

**Woodring College of Education
Diversity Committee
November 2, 2009
Minutes**

Attendees: Jeremy Anhalt, David Carroll (Co-Chair), Marilyn Chu (Co-Chair), Janis Farmer, Stan Goto, (Chair), Karen Hoelscher, Bridget Kelley, Tom Krabbenhoft (Staff Support), Molly Lawrence, Lynda Spaulding, Joan Ullin, Jane Verner

Guests: Michael Henniger

Agenda Items	Discussion	Decision/Action/Who/ Date Due
Approval of Minutes and Introductions	A motion was made and seconded to accept the previous meeting minutes without change. Following discussion, the motion was approved.	Action:
Discussion of DC Priorities (Stan and Marilyn)	<ol style="list-style-type: none"> 1. A diagram of committee activities was reviewed that differentiated activities of task forces and subcommittees from those of the Diversity Committee. 2. The approach of the task force: a linear progression approach would mean that the task force needs to finish its work first. Alternatively, there may be a need for the task force to work parallel with subcommittees. There was agreement that there needs to be good communication between task force and subcommittees with the task force taking the lead voice in recommending and directing the implementation of new recruitment and retention initiatives. The urgent and emergent needs of underrepresented students must be acknowledged during the process and not ignored. 	Action:
Report from Recruitment and Retention Task Force / Discussion of DC Priorities - Cont. (David and Marilyn)	<ol style="list-style-type: none"> 1. Linking to diverse instructors. The retirement of current teachers presents an opportunity to shift the demographics of education so that instructors better reflect the face of a more diverse population. 2. The task force is collecting information from WCE Teacher Education departments regarding their perspectives on admission practices. 3. Candidate cultivation – why don't Ed interested freshman students end up applying? Branding and images in material appear to strongly influence decisions to apply to WCE programs. For example, marketing messages about "Making a difference" are far stronger attractors of underrepresented students than traditional images like "teachers apples". 4. The DC suggestions regarding committee activities handout was distributed and reviewed that condensed committee member comments regarding 	Action:

	<p>“Implementing Supports for Recruitment”, “Implementing Supports for Retention”, “Analysis of Current Conditions”.</p> <ol style="list-style-type: none"> 5. The value of establishing a mentoring sub committee was discussed and how it could be targeted toward West B preparation, as an example. It was decided to establish a short term retention support sub committee. 6. Janis proposed that the task force begin focusing first upon retention as a means to learn best practices for recruitment purposes as the most effective approach. This idea was widely supported by the committee. 7. It was noted that a folder on the university P drive has been made available containing documents and resources associated with the work of the task force. P:\WCE\TE R&R TaskForce 	
<p>Formation of Sub-Committees (Stan)</p>	<ol style="list-style-type: none"> 1. Committee Chairs will be working on the formation of sub committees. 	<p>Action:</p> <p>Members should contact Stan regarding interest in participating</p>
<p>University Comprehensive Campaign (Mike H., Michael R.)</p>	<p>The Woodring College Associate Dean met with the committee to discuss the upcoming university fundraising campaign and led a “thinking big” exercise to list potential uses for the funds raised.</p> <ol style="list-style-type: none"> 1. The university is embarking upon a “Comprehensive Campaign” to raise between 40-60 million dollars, effectively doubling the current university endowment. 2. A handout was reviewed covering the goals of the campaign which features “diversity” in all major funding goal areas. The committee was asked to provide “big” ideas/goals that would need funding that would further diversity in Woodring and the university that could be incorporated into the marketing efforts of the campaign. Activities and structures can be supported. <p>Ideas:</p> <ol style="list-style-type: none"> 1. Endowed position for multicultural education 2. TA/GA positions funded working in supporting mentoring/outreach in classrooms/community settings 3. UG conference funding for students 4. UG scholarships for underrepresented students 5. Funding of regular social activities for connecting with faculty 6. WCE version of Compass to Campus 7. Establishing presence in communities of color through funded tutoring positions etc. 8. Outreach to Native American candidates via an off campus outreach education center within their community. 9. Off campus community center that focused upon 	<p>Action:</p> <p>Stan will distribute list of ideas to members for review before forwarding to Mike. Members feel free to forward additional ideas to Mike directly.</p>

	<p>outreach to diverse community groups. “Community Learning Center” or “University Commons” modeled after Shukshan Middle School. Establishing a physical presence within schools; imbedding within the schools using distance technology.</p> <p>10. Partnering with school districts to fund a 1 FTE first year bi-lingual teaching position.</p> <p>11. Visiting professor position.</p>	
--	--	--

<p>Announcements and Updates</p>	<p>1. CEED Updates – Kristen</p> <p>2. Whatcom Middle School - Members discussed how WCE can respond to support the teachers and students of Whatcom Middle School following the devastating fire this week.</p>	<p>Action:</p>
---	--	-----------------------

<p>Next Meeting and Adjournment</p>	<p>The next meeting is scheduled for Friday, December 4, 8:30am, MH162. Please submit agenda items via email no later than the Friday before the next meeting.</p>
--	---

Approved