

DIVERSITY AND EQUITY OFFICERS COMMISSION
Washington State Board of Community and Technical Colleges
Thursday, December 16, 2021
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: Robert Britten, Margarita Banderas, D’Andre Fisher, Rashida Willard, Yadira Rosales, Bennie Moses, Parfait Bassalé, Consuelo Grier, Yvonne Terrell Powell, Roderick Morrison, Cheryl Nuñez, Jeannette Quintero

Liaisons: Ha Nguyen

Absent: Valerie Hunt, Hannah Simonetti, Charlie Parker, Terri Thayer, Dee Nelons, Chari Davenport, Huma Mohibullah, Betsy Hasegawa, Steven Sloniker, Phyllis Esposito, Erin Tofte

- I. **Welcome**
 - a. Land & Labor Acknowledgement
- II. **Beloved Community Check-in**
 - a. Consuelo Grier
 - i. Where do you want to grow next year?
 - ii. How can we help water you to help you grow?
 1. Suggestion that we find a way to carve out “work time” during regular check-ins
 2. DEOC self-care space (once a month or once a quarter)
- III. **DEOC Committee Representation** (Current assignments [here](#))
 - a. Updates
 - i. Cheryl - Equity Committee
 1. Drafted vision statement & submitted for edits
 2. Focus on 5227 & providing context for presidents
 - ii. D’Andre - MSSDC
 1. Update will come via email from Terri
 - iii. Margarita - DemoCom
 1. Group has drafted a proposal regarding changing race and ethnicity options in PeopleSoft
 2. Putting on Yadira & D’Andre’s radar as representatives of Data Governance group

- IV. **DEOC dues** for the 2021-2022 SBCTC budget cycle - D'Andre
 - a. D'Andre will send info via email
 - b. Expectation for deadline for 2022-2023
- V. Recommendation to remove "chief" from titles
 - a. Invite new DEOC members to add their signature to the document
 - b. Cheryl will take to next WACTC meeting
- VI. DEOC **Commission** Work Plan check-in (working group)
 - a. Working group updates
 - i. Bill 5194 Action Team
 - 1. Develop a bank of practices that are already happening
 - a. Intended Outcomes
 - ii. Bill 5227 Action Team
 - 1. Develop a development framework/template to use when reviewing training programs that are being considered
 - 2. Making sure DEOs are at the table when these decisions are being made
 - 3. What does tracking for the training look like? And how do we assess these trainings?
 - 4. Question about listening & feedback sessions - could we do collaborations across colleges?
 - a. especially for staff/faculty
 - iii. DEO role toolkit
 - iv. Website working group
 - 1. Group will have a draft to share in January meeting (per D'Andre)
 - v. Broader question – establish form to share how individual colleges are using the funding for 5227 & 5194
- VII. SBCTC update - Ha Nguyen
 - a. January info sessions
 - b. Always looking for ways to elevate the voice & work of this group - at the state level and at individual college's
 - c. Developing framework for faculty professional development
 - d. Get Inclusive program being considered for sexual harassment training (has DEI modules)
 - i. Exploring as contract with EverFi is expiring
 - e. Question if there's interested in splitting allocation model
 - i. Preference for roll-over options

- f. System-wide EDI advisory council that will likely include representation from this group
- VIII. Request that we add to next agenda discussion of diversity council models
- IX. Adjournment
 - a. Next Meeting: Thursday, January 20, 9-10:30 a.m.

2021-2022 Meetings

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

- Jan 20
- Feb 17
- Mar 17
- April 21
- May 19 (Nominations)
- June 16 (Elections)
- August 18 ALL DAY RETREAT

Notes/links from chat:

- Consuelo Grier (she/her) to Everyone: [Addressing the Emotional, Interpersonal, and Professional Costs of Being a Senior Diversity Officer](#)
- Yvonne to Everyone:
 - Can you share your surveys?
- Consuelo Grier (she/her) to Everyone: [HEDS Diversity & Equity Campus Climate Survey](#)
- Parfait Bassalé (He.His.Him) to Everyone: [Higher Education Research Institute: Overview of Surveys](#) We were successful at securing a PD day for the whole college called [Belonging Within Our Walls](#) Forum.
- Robert Britten to Everyone: [Hanover Research: 2020-2021 Climate Assessment Survey](#)