What has been accomplished this year that advances equity and diversity in our College?

Special Education has begun a full program review including its pre-admission and admission processes, its curriculum (“What guides how we teach and what we teach? How can stakeholders bring about change?”), and its grading scale.

Elementary Education hired five new faculty who will diversify the College. They launched a new model for Field Supervision, which they hope will provide better connection to the department throughout the internship as well as relational support for teacher candidates. The department is working with students to form a Student Advisory Board (including students from Early Childhood, Elementary, and Alternative Route programs), and have already approved a proposal for the structure, make-up, and communication plan. The Advisory Board should be in place by fall 2019. The faculty initiated a study of Racial Equity Tools and plan to begin drafting one for the department. Additional curriculum and program revisions are underway.

Secondary Education, along with WCE administrators, met with their counterparts at Skagit Valley College to revise the articulation agreement related to Maestros Para el Pueblo. Focus is on clearer pathway to SEC ED program, closer contact and communication with incoming and on-campus Maestros students, overall advising and relationship building.

Health and Community Studies has engaged in several discussions around its teacher and course evaluation processes. Crafted a department mission statement reflecting social justice ideals and added information about faculty education and expertise to program web pages. Human Services program has taken several actions to increase student opportunities for participation and power-sharing including: 1) creating a “student advisory board”; 2) offering opportunity for all students to give feedback regarding curriculum and a curriculum revision – through surveys, focus groups, open sessions (Student-led, credit-bearing PAR); and 3) offering opportunity for students to give feedback on their program, courses, and educational experience after the 2nd quarter.

Equity and Diversity Committee began college wide conversation about equity and diversity within Woodring. Committee members changed the image of the Committee and gave it a new purpose. The EDC started to build connections and networks with other individuals, departments, and Colleges on our campus. More students got involved. The Committee addressed college concerns and started to work on action plans.

Faculty Affairs Council has adopted an equity lens through which they will view all of their discussions and actions in the 2019-20 school year. They will also use a Participatory Action Research framework, with each member identifying an area of improvement in their own professional work that they will act upon. This process could serve as a model for each department that these members represent.

Woodring College has offered a “Queering the Curriculum” professional development workshop to all faculty and encouraged attendance by having several different times and days. The College has also implemented a Diversity Recruitment and Retention presentation at all WCE orientations.
End of the Year Report for the 2018 - 2019 School Year
The Equity and Diversity Committee of Woodring College

What still needs to happen?

**Accountability**
- Making sure all students unique needs are met.
- Making sure there is always a response when students bring up issues within programs or college.
- Platform for students to feel more connected to their college and institution.

**Action**
- Structured timelines.
- More support for those that need it, specially students, faculty, and staff that come from traditionally marginalized populations.
- Making sure we are not only bringing students into the college, but actually supporting them to be successful.
- Compensation for the students that are taking on work that belongs to administration, faculty, and staff.

**Trainings**
- Faculty and staff trainings on racial equity.
- Faculty and staff trainings on social justice perspective.
- Faculty and Staff trainings on white fragility, privilege, and whiteness.
- Ongoing faculty and staff trainings on LGBTQ+ community

**Student input**
- How are we going to make sure that the students voices are always in everything?
- How are we keeping “the future” involved in things that are changing?

A note from the student co-chairs:
A special mention goes to our outstanding faculty co-chair Bill, thank you for always being our right hand. We appreciate and admire your work ethic, passion, and good heart. To our fellow peers, together we held power and we have demonstrated that this year. We could have not done this without all of you. Your support kept us rooted in the work and inspire us to do more. To the faculty and staff that showed up bright and early every first Friday of the month, it is people like you that help students succeed and move forward. To Misti, you are the foundation on this college. We appreciate you and all the work you do. Thank you for always being there to serve, encourage, and show love for us students. To all, thank you for supporting us as student co-chairs, this experience has been life changing.

Best,
Gloria Guizar & Sanne de Boer