

DIVERSITY AND EQUITY OFFICERS COMMISSION
Washington State Board of Community and Technical Colleges
Thursday, October 21, 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: Margarita Banderas, Cheryl Nuñez, Robert Britten, Hannah Simonetti, Phyllis Esposito, Consuelo Grier, Erin Tofte, Roderick Morrison, Rashida Willard, Yadira Rosales, Charlie Parker, Jeannette Quintero

Liaisons: Jamilyn Penn, Ha Nguyen

Absent: Valerie Hunt, D'Andre Fisher, Terri Thayer, Parfait Bassalé, Dee Nelons, Chari Davenport, Yvonne Terrell Powell, Huma Mohibullah, Betsy Hasegawa, Steven Sloniker

- I. **Welcome**
 - a. Land & Labor Acknowledgement
- II. **Beloved Community Check-in**
 - a. Sharing -- Name, Pronouns, College and role, Question: What is your weather? (stormy, cloudy, sunny, etc. and why)
 - b. Members to lead in the future - Consuelo Grier, Cheryl Nuñez, Robert Britten
- III. **DEOC Committee Representation**
 - a. Updates from any committee? (Current assignments [here](#))
 - b. DEI Re-Entry group - Robert Britten
 - i. Unclear of collaboration work; Pat Love not involved in state group
 - ii. Margarita & Ha will look for more information
 - c. WACTC Equity committee - Cheryl Nuñez
 - i. Focus on supporting work related 5227 & 5194
 - ii. President's Academy (February) to present guidance for consideration (focus on 5194) - invitation to Cheryl & Val
 1. Guidance coming from DEOC workplan
 - iii. What other commissions should be represented in the committee (if equity is everyone's job)
- IV. **DEOC dues** for the 2021-2022 SBCTC budget cycle - D'Andre
 - a. Finalize dues amount, date, and process

- i. Decision to move forward with \$300 dues
 - 1. Flexible this year - maybe due January 2022
 - 2. Future deadline: Jan. 2022
 - ii. Confirm that it will be managed by D'Andre as Treasurer through his institution
 - 1. Make sure structure is put in place in our bylaws for transaction and transitions
 - iii. Conversation about allocation of resources
 - 1. Challenges with unequal access to those resources among colleges
 - 2. How do we advocate to make sure that all DEOC members can pay (same as other commissions)
 - 3. Making sure that it's included in the DEO Toolkit
 - 4. Maybe an opportunity for WACTC Equity to support this work
- V. [Recommendation](#) to remove "chief" from titles
 - a. Cheryl will bring to next WACTC meeting
- VI. DEOC **Commission [Work Plan](#)** check-in ([working group](#)) → Draft due to WACTC Oct. 31
 - a. Bill 5194 Action Team
 - b. Bill 5227 Action Team
 - i. Question of what colleges are currently using
 - 1. HERI Diverse Learning Environment Survey (Cheryl - Olympic)
 - a. Also SPSCC
 - 2. Sound Rocket (Hannah - BTC)
 - a. Same instrument for all constituents
 - b. Happy to share proposal and pro/cons or to go over it; using the Department of Enterprise services process
 - 3. Great Shakeout (Robert - Lake Washington)
 - 4. [HEDS](#) (Consuelo) - benefit of national benchmarking
 - a. Reasonable cost
 - 5. [CECE](#) (Rashida - Clark)
 - ii. Suggestion that we develop criteria or standards that any tools used must meet; would allow for the diversity of colleges predicament & still offer some shared benchmarking

1. Guidance will likely include questions/areas to consider adding/customizing
 - c. DEO role toolkit
 - d. Website working group
- VII. SBCTC update - Jamilyn Penn/Ha Nguyen
 - a. Last meeting with Jamilyn - moving to VPSS at Highline in November
 - b. Ha will continue to work with as SBCTC liaison
- VIII. Adjournment
 - a. Next Meeting: Thursday, November 18, 9-10:30 a.m.

2021-2022 Meetings

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

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

Notes/links from chat:

DEOC Webpage addition to [SBCTC Commissions and Councils webpage](#).

Margarita Banderas (she/ella) to Everyone: [Google Spreadsheet](#)

Margarita Banderas (she/ella) to Everyone: [Google Document](#)

Consuelo Grier (she/her) to Everyone: We will be using [HEDS Diversity & Equity Campus Climate Survey](#)

Rashida Willard she/her/hers to Everyone: [The National Institute for Transformation and Equity](#)