



Woodring Equity and Diversity Committee Minutes

December 7, 2012

8:30-10:00 – Miller Hall 158

Attendees: Susan Cahill (staff), Karen Dade, Kristen French, Sue Guenter-Schlesinger (EOO), Tom Krabbenhoft (staff), Gracielle Loree (staff), Kimberly McDaniel (staff), Rosalie Romano (co-chair), Shar Sarte Prince (staff), Cyndie Shepard, Lynda Spaulding (co-chair), Maria Timmons-Flores, Molly Ware

Regrets: David Carroll, Marilyn Chu, Karen Hoelscher, Bridget Kelley, Cheryl Mathison (staff), Elaine Mehary, Fabiola Mora, Trula Nicholas, Victor Nolet, Kunle Ojikutu, Trish Skillman, Joan Ullin, Joy Wiggins

Guests: Taina Tremblay

Agenda Items	Discussion	Decision/Action/Who/ Date Due
Welcome and Introductions	Rosalie shared a Fixed mind set versus growth mind sets	
Approval of Minutes		Cindy moved, Kimberly seconded Minutes were approved
SAC Update - Tom	<p>Linda Lutrell and Tom Krabbenhoft met with Dean Rios who indicated a preliminary desire for inclusion of the SAC in the By-Laws. Prior to doing so, Francisco requested that Tom and Linda facilitate a college wide staff meeting to develop a governing structure for SAC for inclusion in the By-Laws. Staff will be convening across college Finals Week 2012 to identify structural organization and then move to By Laws.</p> <p>Tom noted how the seeds of the SAC were planted with support from the EDC and has emerged and moved forward in an encouraging way within the college.</p> <p>Staff community building has also been fostered through more regular coffee meetings organized by Emily thru the dean's office.</p> <p>Shar added that at an earlier meeting discussion of the SAC it was noted that of the three staff of color in the college, most do not have permanent positions. In response to this and other concerns, staff also made a recommendation that the By-Laws specify voting rights for all staff regardless of appointment to assure all staff have a voice.</p> <p>Kim clarified that WCE does have permanent staff who are identified as people of color.</p> <p>A final proposed governance structure for the SAC is expected to be presented to Francisco sometime in early January.</p>	Rosalie will submit nomination of Shar to Dean of Fairhaven search committee.

<p>EDC Initiatives</p>	<p>Representation on searches – Social Justice – Kristin Human Services - David Nursing – Rosalie CCE – Trula Dean of Fairhaven – Shar was nominated by the committee to represent the college. (Friendly Amendment: Dean Rios will represent Woodring College on the Dean of Fairhaven search committee)</p>	
<p>TEAAC Advising Proposal – proposal submission</p>	<p>Request for proposals have been sent out and several are known to be in the process of submission.</p> <p>Several examples of successful advising were presented recently. Maintaining copies of these examples and reintroducing to departments as a resource was mentioned.</p> <p>There are still complexities in advising students entering education involving multiple departments and centers across campus.</p> <p>Karen described the continuing need to document the advising process and various roles required for successful student advising outcomes.</p> <p>Maria suggested an advising fair for student outreach services might be very helpful in getting candidates in touch with various advisor resources in one place at one time.</p> <p>The significant negative impact of fees was discussed for endorsements and the need to communicate to students planning solutions during the advising process.</p> <p>There is a need to remember that students are not “professionals” when they begin their majors; our processes need to set reasonable expectations in the beginning that increase throughout the program, rather than using a deficit lens to assess students.</p>	<p>EDC to submit its own proposal to TEAAC December 12.</p>
<p>Budget update</p>	<p>There are funds available for EDC to make its own proposals but coordinated with TEAAC.</p> <p>Sue reminded the committee that these are the final funds available from the President and the advisability to coordinate with Foundation and find ways to infuse the capital campaign with diversity initiatives and supports.</p> <p>Members expressed appreciation for Sue’s continued advocacy and support at the university level.</p>	<p>Maria will coordinate suggestions with TEAAC.</p>
<p>Prioritize Dean’s Challenges</p>	<p>Members expressed the need to have a formal and inclusive process that assures alignment with grants when prioritizing grant proposals. A call for proposals should be made once a budget allocation is determined.</p> <p>Members expressed the desirability of engaging with community</p>	

	<p>partners to gather financial support for initiatives that will involve and benefit community partners.</p> <p>The following presentations/rationales were put forward for consideration by the committee, pending development of a grant funding review and approval rubric:</p> <ol style="list-style-type: none"> a. Gracielle Loree - Diversity in Education Conference b. Taina Trembley – 2013 Students of Color Conference <p>The following other proposals are expected to also be submitted:</p> <ol style="list-style-type: none"> c. Lynda – CEED and outreach sites d. Analysis of data? What data is available? e. Project based initiative? f. Other ideas? 	Rosalie will distribute to committee a grant funding rubric next week.
Feedback on Social Justice position description - Kristin and Janna	Tabled to next meeting	
NAME conference report from those who attended	Tabled to next meeting	
Announcements and Updates	<ol style="list-style-type: none"> 1. CEED Events – Kristen 2. Others 	
Next Meeting and Adjournment	The committee normally meets at 8:30 in MH 158 the first Friday of each month when classes are in session.	