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# Diversity, Equity Officers Commission

Washington State Board Community and Technical Colleges

March 24, 2023

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# DEOC Executive Leadership

- Robert Britten, Chair, Lake Washington Institute of Technology
- Vice Chair, Vacant
- Ilesha Valencia, WorkPlan Coordinator, Clover Park Technical College
- D'Andre Fisher, Treasurer, Seattle Colleges
- Yadira Rosales, Secretary, Skagit Valley College

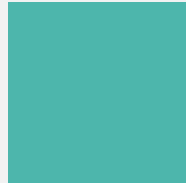
# State Board Vision:

Leading with racial equity, our colleges maximize student potential and transform lives within a culture of belonging that advances racial, social, and economic justice in service to our diverse communities. Dec 12, 2022

# Today



**Initial Review**



**Themes**



**Opportunities**

# DEOC Survey

- Survey administered through Diversity, Equity Officers Commission (DEOC) March 2023
- 22 college responses (100% response rate)
- 4 colleges currently have no DEO position created
  - Big Bend, Grays Harbor, Lower Columbia, Whatcom
- 5 colleges are actively recruiting / vacancies
  - Highline, Olympic, Peninsula, Walla Walla, Wenatchee Valley, Yakima Valley
- Note: Seattle College District are represented as one college in this survey

# Majority of positions are on Cabinet and report to the president

- As we lead with racial equity the DEO position is most effective addressing institutional needs and is a central member of institutional leadership
- 5 positions are not on cabinet (2 report directly to president, 3 do not)
- Sense of fear among some DEO's / reprisal for speaking truthfully
- Leading with racial equity is not exclusively a DEO responsibility
- Racial Battle Fatigue and burnout is common
- Some DEOs feel they can't say no

# Majority of DEOs have access to the Legislative DEI funding & Professional Development

- 4-5 DEO's don't have budget oversight of or access to DEO funds allocated by the legislature
  - SB 5227 & SB 5194 funding
- The current funding levels provided do not adequately fund the legislative mandates.
- The current 2023-2025 operating budget request to advance equity, diversity, and inclusion (\$26 million)
  - What conversations are you having with your DEO regarding needs assessment?
- DEOs are supported to attend NCORE, NADOHE, Washington State FSOCC, NWREC

# Majority of DEO Offices are understaffed

- Many are a department of one or two and have little to no budget to work with
- DEOs offices need to be resourced (staff & budget)
- Adding *Equity* to the end of an existing title and not resourcing the work will produce harmful outcomes
- What would staffing parity look like at your college?



# Majority of colleges have gone through a reorganization

- 18 MSSDC directors are reporting to DEO's
- DEOs have the competencies needed to directly oversee DEI programs that exists across campus
- Identity-Conscious supervision matters

# Opportunities

- Structure/Reorganization
- Salaries
  - \$67,000-\$170,000
  - Lower salaries based on titles (Dir, Exec. Dir., Assoc. Dean, Dean, AVP, VP, AVC)
  - Average salary is \$126,967
- DEO Commission Bylaws: Official members of the Commission shall consist of the cabinet-level diversity and equity officer reporting to the President, from each community and technical college.
- DEO Commission voting member vs. College representative coming to DEOC meetings for support
- Five leaders engaged in DEOC that are not part of Cabinet level decision making and three do not report to president
  - These are mostly director level positions
- Developing the EDI awareness, knowledge and skills for all cabinet level institutional leaders

