

**Equity Council Agenda**  
**Wednesday, May 11<sup>th</sup>, 2016**  
**1:15-3:00pm**

**Agenda**

- Opening (Felix)
- Revisit Note Cards (Phyllis)
- Student Voice (Felix)
- Report Out (Both)
- AAC&U Seminar (Phyllis)
- 2006 Diversity DTF (Felix)

**Opening:** As a means to develop a group cohesion this activity will promote introspection and self-reflection. The activity will encourage us to make connections across, and even within, identity borders. It is a safe way for us to think about and share the influences that have shaped our identities. Also, it continues the connection-making process as we find unexpected similarities and differences between members of the Council.

**Entry Task-** Please take **ten minutes** to write a poem called "**Who I Am.**"

- Each line should begin with the words "I am..."
- It is open interpretation as much as possible, but I suggest if you wish, include statements about where you are from.
  - Regionally, ethnically, religiously, and so on; memories from different points of your life; interests and hobbies; mottos or credos; favorite phrases; family traditions and customs; and whatever else defines who you are.

**Note Cards** from 4/27 Meeting: The two themes below surfaced in many of the cards. We will spend **fifteen minutes** to unpack these themes to seek a common understanding.

- Time: What do you mean by more time?
- Clarity: What do you need for clarity?

**Student Voice:** A **twenty minute** conversation with the Council about the importance of Student Voice.

- Concerns raised about including their voices.
- How to ensure we keep "students" best interest at the center as we engage in difficult conversations.

**Report Out:** Within **twenty minutes** each Action Team will provide the Council with an update on progress made over the past two weeks and identity specific groups to reach out to before the May 25<sup>th</sup> meeting.

- Faculty Development Action Team
  - Progress
  - Next Steps
- Senior Equity Officer Action Team
  - Progress
  - Next Steps
- Campus Wide Initiatives Action Team
  - Progress

- Next Steps

**AAC&U Equity Publication:** We spend **twenty-five minutes** during discussing the following guiding questions:

- How does the AACU document relate or not relate to President Bridges charge of the Council?
- How can the AACU document provide guidance for the work of each Action Team?
- How does Evergreen's current educational framework and organizational structure align or not align in the case studies spotlighted in the document?

**2006 Diversity DTF report:** For the last **fifteen minutes** of the meeting we will introduce the 2006 Diversity DTF report and Presidents Response Document. Members will be expected to provide feedback on Canvas to following questions.

- What was implemented and why?
- What wasn't implemented and why?
- How can this document provide guidance in our next steps?

#### **To Do for Next Time:**

Read the 2006 Diversity DTF report and provide responses to canvas  
Talk with your action teams about meeting times.

**Next meeting is in two weeks May 25<sup>th</sup>.**  
Time 1pm Location Library Lobby

*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.*