**Diversity, Inclusion and Equity**

FACTC Fall Retreat at Dumas Bay

Eagle View Room

Oct. 6th – 8th

During the retreat, we will participate in activities that challenge our own ideologies and our roles in a society that has institutionalized and sanctioned racism.  Everyone is not at the same place when addressing power, privilege, inequalities and inequities. Some may believe that everyone needs to finish the race at the same time, but some run faster than others. The question emerges: Do we slow down and help everyone finish or do we just walk away and alienate those who struggle?  If true change needs to take place, then building community is an important foundation.  Walk with us on this journey as we facilitate a conversation of finding our middle ground.

**Friday, Oct. 66h**

3:00-3:30 p.m. Check-in at Dumas Bay

3:30 p.m.-3:40 p.m. Welcome: President Gerard Smith

3:40 p.m.-4:30 p.m. Student Panel: Cascadia College

4:300 p.m.-6:00 p.m. Finding Our Starting Point

Presenter: Soraya Cardenas-Conte, Ph.D.

6:00p.m.-8:00 p.m. Dinner

8:00 P.M.-10:00 P.M. Building Communities: Informal Conversations

**Saturday, Oct. 7th**

8:00 a.m. – 9:00a.m. Breakfast

9:00 a.m.- 11:45 a.m. *Bridging our Developmental Selves to the Work of Dismantling Power, Privilege, and Inequity as Strategy for Enhancing Institutional Climate and Organizational Change*

Presenter: Dr. Debra (Debi) Jenkins

12:00p.m.-1:30p.m. Lunch Break

1:30p.m.-3:00p.m. *Bridging our Developmental Selves to the Work of Dismantling Power, Privilege, and Inequity as Strategy for Enhancing Institutional Climate and Organizational Change* Continued with Dr. Debra (Debi) Jenkins

3:00p.m.-3:30p.m. Walk and Talk Break

3:30p.m.-5:30p.m. *Using "Critical Moments" to Enhance Learning by Engaging Diversity*

Presenters: Diane Gillespie and Tina Young

6:00 p.m.-8:00 p.m. Dinner

8:00 p.m.-10:00 p.m. Equity Assignment Revision: Individual/Group work

**Sunday, Oct. 8th**

8:00 a.m. – 9:00a.m. Breakfast

9:00 a.m. – 10:50a.m. Reporting and Reviewing Equity Assignment Revisions

Facilitator: Diane Gillespie

11:00 a.m.-11:45a.m. SBCTC UPDATE

12:0.-1:00 p.m. Lunch with Officer’s Reports

1:00p.m.-2:00 p.m. FACTC BUSINESS

Next Meeting at SBCTC

THEME Selection

**Presenter Biographies**

**Dr. Debra (Debi) Jenkins** has over 25 years as a social justice advocate, consultant, teacher, intercultural life coach, and the owner of Share the Flame LLC, where she guides individuals and groups through the pathway of growth, development, and change on personal, professional, and organizational levels. Debi is a tenured faculty member in Early Childhood Education and Psychology, the Department Head of Early Childhood Education, and Chair of  the Behavioral Sciences Division at Clark College. Debi’s expertise is in the areas of lifespan development and issues of equity and justice specific to power, privilege and inequity in the United States. Debi’s additional areas of focus are in institutional climate and organizational change. Debi is a researcher at the Center for Workplace Diversity and Inclusion in Phoenix Arizona. She is a contributing author in *Diversity and Inclusion in the Global Workplace: Aligning Initiatives with Strategic Business Goals* published by Palgrave Macmillan. Debi was a co-researcher in the Teaching Umoja 15- year participatory research project in Port Royal, Golden Grove, and Moore Town, Jamaica exploring triliteracy and bicultural development.