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# NADOHE

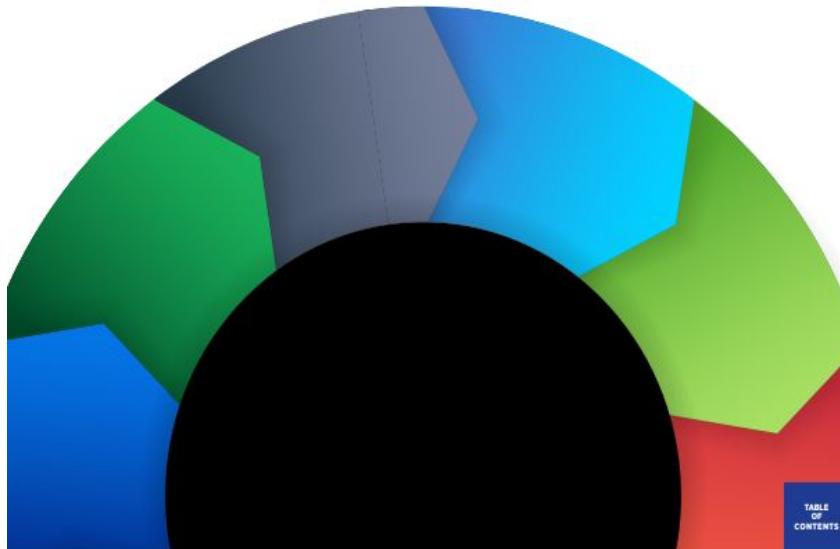
NATIONAL ASSOCIATION OF DIVERSITY OFFICERS  
IN HIGHER EDUCATION

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**The National Association of Diversity Officers hosts its annual conference to focus on the work required to transform higher education and ensure inclusive excellence is at the core of every institution.**

**The 2023 Annual Conference will be held April 12-15, 2023, in Baltimore.**

# A Framework for Advancing Anti-Racism Strategy on Campus



## Executive Summary

**T**he National Association of Diversity Officers in Higher Education (NADOHE) serves as the preeminent voice for diversity officers at institutions of higher education throughout the country and around the world. Central to NADOHE's mission is to inform and influence national policy and trends in the fields of diversity, equity, and inclusion by providing its membership with information and research that can guide them in their day-to-day operations and in strategizing to create institutions of higher education that value diversity and seek equity within all aspects of their organization. Additionally, NADOHE serves as a leading voice in the fight for social justice and inclusive excellence.

**In response to the rise in incidents of anti-Black racism on college campuses throughout the United States, and with the tragic and senseless murders of Breonna Taylor, Ahmaud Arbery, and George Floyd, the leadership of NADOHE was compelled to convene a task force with the charge of creating a framework for diversity officers to advance anti-racism strategies, particularly anti-Black racism, at their respective institutions of higher education.**

The framework addresses ten priority areas where anti-racism strategies would significantly improve conditions for Black, Indigenous, and People of Color (BIPOC) students, faculty, and staff and that are applicable for a variety of college and university types.

