Woodring Equity and Diversity Committee  
Minutes  
February 5, 2016  
8:30-10:00 am – Miller Hall 158

### Attendees:  
Susan Cahill and Roger Sasnett (Co-Chairs), Linda Spaulding, Debbie Corsino, Karen Dade, Cheryl Mathison, Shalini Singh, Emma Caro, Shar Sarte-Prince, Courianne Willard, Cindy Shepard, Kristen French, Cristina Espina, Jill Mount, Kristen French, Francisco Rios, Verónica Vélez, Elaine Mehary, Marisa Anderle, Andrea Tompkins, Justin Yau-Luu Britta Eschete (minutes via, Skype)

<table>
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<tr>
<th>Agenda Items</th>
<th>Discussion</th>
<th>Decision/Action/ Who/ Date Due</th>
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<tr>
<td>Approval of Minutes</td>
<td>From January 8, 2016</td>
<td>Approved</td>
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<tr>
<td>Welcome</td>
<td>EDC Membership (new members and visitors)</td>
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| Verónica Vélez | Update on Teach-in Series - Winter Quarter  
Verónica provided an overview of the recently held Teach-in which featured Michael Vendiola the Program Supervisor for Office of Native Education, OSPI. Over 200 attendees, surveys were collected utilizing paper and an online version (with a QR code). 1 hour of q/a, longer amount of time needed.  
The Teach-ins are driven by student thinking, and centered on discussions of equity and racism.  
Elaine Copies of Budget/Resources regarding the Teach-in were distributed. Upcoming Teach-in taking place on March 8th 4-6PM in FH 102, will accommodate 300 and was the site of the Spring 15 Teach-in. A student-centered space event will be organized the evening prior.  
Discussion of budget expense and projections. Limits to types of honorariums able to provide and current financial constraints which prevent making a donation. Proposal to donate to Lummi Food Drive in lieu of providing an honorarium to Michael, but needing to establish a funding budget. Andrea advocated for support needed for a student-only space, and a separate account to provide flexibility on spending.  
Acknowledgement for the work that the students are doing, and appreciation for bringing forth the | Verónica (and ESJ students) are seeking guidance and input from the EDC regarding co-sponsors and fundraising for the Teach-in series, establish a funding budget, budget code, etc. |
| **Debbie Corsino** | **April 15 – Diversity Conference w/WCC & SVC**  
Quick Overview: Diversity in Education Conference, a collaboration between WWU, Whatcom Community College and Skagit Valley College. The conference site rotates among the three partners. Attendance is open to any students, with a mission of looking at education as a pathway for social impact.  
An agenda and registration page are hosted at the Woodring home page. Special effort will be made in communicating with school principals the importance of confirming the number of attendees from each school site, so that RSVP numbers match as close as possible to those who actually attend.  
There will be two session tracks, one for high school students in the morning and one for college students in the afternoon. Both groups will overlap during the lunch portion and mid-day keynote speaker. 200 attendees are expected. | **5th Annual Diversity in Education Conference, taking place Friday, April 15th at WWU. RSVP attendance to Debbie Corsino, day of event volunteers needed to help with loading/unloading buses, conference logistics.** |
| **Lynda Spaulding** | **Staff Recruitment and Retention Plan**  
Sub-committee report: Focus on questions to ask during interviews as an additional resource to recruit people who will embrace the WCE mission and vision. Questions came from research, listening sessions and the determination that the attitudes frontline staff convey impact the experience of students.  
Importance of conveying mission/vision in job descriptions, during interviews and weed out those not interested in supporting WCE philosophy. Examples of potential questions could be:  
(entry level) How would you define diversity?  
Suppose you encounter diversity and excellence that are in conflict?  
How are we keeping staff to feel validated?  
Discussion  
The need to do things differently at the college—it is not enough to just ask questions during interviews, but seek out candidates who are willing to learn and grow, to show a cultural shift at WCE and support a place of continued learning.  
Idea proposed to provide staff mentors to incoming staff, to promote WCE. | **Question from Britta (via Skype) that this would really be a wonderful service to implement for faculty staff at extension sites to help build connections between main campus and extension sites.** |
Questions and process may vary depending on the job description, multiple interviews, kinds of answers, phone interviews, in-person or presentation.

WWU (collectively) has brought in 51 new faculty during the past year, and WCE is in the midst of a national search. Are we getting the level of involvement and attention to diversity/equity in current searches?

Discussion

Asked to revert conversations back (in the interest of time) to that of the student request for support of the Teach-ins. Asked for a vote of the EDC.

Appropriate for the EDC to support diversity programming and Diversity Teach-in’s, and have these acknowledged by the college/university. How can these become University wide projects? The ESJ would like to conduct these, but need support, and is the ESJ a good home for these efforts?

What are the needs, what is being asked, good to hear frustrations, importance to stay positive.

Noted, in response to the question posed, that not all searches are the same. We need to check with search committee chairs, inquire if they would like more training or guidance.

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<tr>
<th>Cyndie Shepard</th>
<th>Diversity Scholarships - Process Review</th>
<th>Revised application and rubric will be developed and presented at our next meeting</th>
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<tr>
<td>Susan Cahill</td>
<td>April 22 - Diversity Scholars Dinner (All for 1 and 1 for All)</td>
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<td>Next meeting March 4, 2016</td>
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