



Woodring Equity and Diversity Committee Minutes
December 4, 2015
8:30-10:00 am – Miller Hall 158

	Discussion	Decision/Action/ Who/ Date Due
Approval of Minutes	From November 13, 2015	Approved
Welcome	EDC Membership and Guests from Huxley: Nabil Kamel and Rebekah Paki-Green	The College of Science and Engineering would like to attend the next EDC meeting.
Listening Sessions: Next Steps	<p>Karen Dade and Francisco Rios</p> <p>The Provost is adamant that every college be involved in working together to host conversations. For many, this might be the beginning step – there are many resources available – through the model of the EDC, survey templates, Human Resources, etc. While there are many challenges (feelings of post-trauma and affinity) there is now an opening for work such as this that has not been done before, and the EDC is looked to as an example.</p> <p>The listening sessions and online surveys will focus on collecting data and mirror the climate of WCE, data will be shared amongst the university to capture a picture of what is happening.</p> <p>Each year we get up to 25% new students at WWU, we need an ongoing institutionalized effort to inform and welcome students who want to learn and participate. We also need to recognize generational shift in attitudes to address racism.</p> <p>At Huxley attendance at the listening sessions was “standing room only”, a gathering such as this has not been held before.</p> <p>With the current situation there is still the question of “Who else is hiding, and are they allies or friends?” People want to be politically correct in public but privately conversations are whispered.</p>	<p>Brainstorming session facilitated by Karen Dade on the meeting room board.</p> <p>Susan Cahill to email out proceedings. Need to address the question of “What are goals, next steps, short and long-term plans.</p> <p>Francisco asking for either a few people to help plan activities for WCE or the EDC collectively?</p> <p>Brainstorming Session has been scheduled for 12/10/15 at 9-10AM, in Miller Hall 150K. Results of this discussion will be presented at the January meeting and there will be time for additional input.</p>

	<p>Campus is now seeing the racism that many have felt for a long time. People are reacting by reaching out with hugs and or pulling back, retreating.</p> <p>President Shepard has received many posts, both supportive and derogatory.</p> <p>People of color need to have a serious conversation and examine the issues for ourselves.</p> <p>Suggestion to utilize “days off” as “days in” and seek out volunteer and community activities to participate in, by placing ourselves in communities we might not typically be in, and understand our own privileges.</p> <p>Subtractive Schooling- What is our definition of caring and how do we connect to know what our students feel is real caring.</p> <p>Can we be of help, listening and finding actual, not just perceived needs. By collaboration, a “win” for institutions to be feasible and sustainable.</p> <p>How do we get people to see that this (work) is not an attack on them? The most successful companies are diverse. Cultural change is slow, and it is not always comfortable for solution-oriented growth. Recognition of silence, time needed for contemplation varies with culture.</p> <p>New Theory of Change: Name it, Share it, Be Courageous about it. Forthcoming in January- listening sessions, March- peace circles, Spring Quarter activities (subject to change) leadership events at WCE</p> <p>Need more representation at listening sessions- reach out one-on-one to people not attending, and encourage participation.</p>	
<p>Prioritization of Initiatives for 2015-16</p>	<p>To be discussed at January meeting, based on outcomes from Brainstorming sessions.</p>	
<p>Next Meeting/ Adjournment</p>	<p>Meetings are usually 8:30 a.m. in MH 158 the first or second Friday of each month during the academic year. Next meeting January 8, 2016</p>	

Brainstorming activity with Dr. Karen Dade and Dr. Francisco Rios
With the Equity, Diversity Committee Meeting
December 4, 2015

Question: From the viewpoint of Equity Diversity Committee members, what ails our college?

Ideas:

- Focus needs to be on Systemic Racism (& Intersectionality) - Define it, then develop an Avenue of Action to give people a Sense of Possibility
- White (empowered people) need to stand up as a group with a sense of responsibility
- Listen to our students to reeducate ourselves to societal shifts
- Listen to our faculty and staff
- Rethink what changes we can make
- Build on what's been done before regarding: climate, courses, and representation (have we done some backsliding)
- Misunderstanding, lack of knowledge
- Lack of participation in diversity activities i.e.: faculty and staff
- Not enough representation
- Creating the climate of learning – not divisive (accepting everyone “where they are”)
- Not sharing because of embarrassment or fear
- Factionalism- talking across/within an organization
- More classes that deal with these issues (ESJ minor very popular with students)
- Rapid response to issues
- Praxis: Concepts of community; civility, and taking care of each other
- Fear: On all sides, change, heightened because of what might be happening privately as there is a push for more “transparency”
- Lack of cohesion and understanding of what inclusion means
- Safe spaces –what does it look like