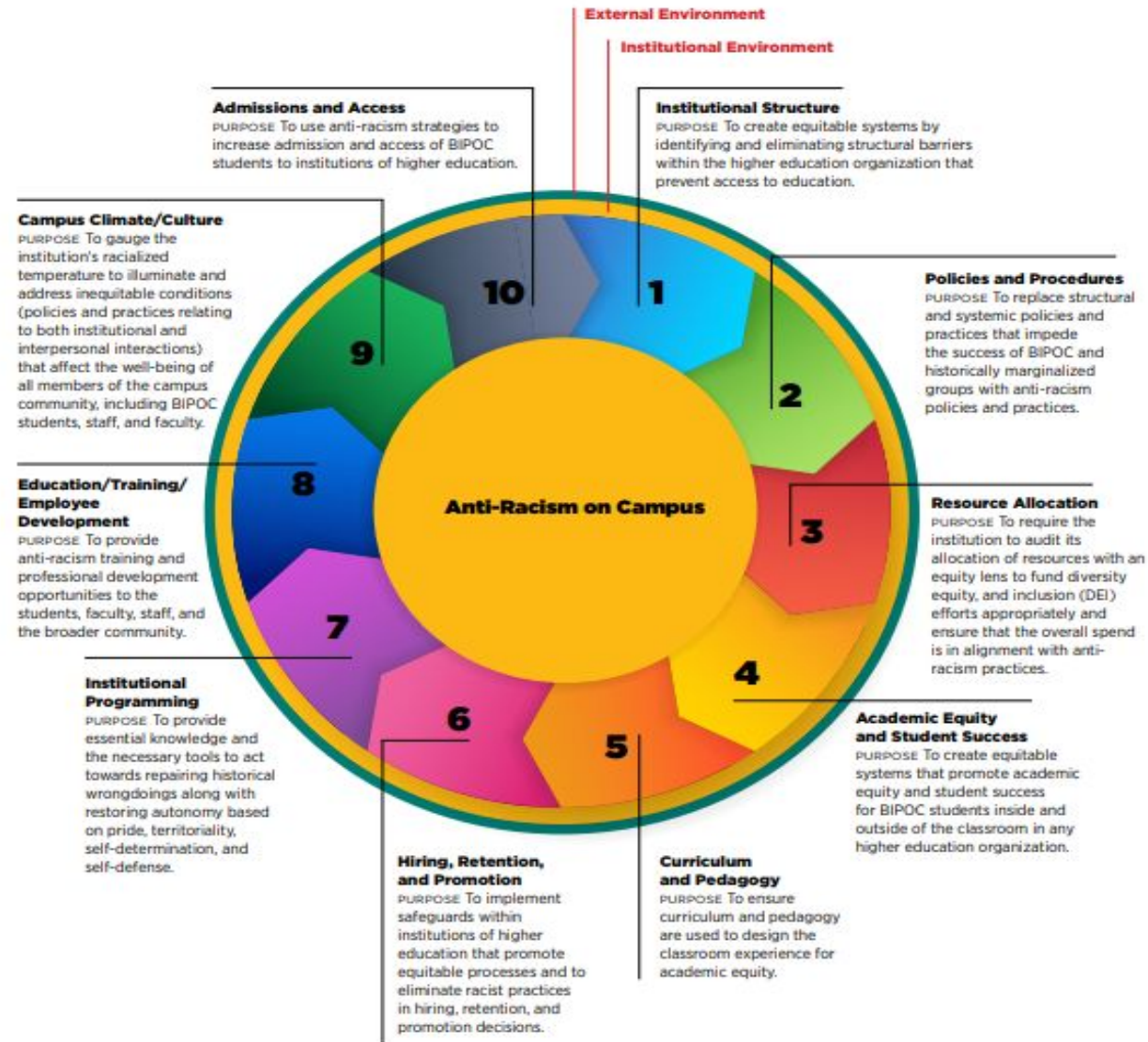
For each priority area, the task force developed areas of concern where diversity officers should concentrate their focus, as well as areas of effort where changes can be enacted and resources allocated at their respective institutions. The framework also poses several questions that diversity officers should consider as they implement anti-racism strategies into campus operations.

The task force recognizes there may be additional areas within the higher education structure that may benefit from anti-racism strategies but chose the priority areas as a starting point for the framework. This is a living document, and the expectation is that it will grow and develop as it is released to the general membership of NADOHE. The framework represents the ongoing sustained work to be embedded in the infrastructure of these institutions. Additionally, the framework confronts policies through action to advance equity.

### THE PRIORITY AREAS INCLUDE:

1. Institutional Structure
2. Policies and Procedures
3. Resource Allocation
4. Academic Equity and Student Success
5. Curriculum and Pedagogy
6. Hiring, Retention, and Promotion
7. Institutional Programming
8. Education/Training/Employee Development
9. Campus Climate/Culture
10. Admissions and Access

**NADOHE's Anti-Racism Framework** addresses ten (10) priority areas where anti-racism strategies would significantly improve conditions for Black, Indigenous, and People of Color (BIPOC) students, faculty, and staff and that are applicable for a variety of college and university types. It should be noted that there is no prescribed order in which these priority areas should be addressed. It is important to take inventory of your community to determine initial focus and development of a plan to prioritize the needs of your organization.



# Questions

Contact:

Robert Britten at [Robert.Britten@lwtech.edu](mailto:Robert.Britten@lwtech.edu)

Ilesha Valencia at [Ilesha.Valencia@cptc.edu](mailto:Ilesha.Valencia@cptc.edu)

D'Andre Fisher at [Dandre.Fisher@Seattlecolleges.edu](mailto:Dandre.Fisher@Seattlecolleges.edu)

Yadira Rosales at [Yadira.Rosales@skagit.edu](mailto:Yadira.Rosales@skagit.edu)