



Woodring Equity and Diversity Committee Minutes  
**November 13, 2015**  
**8:30-10:00 am – Miller Hall 258**

**Attendees:** Sonnet Sujka (minutes), Marissa Anderle, Elaine Mehary, Susan Cahill, Karen Dade, Francisco Rios, Gail Coulter, Kunle Ojikutu, Debbie Corsino, Veronica Velez, Cheryl Mathison, Cyndie Shepard, Lynda Spaulding, Shar Sarte Prince, Laura Wellington, Jill Mount, Hope Corbin, Roger Sasnett

Agenda Items	Discussion	Decision/Action/Who/ Date Due
<b>Welcome and Introductions</b>		
<b>Approval of Minutes</b>	It was moved and seconded to approve minutes from June, 2015 meeting, with corrections to participant names.	<b>Approved</b>
<b>Dean Francisco Rios Presentation on Goals for 2015-16</b>	<p>There is a need to think purposefully around equity, inclusion, and diversity. The Teach-In is a service to the university. It provides people from across campus to learn about equity issues. Another important EDC effort this year is the Spring Diversity Conference (5th year) in collaboration with WCC, Skagit CC and WWU (hosting this year).</p> <p>There are initiatives at the state to increase the number of teachers (class size reduction in K-3 and Science). Diversifying the teaching force remains a priority centering on recruitment and retention.</p> <p>We also need a plan to intentionally diversify staff in Woodring. The 2010 plan for diversifying faculty provided a clear pathway, and this has paid off, not just diversifying, but ensuring people who are brought in have a strong equity framework. There is a need to start doing this with the staff. Diversifying staff comes with more challenges primarily that searches are regionally restricted. Some ideas need to be compiled regarding where applications are posted.</p>	<p><b>Action Items</b></p> <p>The EDC in collaboration with the WSAC is to revisit the 2010 faculty plan as a possible guideline and then develop a current plan for diversifying Woodring staff.</p> <ul style="list-style-type: none"> <li>-Research diversity plans from other colleges/universities as models.</li> <li>-Consider inviting Laura Langley or Nick Sanchez to advise.</li> <li>-Encourage applicants from recent grads as student body becomes diversified.</li> </ul>

	<p>A discussion ensued around events at the University of Missouri and other national concerns regarding social injustices. These events create a need for a conversation around diversity and supporting diverse students. It was recommended that we keep a keen ear open for these issues, and what is happening on this campus. There is a concern that people of color on campus are not being heard or attended to. The committee was called to be attentive to concerns, especially by students of color. The Woodring College of Education has a leadership role in the university when it comes to diversity issues.</p>	
<p><b>Debbie Corsino: Update on Future Woodring Scholars and other outreach efforts</b></p>	<p>Currently there are 17 Future Woodring Scholars, 13 of whom are on the main campus. We will add more each quarter from EDUC 109 &amp; 115.</p> <p>These students are interested in becoming educators but in some cases they are not prepared and under considerable stress when taking the WEST-B. Reading is a high need area, but some students could use a review across all subject areas. (It was suggested that writing/reading/WESTB workshop be developed.) WCE now covers test costs.</p> <p>This year's Summer Start Kick-off 2 day program was successful in helping build community and critical thinking.</p> <p>There is a partnership between Skagit Valley CC, Burlington-Edison and Mt Vernon high schools to help students see WWU as an option. More student mentors are needed. Some Future Woodring Scholars go to other majors, perhaps due to cost, time to degree, etc. Some FWS students are waiting to do an MIT certification program instead of an undergrad education program.</p> <p>One member stated that we have issues regarding advising students and a curriculum that is not inclusive - leaving students to feel unsupported or disinterested. If we want to recruit and retain a diverse student body, we need to look at deeper issues.</p> <p>Debbie noted that students are flocking to the ESJ minor. It was noted that UW Bothell is taking many diverse students. WWU has the wealthiest students in the state, and perhaps as a result, resources and scholarships are predominantly merit based. Not reaching out to alumni or recruiting at all in Hawaii (we used to!). We do not have a Spanish speaking</p>	<p><b>Research why FWS choose a non-WCE major.</b></p>

	recruiter for WWU. The question was raised, how can we embody diverse perspectives on campus?	
<b>Update on Finances: Susan Cahill</b>	<p>Our fundraising account is at \$28,180 primarily from the last two years fundraising efforts. We created an endowed scholarship fund with \$25,000 of the monies and increased the number of scholarships we award.</p> <p>We also have an Emergency Scholarship Fund for students who have an unexpected or extraordinary need. Students can be directed to go to the Woodring Scholarship Office for an application.</p> <p>The next Diversity Scholars dinner is tentatively scheduled for April 22<sup>nd</sup>.</p>	<b>Subcommittee on Diversity Scholars Dinner to meet starting in January.</b>
<b>Veronica Velez: WCE Teach-In series</b>	<p>A handout was provided outlining Michael Vendiola's presentation on tribal sovereignty and Indian education in Washington State this will take place on campus 11/20/15 from 1:30 -3:30 p.m.</p> <p>It was noted that we often deal with symptoms, instead of going to the roots. We need to go deeper. It was recommended that we utilize resources to better inform ourselves of root factors so as to be more proactive.</p>	
<b>Karen Dade: Celebrating Diversity in Education Conference</b>	<p>The Celebrating Diversity in Education Conference will be held on April 15<sup>th</sup> 2016.</p> <p>Committee members discussed possible locations for the conference, such as the Harry Potter room, or somewhere else in the Wilson Library. One idea is to have two tracks: one for high schoolers and one for college students with some common group presentations.</p> <p>Karen is seeking volunteers for the Conference Committee. Meet for lunch today for a discussion group (250D).</p>	Members who can work on the Conference are asked to contact Karen Dade.
<b>Next Meeting(s)</b>	<b>Next meeting of EDC: 12/04/15</b>	