**Diversity Equity Officer Commission Agenda**

**October 20th 2022**

**10am-3pm**

**Bellevue College: B237**

**In attendance:**

1. Robert Britten, Lake Washington Tech
2. Doris Martinez, Renton Technical College
3. James Estrella, Olympic College
4. Iesha Valencia, Clover Park
5. Yadira Rosales, Skagit Valley College
6. Roderick Morrison, Tacoma CC
7. Joy Anglesey, Centralia College
8. Consuelo Grier, Bellevue College
9. Amanda Ybarra, South Puget Sound
10. D’Andre Fisher, Seattle College District
11. Marcus Harvey, Bates Technical College
12. Vanessa Neal, Clark College
13. Hannah Simonetti, Bellingham Tech
14. Melissa Williams, SBCTC
* **8:30-10am Breakfast (On your own)**
* **10:00am Land Acknowledgment and Labor Acknowledgement**
	+ Dr. Consuelo Grier, Vice President for Diversity
	+ More than reading land acknowledgments we need to focus on actions such as;
		- learning community space for native students
		- how are we partnering with tribal organizations
		- how are we partnering with local tribes to have consent on what we are reading
		- what practices are we invested in such as; free tuition for native students
		- relationship building
		- training for leadership at our colleges
			* personal and professional commitment
		- have a budget to pay for the consulting of when tribal leaders
* Meeting called in to order at 10:20am by Robert Britten
* **10:10am Approval of Minutes**
	+ Joy Anglesey motions to approve minutes from 9/30/2022, and James Estrella seconds
* **10:15am Introductions and Recognition:** Tell me who you are, This is who I am
* **10:40am11:00am: Election of Vice Chair**
	+ Joy Anglesey is voted as the Vice Chair, D’Andre motions to approve new Vice Chair role, Roderick seconds
	+ No opposition
* **11:00am-11:40am: ListServs**
	+ Edited listserv to update all DEOC representations and only include the SBCTC EDI office
	+ We will update listserv to include new roles at institutions
	+ Importance of DEO’s sitting in Cabinet Leadership
		- Equity embedded in decision making
		- For EDI office staff is there a possibility for joint DEI listserv
			* Roderick will be created
		- Reshare the recommendations sent from last years BOT and Presidents presentation
			* Robert and Consuelo will work on editing the recommendations
* **11:40-11:50am BREAK**
* **11:50-12:00pm-** Check in with new DEO’s
* **12:00pm-12:45pm- LUNCH provided by Bellevue College**
* **12:45pm Work Groups Capacity Check In**
	+ **DEOC Joint statement**
		- To consider not doing any other commission representation work for 6 months-1 year
		- So that the group has the time to work on workplans
		- We don’t have 34 DEO’s in the system yet and its only falling on a few individuals who are on multiple committees
		- Need time to vet the reasons and various committees
		- Importance on mental health and selfcare
		- Strategize and reassess due to a high percentage of new DEO’s and commission needs
		- Reflecting on the loss and needs of those are no longer in their roles and have moved out of higher education
		- Consider:
			* Draft language for a letter
			* Follow-up meeting with Paul Francis in person.
			* Need joint strategy
	+ SBCTC DEI office
		- Sofia - Sound Transit will begin November 1st
			* There was no DEOC representative on that higher
		- The office was created in 2021
		- Focus goals:
			* Retention, agency climate, recruitment of staff
			* Partnerships with various divisions
			* Developing tribal relationships
			* Working on any agencies, commissions and councils related to DEI
			* Elevating DEOC as experts in the State Board
	+ **Work Groups**
		1. **Develop Onboarding process**
		2. **DEO Role Toolkit**
			- To support new DEO’s
			- Tied to onboarding process but part of a toolkit to support each of us in the role, anywhere from leadership-finance-BOT
		3. **DEOC Branding**
		4. **Develop a NADOHE State wide Chapter in Washington State**
			- More than just a letterhead and logo, but work that represents us around the state
			- Our commission should lead this if we want to have a chapter in the State.
			- Thank you Dr. Consuelo for leading this
		5. **Bill 5527 Action Team**
		6. **Bill 5194 Action Team**
			- Support for DEOS in implementing
		7. **DEO Vetted Purchasing Procurement Services Database**
		8. **DEOC Collective Care and Professional Development**
			- Care and wellbeing as a group
			- List of activities
			- Thinking about our professional development team
			- Purchasing and services database
			- Folks that align with our goals
	+ Accountability and deadlines for each workgroup
	+ Not ongoing
	+ Rather than doubling down on 4, we can go down the list and prioritize
	+ **We can prioritize instead and have leads for each group based on duration in DEOC:**
		1. Robert Britten: **Bill 5527 Action Team and Bill 5194 Action Team**
			- Doris Martinez
		2. Dr. Charlie Parker/Dr. Consuelo Grier: **DEO Role Toolkit and Develop Onboarding process**
			- Two new DEO’s: James Estrella, Roderick
		3. D’Andre Fisher: **DEO Vetted Purchasing Procurement Services Database**

**And DEOC Collective Care and Professional Development**

* + - * Yadira Rosales
		1. Iesha Valencia: **DEOC Branding and Develop a NADOHE State wide Chapter in Washington State**
			- Joy Anglesey, Hannah
	+ Melissa will look into a SharePoint or Microsoft Teams under SBCTC to support archiving of DEOC work, provides info on this on next meeting
* **1:50-3:00pm Open Discussion: SBCTC and Commission Connections**
	+ Multicultural Student Services Director Council
		1. Build relationship with MSSDC
			- Liaison: Elect a liaison- move to next meeting
		2. Support for SOCC and our students
		3. Reach out to MSSDC president and invite them to sit in with us and SBCTC president to have that ask
	+ Student Services
	+ Instruction
	+ Finance
* **2:45pm-3:00pm: DEI/Anti-Racist Programming**
	+ Professional development and an institutional day
	+ For smaller institutions could be three tracks
		1. Institutional days
		2. Learning communities
		3. Conferences
	+ Anti-racist, diversity, equity
	+ All external presenters
	+ Foundation of anti-racist education
	+ Recommendation to do either online and in-person
		1. Contact- Jahmad Canley
* **3:00pm**- Conclude meeting
	+ Table for next meeting: Vaccine mandates at various colleges and effects

**Meeting Dates:**

* Friday, November 18th 2023- 9am-10:30am (zoom)
* Friday, December 16th 2023- 9am-10:30am (zoom)
* Friday, January 20th 2023- 9am-10:30am (zoom)
* Friday, February 17th 2023- 9am-10:30am (zoom)
* Thursday, March 17th 2023- 10am-3pm In Person Spokane Falls Community College
* Friday, April 13th 2023 at NADOHE, Baltimore Maryland
* Thursday, May 19th 2023 10am-3pm In Person Lake Washington Tech
* Friday, June 9th 2023 9am-10:30am (zoom)
* Summer Retreat 2023- Location TBD