

DEOC

Diversity Equity Officers Commission

Monthly Meeting

September 30, 2022

Friday, September 30, 2022

In attendance:

1. Robert Britten, Lake Washington
2. Yadira Rosales, SVC
3. Melissa Williams, SBCTC
4. Consuelo Grier, Bellevue CC
5. Iesha Valencia, Clover Park
6. Doris Martinez, Renton Technical College
7. Chari Davenport, Cascadia College
8. James Estrella, Olympic College
9. Margarita Banderas, Walla Walla
10. Amanda Ybarra, South Puget Sound
11. Terri Thayer, WCC
12. Claudine Richardson, SBCTC
13. Joy Anglesey, Centralia CC
14. Roderick Morrison, Tacoma CC
15. Vanessa Neal, Clark College
16. Erin Tofte, Wenatchee CC
17. Guillermo Espinoza, Spokane Falls
18. D'Andre Fisher, Seattle Colleges
19. Rodric Smith, Director of Leadership Development
20. Jeannette Quintero, YVC
21. Charlie Parker, Pierce College District

TIME

ITEM

9:00 a.m.

Welcome/Land & Labor Acknowledgement

9:05 a.m.

Who's in the Room

Introduction of DEO Leadership Team

New DEO's

Every Child Matter's day, we honor the histories of Indigenous communities, a day of grief and sorrow and reflection on how to move forward with this work. Connection to Indigeneity-communication allows us to support those and bring awareness to cultural identities. Important to understand Sovereignty and language matters. Recognize tribes that have not been federally recognize.

History- only commission within SBCTC that has 1/3 representation of Latinx communities.

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9:20 a.m.

Retreat Overview

Acceptance of Retreat Notes

Great to meet at Wenatchee CC, thankful for the opportunity to create magic and community for this DEOC. Expectation is to build work that focuses on framework and working on the front end before diving in. We will be working on the workplan.

Building in the reflection was important, having tools to support each other in our roles. We are thinking about the strategy of how our work will be guided, part of that workplan is to heal and goals for ourselves. Find new ways and openness for feedback from DEOC to leadership group.

Occupy the space to move the work forward, appreciating all the new energy to restructure all the work that will be happening.

Most beneficial to have the community and have a place to stop and reflect and have the support from folks to lean on.

Being in community, a time to replenish, our DEOC work with the Presidents has led to changes

Speaking to the collective understanding of the group, the growth of our commission and having 21 folks in attendance today

Model of project management in DEI work, skills bank, leaning on each other's expertise, relationship matters and getting to know each other

Encouraged connecting with each other

Approve Retreat Minutes from August 18th- D'Andre Fisher motions to approve the meeting minutes, Dr. Margarita Banderas seconds. All voting members approve.

There is a process to request DEO presentation. A form will be uploaded on the site soon.

9:30 a.m.

The Year ahead

Meetings being hybrid, we know we have a need for in person connection as well as the flexibility to meet via zoom. We will meet monthly but once a quarter we will meet in person. We will add group workout sessions to in person meetings. Community care with our DEOC personal trainers, factoring the weather:

DEOC Calendar for the year

- August- Retreat In person/zoom (August 17th & 18th 2022)
- September-zoom (September 30th 2022)
- October- Host: Bellevue In Person (*October 19th -only DEOC leadership 3-5:30pm*)
 - October, 20th 2022- 9am-3pm (All DEOC)
 - Annualize social at FSOCC
- November- zoom (Nov. 18th 2022)
- December-zoom (December 16th 2022)
- January- zoom (January 20th 2023)
- February- zoom (February 17th)
- March- In Person- Host: Spokane Falls

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- March 16th 2023 3-5:30pm (*only DEOC leadership 3-5:30pm*)
- March 17th 10am-3pm (All DEOC)
- April- zoom (April 21st 2023)
- May-In Person Host: Lake Washington
 - May 18th 3-5:30pm (*only DEOC leadership 3-5:30pm*)
 - May 19th 2023 (All DEOC)
- June- 9th

DEO Dues and Payment Instructions

- Seattle College funding will collect the dues, waiting on the process for how to do payments
- 2022-2023 dues: \$500 dollars per DEO
- We will send out official letter and invoice
- Charlie, Roderick, Joy, Terry, Jeannette willing to help- D'Andre will send email to this group to get folks together

Old workgroups

New workgroups

DEO Workplan & (DEO Onboarding)

- Recommendation is to sunset the old workgroups and submit workplans for review, get commission input and get feedback and we can then refine it once we get it back.
- Accountability and point of support
- Agreement on sunsetting old workgroups, would like us to still have conversation about those workplans, consult with Dr. Consuelo to spend DEI dollars.
 - Lead a DEI Allocation workshop for next meeting- Dr. Consuelo
 - Strategies to funding allocations institutionally
 - Recommendation to create a subgroup for those who don't have budget authority or allocation, advocacy- Dr. Charlie and Dr. Consuelo to lead
- Please include here <https://docs.google.com/spreadsheets/d/10jMlwezVjSV45LiWc4r-uzJzEUkDv9nCtIsmsRygZw/edit?usp=sharing> any workgroups you are attending
- We will be creating an onboarding process for the DEO role- who is interested in being part of this-
 - James Estrella
 - If you are interested, please let us know!

10:15 a.m.

DEO Meeting Calendar

Key Guests: (Lynn Palmentter-Holder (WACCB),

Paul Francis (SBCTC),

Dr. Rod Smith (WELA)

- Charge: To develop an executive development program
- SBCTC Racial equity
- Elevate stories

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- What are the needs from the community
- To bring voices that are marginalized to the center
- Future meeting to dive into this conversation
- Rebrand WELA
- Big differences on the charge and the ask from different spaces
- The ask was to rebirth WELA

DEOC Feedback/questions:

- Is there a redesign of WELA overall or developing a re-design program for BIPOC to be included with no interruption on the main issues WELA has?
 - Redesign of all the program should be thought about
 - Thinking about representation-
 - SBCTC can gather the data- please bring to next meeting on demographics on each of these positions in the system
 - What does data about deans across
 - Presidents
 - Trustees
 - Diversification of executive positions is critical
 - Eliminate the gap of representation by being intentional on who WELA should be serving, not an addition
 - Lead with racial equity and demonstrating the direction of where WELA is going
 - We will follow up in another meeting and have an extensive conversation.

Phyllis Guterrez-Kenney (Trustee Chair),

10:30 a.m.

American Indian Indigenous Studies Advisory Board (WCAAB) update

- Held in Eastern Washington, 4 representatives per college, input and discussion around land acknowledgements, Robert will send flyer and information.

NADOHE Affiliation Update

WELA/WELS Discussion

Requests for DEO Representation

DEI/EDI Strategic Plans – Pressures from above

Administrators of Color

Higher Ed Vaccine Requirements and Equity Impacts

DEO Professional Development

DEO Self Care

Commission Round Table – What’s on your mind

11:00 a.m.

Adjourn