



Woodring Equity and Diversity Committee Minutes

April 6, 2018

8:30-10:00 am – Miller Hall 258

Attendees: Christina Carlson, Emma Caro (co-chair), David Carroll, Brett Coleman, Christine Espina, Diana Gruman, Jeffery Hart, Bill Lonneman, Cheiron McMahill, Victor Nolet, Kunle Ojikutu, Neco Pacheaco, Horacio Walker, Cameron Wuhr **Minutes:** Misti Williams, EDC Staff Support **Guest:** Ted Pratt, Dean of Students

The meeting began by acknowledging that our work today is taking place on unceded and occupied territory of the Salish and Lummi people. We reflect on the considerations and responsibilities such an acknowledgment brings.

Agenda Items	Discussion	Decision/Action/Who/ Date Due
Approval of Minutes	Minutes for the 3/2/18 EDC meeting were unanimously approved, with one change.	
Announcements	The WCE Scholarship Application period is now open. See the WCE website for information.	
Scholarship Subcommittee Report	<p>The Scholarship subcommittee (Bill Lonneman, Cheiron McMahill, and Neco Pacheaco) presented recommendations for the EDC Scholarship process. They looked at current criteria to see if it was equitable and fair and examined application review guidelines. Copies of the criteria, guidelines, and rating tool with proposed edits for 2019 were distributed and discussed.</p> <p>Possible alternatives to the written essay were also discussed. One idea was interviews (all applicants? finalists only?). Another was videos, with the option for students to use their native languages. Subcommittee members will report back at the May 4 meeting.</p> <p>The committee thanked subcommittee members for their work.</p>	<p>Motion by Bill Lonneman to approve the EDC Scholarship Subcommittee's proposed changes for the criteria wording and the rating tool outline, effective 2019. Seconded by Jeffery Hart. Unanimously approved.</p> <p>The subcommittee will report back on the possibility of alternatives to the written essay at the May 4 meeting.</p>
University Policies and Protocols – Guest: Ted Pratt, Dean of Students	<p>Ted Pratt, Dean of Students, talked with the committee about recent campus safety concerns, specifically university protocol and policies regarding ICE and hate speech on campus.</p> <p>1. ICE on campus Committee members discussed concerns with Ted and asked questions about university policy and protocol. ICE's presence, even if not on official business, can be intimidating for some students and employees.</p>	

If employees or students see an ICE or Customs and Border Patrol (CBP) vehicle or officer on campus, they can contact university police with identifying information (such as car number, license plate, photo). If ICE or CBP is in a nonpublic space (such as offices or classrooms) without a specific judicial warrant, we have the right to ask them to leave.

ICE has said they don't have guidelines for off-duty officers' presence on campus (for instance, as a guest speaker, or picking up someone who studies or works at WWU). University Police have also said it's hard to track reports of ICE or CBP personnel who are on campus without prior approval, unless a witness provides identifying information.

Complete university policies & procedures are online at policy.wvu.edu/policies-by-subject ICE has information about their policies and practices at www.ice.gov/ero/enforcement/sensitive-loc

EDC members suggested some items they feel the university should address:

- A WWU protocol regarding unofficial ICE/CBP visits to campus (career fair, guest speaker, picking someone up)
- Advance notification of ICE/CBP coming to campus for any reason
- Clear, concise, and well-publicized steps for employees and students to take if ICE/CBP is sighted on campus: who to contact, types of identifying information to collect, and the distinction between public & private spaces and responses to each. Information should be clearly posted. An online method of reporting sightings could also be added.
- Connect with the AS Working Group – they have been working on a protocol and have looked at what other universities are doing.

2. Hate Speech/Incidents on Campus

Ted also talked about university response to hate speech and incidents on campus. On the WWU web site, the Campus Safety and Public Expression and Assembly sites list information and related policies, including local and state laws.

University Response to Incidents: When an incident occurs, a university response team meets.

	<p>The team includes representatives from campus offices and witnesses. The university checks with Bellingham Police for related incidents and has called upon the FBI in certain circumstances. The university takes these matters seriously, and is exploring ways to be proactive.</p> <p>Individual Response: Individuals should respond by reporting incidents involving violence or damage to university property to the University Police immediately. Incidents may also be reported through the Equal Opportunity Office’s Bias/Discrimination/ Harassment Reporting Form. See the EO site for the form and other resources.</p> <p>Responses in the Classroom: Instructors can set up parameters in the syllabus and may ask those who violate them to leave class.</p> <p>The committee felt there needs to be a more concerted effort to help faculty and students who experience hate speech in the classroom. The EDC can continue to promote information to faculty. At a future meeting, the EDC will discuss the need for professional development opportunities to help faculty recognize/deal with hate speech/actions in the classroom.</p> <p>Ted will convey points from this discussion to Melynda Huskey, Vice President of Enrollment & Student Services and invite her to the May 4 EDC Meeting.</p>	<p>May 4 EDC meeting - Follow-up discussion on Campus Safety & ICE</p> <ul style="list-style-type: none"> • Melynda Husky, Vice President of Enrollment & Student Services -- Guest • Bill Lonneman & Cameron Wuhr – report back on protocol status
<p>EDC Program Funding Criteria</p>	<p>The committee received a request for use of EDC Program funds. Those present discussed possible criteria for such requests.</p> <p>Considerations should include:</p> <ul style="list-style-type: none"> • Who can apply for funds? • Uses, conditions for which funds could be used? • Process for EDC to make recommendations <p>There is currently no mechanism in place to replace EDC program funds once the current amount is used.</p> <p>Comments included:</p> <ul style="list-style-type: none"> • Who can apply – should some programs’ activities be funded operationally (college/university funds) rather than through EDC? Or a flexible approach, depending on availability of WCE funds each year. 	

	<ul style="list-style-type: none"> • Use funds for scholarships? • Small “grants” to encourage activism and innovation in the name of social justice, equity, and diversity? Might be a way to spark new projects rather than fund those that are already underway. • Requests should include specifics regarding planned use of funds. • Hold recipients accountable for staying within budget (clear criteria would help with this) 	<p>Members of the Program Funding ad hoc committee (Emma Caro, Brett Coleman, and Christine Espina) will meet and provide recommendations at the April 20 EDC meeting.</p>
<p>Next Meeting/ Adjournment</p>	<p>Next meeting:</p> <ul style="list-style-type: none"> • May 4, 8:30-10:00 am, MH 258 	