversations should focus on the following prompt...from your unique perspective how is your group addressing/attending to issues of recruitment, retention, and equitable outcomes of students and employees of under-represented

groups on our campus. Come prepared to share out information regarding your caucus work, our aim is to put what you are hearing from our students and colleagues in dialogue with the institutional data, Laura will share during this meeting as we plan our next steps.

Possible questions that might come up:

What are our plans for faculty the development group...how can we coordinate the efforts already underway? We talked about coordinating a group with Emily for the TLNI...we have three folks on the committee who are already serving on this planning group. Is this a pilot group, do we want to then focus on providing coordinated efforts to support the new faculty and those who are asking for support now...

How do we want to plan for the summer? Do we want to meet for a 4 days in July?

Part of the summer work will be mapping out the recruiting and hiring of the Vice President of Equity position-what supports can the Council offer Rashida as chair?

It seems like the work of the summer is to coordinate and plan Coming Together Series AND to make visible how at least 20,000 dollars will be available for programs to continue the grass roots work that is being done. We need a subcommittee to continue this work. We talked about continuing the process that Paul started.