

Diversity, Equity, and Inclusion Committee

Date: June 5, 2020 | Begin: 9:30–11:00 a.m. | Location: Zoom | Recorder: Jaime Clarke

Attendees: John Ginsburg, Jaime Clarke, Camilo Sanchez, Stephanie Schaefer, Kim Crane, Klaudia Cuevas, Ivan Acosta, Patrick Smida, Kandie Starr, Caleb Feldman, Lisa Anh Nguyen, Christina Wiglesworth, Melissa Richardson, Ester Sexton, Beau Gilbert, Lupe Martinez

Topic/Item	Key Points Provide 50 words or less on expected outcome	Category
1. Welcome & Review of Guidelines for Interaction	<ul style="list-style-type: none"> • Welcomed Ivan and Lindsey, who formally joined the DEI committee • Reviewed the Guidelines for Interaction 	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
2. Meeting Minutes – Review & Vote	<ul style="list-style-type: none"> • Reviewed 5/22/20 minutes • Voted on and approved meeting minutes 	<input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
3. 2020-21 Co-chairs	<ul style="list-style-type: none"> • Stephanie and Jaime will serve as co-chairs next year • Klaudia is stepping back as a co-chair • Committee members expressed their support and gratitude for Klaudia’s leadership and sadness that she was not able to continue • Moved to create a resolution, "The DEI committee expresses its gratitude to Klaudia Cuevas for her leadership as Committee Co-Chair 2019-2020" • Resolution approved 	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

4. Charter Review

The committee continued to review and update the charter.

Membership

- A question was raised about the At-Large Positions and the term systemically non-dominant
- Systemically non-dominant is not listed in the DEI Strategic Plan glossary of terms
- Underrepresented and underserved are listed in the glossary of terms
- Suggestion of adding examples from the glossary to the charter and the application. A list of social identities marginalized and/or targeted for contempt is included in the plan. It is not a comprehensive list; it is to provide examples of marginalized identities. (The list needs to be alphabetized in the plan)
- Discussion about the need for creating space for non-dominant populations to ensure inclusion and representation
- It is important to include the same language on the application and in the plan to promote participation
- Stephanie requested that Caleb draft a definition for systemically non-dominant for committee consideration

Association Participation

- Discussion about association involvement in reviewing applications to the DEI Committee
- Concerns were expressed about including the associations due to bias and concerns were expressed about not including the associations due to bargaining unit representation
- Possible process change suggested: association members will submit applications and then the DEI Committee co-chairs will share the names of the applicants with the association to confirm their involvement

Application Process

- Support was shared for an application process
- Sharing the existence of the application and the application process to encourage participation more broadly

Vote on Charter

- Moved to approve the charter as is
- Charter was approved
- Will review again in fall term

- Discussion
- Decision
- Advocacy
- Information

5. Training

- Strategic Priority 1 calls for an assessment of the college, training for DEI Committee and college leadership needs. The first step as we move into implementation is the assessment of learning needs for committee members and college leadership. The assessment and learning plan will be implemented through the next few years to build a comprehensive approach that connects areas for growth to the appropriate training(s).
- Support for a learning assessment rather than survey
 - Suggested Intercultural Development Inventory (IDI)
 - Strategic Plan consultants also suggested the IDI
 - There are some concerns about the tool and thus it needs to be vetted
- Questions about structuring the assessment and training
 - Committee and college leadership assessment and training together or separate?
 - Stephanie will reach out to Vice President Willard of the Office of Diversity, Equity, and Inclusion at Clark College about their training and use of IDI.
- Concerns were expressed by committee members about expertise to identify training to meet the needs of the committee, college leadership, and college community.
- There are other colleges that we could use as models. For example, Skagit Valley Community College has an anti-racist statement and model that we could explore. Clark College also has some examples of work that we could explore.
- Question about how we continue the work or move forward during the summer. Is there a group of committee members who would help the work move forward? Stephanie shared that she will be working in June and July and is open to doing some of the research. Melissa shared that she is able to continue engaging in this effort over the summer. Melissa offered to reach out to Jil Freeman about training prior to Jil going on sabbatical. Christina and Caleb volunteered to help as well.

<p>6. College Response to Social Injustice</p>	<ul style="list-style-type: none"> ● Discuss and shape direction for the college on how to thoughtfully respond internally and on social media to social justice and equity issues ● Beau shared that students don't feel that they have a voice. Students have requested that we place information on social media to support the #BlackLivesMatter movement and each other. When students request that the college post #BlackLivesMatter, we should not wait or have to run the request past College Relations and Marketing (CRM). The feedback that has been received from CRM felt like censorship was occurring. ● The DEI Committee requested that #BlackoutTuesday be posted on the college Instagram to mirror what the Multicultural Center was posting. We received feedback that the post could not be made and that a different post would be made. ● Concerns about censoring statements of groups within the college. If we are censoring what groups need to share through a coordinated effort, we are moving away from inclusion and equity. We are talking about the politics of the lives of people who have been disenfranchised from this society. ● Need to clarify what a political statement is rather than a statement representing our organization ● Major concerns about continuing systems of oppression. Silence supports the system of oppression. ● What are perspectives of the DEI committee for sharing statements? What do we want to share from the committee? ● How do we make the college channels reflect what is happening? Systems are not set up right now to do this. ● College Relations and Marketing has asked for guidance from the DEI committee; need assistance in developing social media guidelines and anti-racist messaging. The college does not have a written guideline for social media or a process for quickly responding. ● Desire to draft guidelines so that there is a process and censorship cannot occur. Guidelines will support what can and cannot be posted politically. Issues around diversity, equity, and inclusion are not political. Continue having conversations about the guidelines as a committee. ● The DEI committee discussed wanting to make a statement about social injustice and publically state anti-racist views and express support for Black students and colleagues that are in danger in the world and at the college. The committee wants to support the statements of others who have already spoken. Possibly include a resources list about emotional support and learning more. Giving students avenues for support. ● We need to stop being afraid to comment and to share. Silence is support for oppression. Requested to say something on behalf of students and those who cannot speak up. Continue the conversation and develop an email to share with the college. Stephanie, Klaudia, Lindsey, and Caleb volunteered to draft a statement. 	
<p>7. Debrief and review commitments</p>	<ul style="list-style-type: none"> ● Possible summer dates for a meeting or two will be sent via email. ● Possible DEI Summit during in-service to be explored over the summer. ● Subcommittee leads are invited to share updates via email. 	<ul style="list-style-type: none"> <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information