

Diversity Equity Officers Commission
Fall Retreat
November 7th-9th
Semiahmoo, Blaine Washington

Tuesday, November 7th

- 4:00pm- Arrive and check-in at hotel
- 4:30pm- DEOC Leadership Meeting
 - DEOC Membership:
 - Which are the colleges that don't have a DEO:
 - Majority of schools on the Eastern WA side
 - Big Bend
 - Grays Harbor
 - Lower Columbia College
 - Walla Walla
 - Whatcom Community College
 - Yakima Valley College
 - 19 DEOC in attendance
 - 23 Total in the system
 - Workplan
 - Elections
 - Need to have elections for Chair, Co-Chair, Treasurer and Secretary
 - SBCTC
 - Update on G2G
 - MSSDC Support
 - Communication/Topics moment- Hot button topics
 - Make time during breakfast on Thursday
 - What liaisons are needed to fill in committee/commission:
 - Instruction Commission
 - Student Services Commission
 - Institutional Research Commission
 - WACTC
 - MSSDC Council
 - Maribel Jimenez
- Dinner

Wednesday, November 8th

- 8:00-9:00am- Breakfast provided
- 9am- Introductions/Community Conversation
 - Bellevue College- Consuelo Grier
 - Clark College- Vanessa Neal
 - Bates College- Marcus Harvey

- Cascadia College- Charri Davenport
- Renton Technical College- Doris Martinez
- Centralia College- Thalia Betancourt
- South Puget Sound- Amanda Ybarra
- Seattle Colleges- D'Andre Fisher
- Edmonds College- Yvonne Terrell Powell
- Everett Community College- John Hudson
- Peninsula College- Hanan Zawideh
- Highline College- Maribel Jimenez
- Skagit Valley College- Yadira Rosales
- SBCTC- Sophia Agtarap
- Pierce College- JMarie Johnson Kola
- Wenatchee Valley College- Joe
- Bellingham Technical College-Hannah Simonetti-
- Tacoma Community College- Roderick Morrison
- Olympic College- Jennifer Wade
- Lake Washington Technical- Robert Britten
- As a commission
 - Listserv is really important
 - Connectedness
 - Q&A
 - Relationship building
 - Space and time
 - Representing the commission/collective
 - Established protocol on how we get involved
 - Supporting each other
 - Alignment
 - Community agreements- how we enter the space, ground ourselves
 - Honesty
 - Authenticity and transparency
 - Understanding
 - Coming to the space as supporting/welcoming
 - Outcomes and alignment
 - What is the strategy?
 - What are the objectives?
 - Doing our own work and coming authentically to the space
 - Don't take space to do your own work, come in with a why that is aligned with the mission of this commission
 - Shared language
- 10am-11:30am- Work Plan 2023-2025
 - DEOC Vision Statement/Mission Statement
 - Is this efficient?
 - Can we live with this?
 - Operationalize on this

- Aligned in our understanding of the terms in the workplan
- The statement is meant to be systemically done not for individual colleges
 - System accountability
 - Add additional meaning to the statement
 - Committee subgroup- help redefine and be explicit to the mission/vision statement
 - Are we given a charge, or are we creating our own
- DEOC Vision:
 - Recommendation to “Boldly transform our colleges into anti-racist institutions of inclusive excellence”
- DEOC Mission Statement:
 - Lead with equitable outcomes that are measurable, not feelings
 - Increase retention, student success, completion,
 - Leading with equitable outcomes leading to student success
 - Call out historically underrepresented populations
 - Campus climate assessments measure some of the components on the statement- sense of belonging
 - Address systems and policies to make sure its sustaining
 - Facilitate an environment where employees, students and community members feel a sense of belonging
 - Embedding, infusing the work with others, put some accountability in there
- DEOC Goals
 - We don’t have values on the list
 - How do we tie it to the work of commission?
 - Policies at a larger/broader look
- DEO to Do’s
 - Make mental health a top priority for DEO’s
 - Develop a skill bank to inventory the expertise DEO’s bring to our collective space
 - Maintain transparency in budget and staffing levels for each DEO and who they report to
 - Maintain regular meetings with Legislative Director Arlen Harris: Refine deliverables in SB 5227 and SB5194
- Three goals and outcomes
 - What are the things we are responsible for-
 - Where do we have influence and impact
 - Positioned in the system to influence and have an impact on enrollment, student success, campus climate, HR- employees...
 - Preparing our campuses to work with diverse populations
 - What is it that DEOC
 - Statewide, impact and influence

