DEOC Commission Meeting

2-3-2023

* Meet with WACTC Executive Leadership- Presidents and DEOC Executive Leadership
* Tuesday, 7th 1-3pm
* Friday, 10th 1-4pm
* Discuss the items in the letter as well DEO’s turnover/root cause analysis and interventions that need to be in place
* Priorities
  + Address MSSDC- Students of Color Conference
  + Ask Presidents to fund that conference
  + DEOS safety and contracts, line of supervision and report
  + Dedicated office of DEI in every campus including the DEI funding and staffing
  + Scale success of equity at our campuses
  + Institutional and legislative funding- control of those $
  + What are the discussion of additional legislative funding dollars- leading with racial equity
  + Health and wellness- faith and conscience
* What is the outcome and strategy to get buy in- where is the accountability
* Asks- action plan that presidents can articulate the needs requested.
* Structure is a big part of how we move the agenda
  + Resource allocation
  + DEI funding allocation
  + The structure is the biggest part, all our  of our CTC system looks different, some have DEOs and some don’t, but everyone is getting the money, As mentioned by Vanessa, there are deliverables attached to the funding and while they are having this conversation with us about our requests, who really needs to keep them accountable to delivering and what are the consequences of not doing this work in a year or two, do they lose the money? -
  + Showing up as a strong unified voice
  + Competencies have to be met- focus on how these roles are filled
  + Start a document with staffing variations across the state- google doc
    - Melanie is happy to support
    - If we have music every meeting
* What are the themes that run across every institution that we can advocate for on a collective level
* How do we engage Presidents to rethink the relationship/contracts between public safety depts/on campus police depts/city police depts.
* What interventions are Presidents going to implement in response to our letter
* What criteria will Presidents implement or support so that faculty and staff of color aren’t the first to get cut with budget cuts
* Will the presidents commit to not cutting the EDI budget of an intuition. We are not currently adequately funded.
* What is an action plan (document of accountability) that they (President’s and chancellors) own.
* Provide recommendations for where the institution wastes money on EDI efforts
* This is about student success (the why)
* Have SBCTC remind Presidents of deliverables outlined in leg bills
* Define accountability – what does that mean to us? DEOC should provide some concrete examples of what that means to us.
* If we have a supportive relationship with our Presidents, let’s prepare them (strategically) so they can be vocal in the meeting (in support of what the DEOC is asking)
* Name the baseline skills we need for DEOs (not just be appointed into the role because you’re a person of color or you are the chair of the diversity committee)
* Think through strategy for increasing staffing (a team for DEO)
* Create a poll for DEOC – Melanie Dixon and Sophia Agtarap offered to help do this