Debi’s awards include distinguished lecturer on the topic of *Habari menta-What is happening? Support for a Diverse workforce through Allyship and Communities of Practice* at the Faculty Speaker Series for Clark College, the 2009 recipient as YWCA Woman of Achievement for Clark County, and as 2017 Outstanding Alumni of Clark College. Debi was invited to present her research on *Women of Color’s Experiences and Strategies in Constructing Nonexecutive Community College Leadership* at the 2016 Oxford Round Table Symposium on Women and Education in Oxford, England. Her research efforts led her to establish WOCNLEAD a nationwide group to support Women of Color’s Nonexecutive Leadership Exploration, Affirmation and Development.

**Diane Gillespie** is Emerita Professor, Community Psychology, Interdisciplinary Arts and Sciences, the University of Washington Bothell.  Interested in cultural and psychological issues in education, she has written extensively on interactive learning and the challenges of diversity in higher education.  She won numerous awards for her teaching, including the 2010 University of Washington Bothell Distinguished Teaching Award.  From 1998-2005, she worked with The Washington Center for Improving the Quality of Undergraduate Education on a state-wide diversity initiative called Critical Moments.

In 2007 she turned her research interest to human rights education, studying a program transforming the lives of millions of people across West Africa.  Her 2016 book *Values Deliberation and Collective Action:  Community Empowerment in Rural Senegal,*co-authored by Ben Cislaghi and Gerry Mackie, takes up the ways in which this human rights education empowered communities to lead the way in their own development.

Since retiring in 2012, she has been a volunteer with Tostan, a nonprofit working in West Africa, assisting with research and the development of its training center.

**Tina Young,** Interim Chief Diversity and Equity Office and Director of the Office for Diversity, Equity and Inclusion, has worked at Seattle Central Community College since 1988. She has four children and lives in the Beacon Hill neighborhood of Seattle.  She received a Bachelor of Fine Arts from the State University of New York at Buffalo and her Masters of Education in Educational Leadership and Policy Studies from the University of Washington.   She is an activist educator who incorporates an equity, diversity and social justice framework in professional, community and personal work and engagements, and is especially focused on transformative teaching and learning dynamics with adult learners.  In the Puget Sound region, Tina has served on the Women’s Commission for the City of Seattle, as a board member for Living Voices, a docent for the Wing Luke Museum, a parent coordinator for the Beacon Hill Youth Soccer Association and the Seattle Asian Sports Club, and for years, a volunteer at all of her children’s public schools – from pre-school through high school.  Originally from New York City, her east coast accent and attitude does become more evident during intense dialogue and conversation sessions – something she engages in with considerable frequency.

**Dr. Soraya Cardenas-Conte** is a faculty member at Cascadia College. She received her doctorate from the University of Nebraska-Lincoln. Her specializations in Sociology include, Sustainability & Environment, Inequalities, Race & Ethnicity, Social Justice and technology. While a graduate student, she received a Post Doctorate Fellowship from the University of Kansas, the prestigious Presidential Fellowship from University of Nebraska and was the recipient of the Garcia-Robles Fulbright scholarship, which she received to study water scarcity in Queretaro, Mexico. She later spent three years in Oaxaca to study poverty and the Environment. While a professor at the University of Maine at Fort Kent (UMFK), she produced documentaries with her classes. One of her films, which explored Aroostook County’s interest in biomass, was financially supported by a National Science Foundation grant. She also received the Trustee Professorship to study windmills near the vicinity of communities. In 2010, she was awarded “Researcher of the Year” for her work with students in the classroom along with her chairing the maiden event, Scholars Symposium. This event united UMFK for a conference, which brought notable scholars, such as Dr. Sandra Steingraber, Distinguished Professor Dr. Yolanda Broyles-Gonzalez and others. The event also provided an outlet to showcase students’ work. In 2012, Dr. Cardenas-Conte was nominated for the Donald Harward Faculty Award for Service-Learning Excellence. Dr. Cardenas-Conte has been nominated for teacher of the year at Cascadia College in 2016 and 2017.