**FACTC Fall Retreat/meeting at Dumas Bay**

**October 6-8, 2017**

**Retreat: Diversity, Inclusion and Equity**

* In attendance: Faculty from across the state
* Facilitated by
	+ Soraya Cardenas, Cascadia
		- Finding out starting point
		- Student panel
		- Telling our stories: when was a time you felt that you had been treated unfairly
	+ Debra Jenkins, Clark College
		- Bridging out Developmental Selves to the Work of Dismantling Power, Privilege and Inequity as Strategies for Enhancing Institutional Climate and Organizational Change
			* Katz Teacher Development Stages
			* Developmental Framework Reflection
			* Start where you are, but don’t stay there: Understanding diversity, opportunity gaps, and teaching in today’s classrooms – HR Milner, IV
		- Things to think about
			* Typical guidelines for workplace meetings that increase inequities
				+ “I” statements not universally valued
				+ “Challenge ideas not people” – for some, the loudest has the floor
				+ Robert’s Rules of order: 1886 by/for white men
			* The oppressed sees oppression in oppressor and selves
			* Shift the center by utilizing various repertoires of engagement to allow people to be their true, authentic selves
	+ Critical Moments, Diane Gillespie, UW, Emeritus Prof and Tina Young, Interim Chief Diversity & Equity Officer, SCC
		- Work based on grants and intensive support, facilitation in mid 90s
		- Various faculty at retreat interested in using materials and perhaps writing more
		- Dianne not sure all are relevant to today
		- Critical Moments are stories of successful students…and stories are of ‘critical’ moments or hard times

**Fall Meeting summary**

**Jennifer Whetham’s report**

* THIS YEAR
	+ SBCTC & WACTC organized around 5 priorities:
		- Enrollment
		- Completions
		- Equity
		- Advocacy
		- CTC Link
* CTC Link
	+ New Director, Jan Yoshimura, moving forward based on what has been done, learned and who was doing the work
* Enrollment
	+ Serious issue all over the state
	+ Now the system is below enrollment targets set by the legislature, and no longer a college by college problem
	+ Creates problems with requesting funds from legislature, transfers with 4 year colleges, allocation model
	+ Long term problem
	+ Not a time for colleges to take money from each other, but to partner
	+ WACTC task force in place
* Completions
	+ 30% completion rate – refers to 1st time students who want to complete a degree
	+ 3 areas must be considered: academic transfer, workforce, ABE
	+ Those who complete a credential are more successful long term than those who do not
		- Ie. Automotive student who gets a job before completion
* Advocacy
	+ How to talk to legislators
	+ Must emphasize
		- How we help students
		- How they are seen in communities
		- How they model
	+ Funding
		- Must look to other income sources beside legilature
* Guided Pathways
	+ Solution to some issues?
	+ Embedded in completion, equity, enrollment
* EQUITY Gaps
	+ Cannot fulfill enrollment & completion with equity gaps
	+ WA State is ambitious
		- Closing equity gaps to influence enrollments and completion is a priority
		- Watched by other states