



## Woodring Equity and Diversity Committee Minutes

**February 16, 2018**

**1:00-2:30 pm – Miller Hall 158**

<p><b>Attendees:</b> Emma Caro (co-chair), David Carroll, Brett Coleman, Christine Espina, Jeffery Hart, Bruce Larson, Bill Lonneman, Cheiron McMahon, Victor Nolet (co-chair), Neco Pacheaco, Nat Reilly (co-chair), Maria Timmons Flores, Minutes: Misti Williams, EDC Staff Support</p>		
Agenda Items	Discussion	Decision/Action/Who/ Date Due
<p>The meeting began by acknowledging that we are on land taken from the Salish peoples without their consent. We reflect on the considerations and responsibilities such an acknowledgment brings.</p>		
<b>Approval of Minutes</b>	<p>Minutes for the 2/2/18 EDC meeting were approved, with no discussion.</p>	
<b>Subcommittees on Scholarships and Program Funds</b>	<p>The Scholarship subcommittee, which was created to look at criteria and set up guidelines for review of EDC scholarship applications, currently has 3 volunteers: Bill Lonneman, Cheiron McMahon, and Neco Pacheaco. [Because students are not usually allowed to be on Woodring scholarship committees, we may not be able to have Neco on this subcommittee. The co-chairs will get more information.]</p> <p>The Program Funds ad hoc committee has 1 volunteer: Christine Espina. This committee was created to look at previous practices and develop guidelines to instruct the recommendation process for use of EDC program funds. Two additional volunteers are needed.</p> <p>An email requesting volunteers for either of these committees was sent to EDC Woodring members. If interested, please email <a href="mailto:Misti.Williams@wwu.edu">Misti.Williams@wwu.edu</a></p>	
<p><b>EDC Strategic Goals</b></p> <ul style="list-style-type: none"> <li>• <b>Vote tallies</b></li> <li>• <b>Decide on final 4 goals</b></li> </ul>	<p>This year, the EDC has been working on updating the committee's strategic goals. The goals will serve as a framework for the college's diversity efforts and strategic plan.</p> <p>At the Feb. 16 meeting, members used color dots to indicate their approval (yes or no) for the overarching statement, and prioritize their top five goals. A sheet summarizing the vote results was distributed.</p> <p>The overarching statement, <b>“Creating a cultural ecological setting where diverse people want to come and stay,”</b> received unanimous approval (15 yes; zero no). The top 4 goals were goals 1, 7, 4, and 8.</p>	

	<p>None of the ten goals will be completely eliminated as a result of this process; their essence will be folded into the remaining goals. Possibilities include: integrating goals 9 &amp; 6 into goal 1 and integrating goals 2 &amp; 5 into goal 7.</p> <p>The committee was asked if they think the goals prioritized as the top 4 (with integrations) reflect the essence of small group work and committee discussions this year.</p> <p>One comment was that the language in the top 4 goals does not reflect the overarching statement. It was also suggested that we add wording about “changing policies and practices” to one or more of the goals to address the need for structural change.</p> <p>Some rewording was discussed. At the next meeting, we will continue to restructure/reword the goals and create objectives and actions to further reflect the overarching statement and address structural change.</p> <p><b>A rewording of the 4 main strategic goals was discussed and proposed for members approval:</b></p> <ol style="list-style-type: none"> <li>1. Creating an environment where students of color can learn, grow, and thrive.</li> <li>2. Creating an environment where staff and faculty of color can collaborate and build community.</li> <li>3. Build sustainable accountability to keep our goals in check.</li> <li>4. Recognizing and celebrating community and the work that has been done.</li> </ol> <p><b>Neco Pacheaco moved to approve; Bruce Larson seconded. Unanimously approved.</b></p>	<p><b>Action: See left</b></p>
<p><b>Western Student Climate and Woodring’s Responsibility</b></p>	<p>Nat Reilly reviewed recent incidents on campus and articles in the <i>Western Front</i> that provide a view of the Western student climate. There have also been national events in schools and other settings that may cause concerns for future Woodring professionals. We should feel an urgency to ensure our students, staff, and faculty feel safe and supported.</p> <p>Those present discussed the EDC’s role in providing this support. Small groups discussed the following questions:</p>	

	<ul style="list-style-type: none"> <li>• Do we (Woodring) know what the protocols are?</li> <li>• Do our existing protocols align with our overarching statement: <u>“Creating a cultural ecological setting where diverse people want to come and stay”</u>?</li> <li>• Do we know about and participate in work already going on (in support of our overarching statement)?</li> </ul> <p>The groups briefly reported back on their discussions. Although departments may have some protocols in place for responding to incidents, most felt that students, staff, and faculty were not aware of college and university level protocols. It was suggested that the EDC strategic goals include a statement or action about establishing protocols.</p> <p>Notes from these groups will be used when wordsmithing the EDC strategic goals and possibly creating guidelines and protocols.</p>	
<b>Next Meeting/ Adjournment</b>	<b>Next meeting:  Friday, March 2  8:30-10:00 am, Miller Hall 258.</b>	