

# DEOC

Diversity Equity Officers Commission

## Quarterly Meeting

May 18-19, 2023

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**Participants:** Marcus Harvey, James Estrella, Dr. Melanie Dixon, Robert Britten, Vanessa Neal, Yadira Rosales, Dr. Luz Garza, Dr. Francisco Salinas, Doris Martinez, Dr. Yvonne Terrel-Powell, John Hudson, Roderick Morrison, JMarie Johnson Kola, Dr. Consuelo Grier

Thursday - Friday, May 18-19, 2023

Lake Washington Institute of Technology

**TIME**

**ITEM**

**18<sup>th</sup> 3pm – 6pm**

**Planning Strategy and Agenda Finalization  
Dinner on your own**

**May 19<sup>th</sup>**

**8-9 a.m.**

**Gathering**

**9:00 a.m.**

**Welcome – Dr. Amy Morrison  
Land & Labor Acknowledgement - Robert**

**9:10 a.m.**

**Who's in the Room  
Introduction of New DEO's**

Healing and Learning Summary:

- Many things you are carrying are not yours
- All you need to do is breathe
- Remember to remember
- Be intentional about going deep
- Name your feelings- get them to move
- Vulnerability to become

**9:30 a.m.**

**Acceptance of Minutes from last month's meeting-** Table for next meeting, approve both march and April

**9:45 a.m.**

**DEO Dues and Payment Instructions/Finance Update**

1. Renton TC- \$500
2. Skagit VC - \$500
3. Everett CC - \$500
4. Clark College - \$500
5. Wenatchee VC - \$500
6. Shoreline CC - \$500
7. Tacoma CC - \$500
8. South Puget Sound CC - \$500
9. Green River - \$1,000

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10. Pierce College - \$1,000
11. Spokane Falls CC - \$500
12. Olympic College - \$500
13. Bates TC - \$500
14. LWTech - \$1,000
15. Edmonds CC - \$1,000
16. Clover Park TC - \$1,000
17. Bellingham TC - \$500

Missing dues: Walla Walla, Seattle Colleges, Highline, Spokane, Big Bend, Whatcom, Peninsula, Columbia Basin, Bellevue, Yakima, Cascadia, Centralia, Grays Harbor

Total collected: \$11,000

Expenses: May DEOC meeting at Lake Washington Institute of Technology

23-24 Dues: September 2023 \$500.00

### 10:30 am

#### Provisos/What's in your bucket

- Budget allocations from SBCTC need to be provided to DEOC
- Positions
  - Professional development and trainings
  - Restorative practice staff
  - Creating space for healing
  - Hire consultants- Zerandrian anti-racist leadership for leadership
  - Facilitators for campus conference
  - Bring speakers
  - Faculty fellows and students who go beyond contractual duties
  - Conferences
  - Executive administrative assistant
  - Director roles
  - Faculty retention and recruitment- faculty member who focuses on this work
  - Physical space/books/artwork
  - Celebration and community events
  - Learning materials/books

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- Facilitated change curriculum- supervisors and manager training
- Food
- Student conferences
- Outreach events
- MLK symposium

**10:45am**

**Break**

**11 a.m.**

**DEO Leadership/Who is up next/**

- Table for future meeting

**Bylaws recommendations**

- Bylaws shared with DEOC

**11:15 a.m.**

**DEO Professional Development what do we need**

**Summer Retreat potential days:**

- July 26<sup>th</sup> and 27<sup>th</sup>
- August 23<sup>rd</sup> and 24<sup>th</sup>
- August 30<sup>th</sup> and 31<sup>st</sup>

**12:00 p.m.**

**Lunch**

**1:00 p.m.**

**DEO Self Care – What does it look like for you**

**Summer Retreat potential days:**

- July 26<sup>th</sup> and 27<sup>th</sup>
- August 23<sup>rd</sup> and 24<sup>th</sup>
- August 30<sup>th</sup> and 31<sup>st</sup>
- Topics:
  - Healing, strategic planning, membership list serv update- circulate it on the listserv.

**2:00 p.m.**

**Pooling Funds to Contract DEO Trainings**

- If they are trainers or speakers that folks are interested in, we can pool funds as a system and offer a contract that serves various colleges. A list of speakers/facilitators/trainers will be available.

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**2:30. p.m.**

### **Who needs to be invited to speak to us Discussion**

- Table for future meeting

**3:00 p.m.**

### **DEI/EDI Strategic Plans – Compliance**

- DEO Workplan templates by different colleges, will be sent by Robert- what is the learning progression not just what was done.
- If you have questions, contact Sophia
- Consider timeline given DEO's coming in and out of roles
- What is realistic given institutional needs
- Summarize for the report

**4:00 p.m.**

### **Commission Round Table – What's on your mind**

- If they are requests to serve on committees around the state, the process is to email DEO Leadership so they fill out a form and we get details about the requests

**5:00 p.m.**

### **Adjourn**

#### **For future meetings:**

- DEO Representation & Expectations
- NADOHE Chapter- fee, application, contact person
- What professional development do we need
- DEO Leadership/Who is up next
- Look at Bylaws so that those that want to serve can serve
- Who needs to be invited to speak to us Discussion

#### **Important dates to consider:**

- [NCORE](#): National Conference on Race & Ethnicity in Higher Education, May 30<sup>th</sup>-June 3<sup>rd</sup> 2023 New Orleans, Louisiana
- Friday, June 9<sup>th</sup> 2023 9am-10:30am (zoom)
- Summer Retreat 2023- Location TBD
  - Potential location: Semiahmoo
  - July 26<sup>th</sup> and 27<sup>th</sup>
  - August 23<sup>rd</sup> and 24<sup>th</sup>
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