- Influencing policy to impact equitable outcomes
 - Reporting back to WACTC
 - High level as a commission
 - Policy committee
 - DEI and antiracist work at WACTC
 - Resource allocation/impact
 - Recommendation:
 - Influence and provide guidance on resource allocation for DEI
 - Influence policy making
 - Anti-racism framework and terminology alignment
- Break
- 11:30-12pm- Elections for vacant positions
- 12pm-1pm-Lunch provided
- 1:30pm SBCTC Update by Sophia Agtarap
 - Model Faculty Diversity Program- SB5194- SBCTC must build a model faculty diversity program- language in the bill
 - Diversity hiring processes
 - Would like to know what is happening at each campus
 - DEI Fellows Model
 - Presentation at next convening
 - SBCTC said they were not going to do the model, but every college is in charge of having a model
 - What are the items that colleges have not received based on last legislation:
 - Feedback about strategic plans and documents submitted
- 2:00pm- Legislative Update by Arlen Harris
 - Taskforce
 - Re-write legislation
 - DEOC Legislative Planning
 - Small Group
 - 5 members of DEOC with Arlen, Sophia, a WACTC Executive Sponsor
 - Support from Sam
 - Participation and presentation from others
 - SBCTC Budget Office
 - Connection with IC? SSC?
 - Questions for workgroup/goals
 - Begin with SB5227 and 5194
 - Positives
 - Difficulties
 - Review previous state appropriations and allocations
 - Review other existing statutes
 - review should expose opportunities and needs

- write a bill for the 2025 legislative session
 - Bill Process:
 - From DEOC workgroup
 - To DEOC
 - Check in along the way
 - Final approval of work before sending to WACTC
 - Have something completed before June, which is the retreat of WACTC to approve
 - To WACTCT
 - To SBCTC (9 member board)
 - Bill sponsors (Senator Randall? Rep. Enterman?)
 - Partners?
 - Who else needs to know
 - DEOC advocacy during 2025 legislative session
 - Strategic meeting with legislators
 - Committee testimony
 - Students
- Questions from the DEOC:
 - How explicit can language be?
 - Draft legislation together, be explicit
 - Welcome space with Senator Randall- an advocate
 - Are there specific things from this package that DEOC should be aware of?
 - Only supplemental year, next year we will have more robust requests
 - The group should identify funding gaps and build it for requests
 - Budget transparency is important
 - Building relationships with executives
 - ACCT Conference will be in Seattle next year 2024
 - 29 Tribes in Wa State
 - Indigenizing curriculum
 - Currently pulling the data of where most of Native students attend CTC's
 - Tribal liaisons at each campus or Tribal liaisons regional and housed at the state board
 - Thank you to SBCTC for following up with the questions that were asked at FSOCC
- 2:15pm- Listening Sessions and Focus groups
 - Q&A with The Root of Us
- Break
- 3:00pm- Eileen Jimenez- Restorative Practice Activity
- 6:00pm Dinner

Thursday, November 9th

- 8:00-9:00am- Breakfast provided
- 9:00-10:30am- Continuation of Work Plan 2023-2025

- Continued to work on mission statement
- Deadline for edits
- Workgroup- IT/Shared online platform
- Revisit all the groups and committee list spreadsheet
- **Outcomes**
 - **Formalize and advance DEO Onboarding Plan Inclusive of DEO Toolkit**
 - See the list of who is in what committee and reconstruct the model to see who will be
 - Ask Sophia/Yadira/Hannah/Maribel/Charri- Action item formalize process for DEO partnership on other Commissions/Committee
 - Commission, councils, committee within WACTC
 - Bring recommendations of top 5 we should focus on
 - **Mentorship- DEO Mentor assigned to each new DEO**
 - Roderick Morrison/Marcus Harvey/Jennifer Wade/Priya Osborne)
 - **Develop DEO toolkit-** Vanessa Neal/Hanan/Joe
 - **Mission/Vision Statement**
 - Consuelo Grier/Priya Osborne/Iesha
 - **Mental Health**
 - Yvonne Powell/Amanda Ybarra/John/Francisco/Thalia/Ha)
 - **Place for any DEO Resources/documents that each DEO has access to-** Doris/Maribel/Luz)
- **Outcomes**
 - **Influence, provide, and advance guidance:** Sophia, Consuelo, Robert and Roderick, D'Andre
- Examples of committee list:
 - Capital budget
 - Educational Services
 - Equity- Roderick Morrison
 - Legislative and Public Information
 - Corrections Education
 - Operating Budget
 - Technology
- 10:30-11:15am-Commission/Committee Reports
- 11:15am-11:30am- Finance/Dues Report
 - Getting invoices for 23-24
 - \$500.00 per college
 - Invoices last year were incorrect
 - \$11,854 currently in the budget
- Other topics:
 - Officer Elections
 - Chair, Co-Chair, Secretary, Workplan Coordinator, Treasurer
 - Committee Chair, Logistics Chair, Two positions at Large
 - Can we add more positions- have primary and secondary roles

- Update calendar schedule and send out to group, where are the locations
- January meeting in person- Guided Pathways Retreat
 - Expectation to bring update on committee work: December 14th
- Leadership will meet before January to prepare for meeting
- Meeting frequency
- MSSDC- Maribel is the liaison for MSSDC, their meeting is next week.
- Questions:
 - Structure of MSSDC and commissions
- How many schools are represented in MSSDC? Get more information from MSSDC
- Standard meeting update, and send email once you have met with group.
- Guided Pathways
 - Follow up items to be included in the agenda:
 - MSSDC
- 11:30am- Lunch provided

(Check-out is until 11:00am)