

DIVERSITY AND EQUITY OFFICERS COMMISSION
Washington State Board of Community and Technical Colleges
Thursday, April 21, 2022, 9-10:30 a.m.

[SBCTC Vision](#)

Leading with racial equity, our colleges maximize student potential and transform lives within a culture of belonging that advances racial, social, and economic justice in service to our diverse communities.

Meeting Minutes

Present Members: D’Andre Fisher, Rashida Willard, Margarita Banderas, Iesha Valencia, Phyllis Esposito, Yadira Rosales, Bennie Moses, Yvonne Terrell Powell, Valerie Hunt, Hannah Simonetti, Terri Thayer, Erica Holmes, Charlie Parker, Roderick Morrison, Robert Britten,

Liaisons: Ha Nguyen

Guests: Lynn Palmanteer-Holder

Absent: Consuelo Grier, Dee Nelons, Chari Davenport, Huma Mohibullah, Betsy Hasegawa, Steven Sloniker, Jeannette Quintero, Erin Tofte

- I. **Welcome**
 - a. Land & Labor Acknowledgement
 - b. Brief introductions
- II. **Guest Speaker**
 - a. Nancy ‘Lynn’ Palmanteer-Holder (SBCTC Director of Tribal Relations & Curriculum Development, Executive Director WA Community and Technical American Indian Indigenous Studies Advisory Board (WCAAB) - discuss connection with tribal communities.
 - i. How Tribal Relations & Curriculum Development works to attain SBCTC’s vision?
- III. **5227 Template Update and Feedback - Rashida**
 - a. Diversity, Equity, Inclusion, and Anti-Racism definitions
 - b. Anatomy of a “program”
- IV. **SB Allocations - Choi Halliday**
 - a. Questions about flexibility of fund usage
 - i. Timing flexibility
 1. Colleges have more flexibility than the state board does
 2. Work with local Business Office
 - ii. Category flexibility
 1. Colleges also have this kind of flexibility

- 2. Just ensure you have a clear narrative of how/why fund were spent
 - iii. Choi will share summary of what was shared & definitive information of how funds will be rolled over this year
 - iv. Desire to schedule a combined meeting between BAC & DEOC → Choi will help facilitate
- V. Administrative items
 - a. Website - provide feedback and thank you to Christina Pleasants!
 - i. Elements still needed:
 - 1. Update [membership list](#)
 - a. Check info
 - b. Add start date
 - c. Add voting status (per our [bylaws](#), voting members are cabinet-level DEOs reporting to the President)
 - d. Add exec assistants info
 - b. DEOC dues (\$500)
 - i. D'Andre & Ha working on process & details
 - c. Review of upcoming meetings
 - i. May 19 - nominations
 - ii. June 16 - elections
 - iii. July - leadership transitions
 - iv. August 18 - all day retreat (maybe in person)
- VI. **SBCTC** update - Ha Nguyen
 - a. Representation request from Financial Aid Equity Audit working group
 - i. Bennie Moses
 - b. Upcoming info meetings - May 16 & 23
 - c. Work with Lynn Palmer-Holder re: Tribal Relations
 - d. Equity study session (May) with board members
- VII. Adjournment
 - a. Next Meeting: Thursday, May 19, 9-10:30am
 - i. We will be discussing **nominations** for 2022-2023 executive team

NOTES FOR NEXT MEETING

- Iesha - I'd love to discuss the DEOC listserv at next meeting if possible to see if we can remove the approval process to fast track our emails going out to us quicker. I feel the approval process delays our dialogue
 - Update - Approval process has been removed

2021-2022 Meetings

Monthly, 3rd Thursday, 9-10:30 a.m.

- May 19 (Nominations)
- June 16 (Elections)
- August 18 ALL DAY RETREAT

Notes/links from chat:

Dr. Rashida Willard to Everyone:

Diversity: Psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, learning styles, and the ways in which identities or characteristics intersect. Diversity can be considered a numerical representation of different types of people and it does not necessarily entail inclusion or equity.

Equity: The process by which individuals are provided access to the correct amount and types of resources, opportunity, and supports needed to achieve equal footing with others. It differs from equality, which focuses on the equal distribution of resources rather than equal outcomes.

09:51:03 From Dr. Rashida Willard to Everyone:

Inclusion: The deliberate, authentic, and intentional act of including systemically excluded individuals and groups in processes, activities, decision-making, and policymaking and acknowledging the ways individuals interact within systems and institutions to achieve a sense of belonging.

09:51:10 From Dr. Rashida Willard to Everyone:

Anti-Racism is the act of becoming aware of the impact of internal, interpersonal, structural, institutional, and historical racism; proactively assessing behaviors, policies and practices for embedded racism; and actively opposing, dismantling, restructuring, and rebuilding an equitable system.

👋 Hannah (She/Her/Hers) to Everyone:

This is what I am currently using: [OFM DEI Glossary](#)

Dr. Rashida Willard to Everyone:

[DEOC DEI Glossary of Terms \[Google Drive\]](#)

Margarita Banderas (she/ella) to Everyone:

Please update here: [SBCTC DEO List](#) [Margarita]

D'Andre Fisher (he/him/beloved) to Everyone:

[SBCTC Commissions and Councils webpage](#)

[DEOC Chairs List](#) [Christina]