## **WSSSC Opening Exercise Notes**

**10.18.18**

## Equity, Diversity, and Inclusion:

* WSSSC recently lost several VPSS of color, which has changed the demographic makeup of the commission and made it less diverse. However, this is not something that is being discussed in terms of recruitment and retention of diverse VPs.
	+ How can WSSSC support staff of color on our campuses? Can the commission help create an intentional framework for success of staff of color?
	+ How can WSSSC challenge attrition of leaders of color?
	+ Increase diversity of student affairs professionals by encouraging student affairs as an intentional career choice. Change packaging and framing of message.
* Student Success related to Diversity and Equity
	+ Placement process – using multiple measures instead of standardized testing
	+ Less bureaucracy and fewer “hoops” for students to jump through
	+ Engage in meaningful conversations about diversity and equity instead of “good intentions” talks. Have discussions around operational privilege with more meaningful actions.
	+ Increase ABE transition to credit
* Loss of institutional/comm. Memory on nuances of equity work and excellence.
* Equity Training
	+ Share documents, referrals, tools, and best practices across the CTC system
	+ Create a planning structure
	+ Think Tank
	+ Caseworkers

## Turnover/New Hires

* There is a high turnover of VPs and other leaders in the CTC system, especially leaders of color.
* There is a need to increase training and onboarding for new VPSS. It is difficult for a new VP to know or feel safe to share. There should be more networking and teambuilding in order to create group norms and a feeling of safety.
* The onboarding for new VPs is not very effective despite good intentions.

## Guided Pathways

* How does WSSSC integrate and evaluate pathways. There is a demonstrated need to work to remove roadblocks and create momentum to move Guided Pathways forward.
* How does WSSSC go more in-depth on enrollment, progression, completion and highlight case studies and best practices?
* How do we focus on student success more and student behavior less?
* Adult reengagement summit – Ready, Set, Grad
* Create a Guided Pathways Student Services/Success listserv

## Integration of Commissions

* There is a gap between WSSSC and Deans and Directors in terms of participation, role, scope. Would it be possible to invite deans to summer meeting with additional commissions.
* Create a map of the councils’ goals to the commissions’. Where do they align? How can WSSSC focus energy on areas that align? Identify objectives that do not meet primary goal and set those aside for later consideration.
	+ Get clarity from WACTC on key deliverables they specifically expect from WSSSC
	+ With SEM – as system how are we targeting enrollments, what collective work can we do with OSPI and districts to clarify our value proposition
* Strength liaison model with the councils
* Keep raising issues regarding diversity and attempting to engage WSSSC and Executive Board Members. Look for ways to evaluate concerns and provide support for councils, especially WSSSC.
* Study/Research organizational structures at CTCs and recreate/re-organizations that change for VPSS to Dean. Discuss or messaging to WACTC? HRC?
* Hosting/membership support for SBCTC and troubleshooting any issues, hosting document storage for leveraged sharing – so it may grow.

## Work Plan/Mission Stuff

* How do we have more uniform assessment and capture best practices?
	+ More focus on success pieces – how we advise, how we successfully retrain
	+ More deliberate focus on compliance
* We have focused the WSSSC Work Plan
	+ Centralize the work plan activities/spend more time at WSSSC on the work plan and use the plan to drive the agenda (i.e. deep dives, more professional development).
	+ Do less “nice to have” work in favor of core deliverables focus.
	+ Less consent agenda, more uncomfortable conversations – ex. equity
* Resource – a group (or individual at first) to gather information and assemble it in a meaningful way.
* Enrollment (people with resp., those let go).
* WSSSC members expressed a willingness to…
	+ Volunteer my time to assisting getting commission work done
	+ Assist with keeping the commission on task
	+ I can help construct (or edit?) WSSSC agendas looking to centralize core areas of enrollment, retention, completion, and inclusion.
	+ Willingness to “share” and/or help coordinate tasks/meetings/etc
	+ Collaborate to establish group norms for WSSSC
* Help “interrogate” processes and policies to effect change
* We need support for – forum for real discussions/action plan – more than glossary discussion
* WSSSC needs to put actions to words. United – support looks like (politics aside)

## Other

* Spread too thin, focus our energy.
* Technology and phased implementation of ctcLink will be a challenge
* Resources of time, personalizing the data
* Generative time during meeting – to create content
* Informational, not general – create more space to be general
* Get back to basics
* Intentional “interrogation” regarding policies, process, structure, and system. What might we imagine differently? Changes to practices/processes lead to behavioral changes, lead to cultural changes. Emphasis that hard, difficult work to challenges the status quo beyond discussion to action must occur before we are able to expect cultural change that will be sustained. Why is the commission/council structure hierarchical? What do we meet in silos?
* Challenge compliance
* Need more navigators/case workers
	+ For this we need money – earmarked, committed (see California)
	+ Need clear delineation of roles (what is advising? Is there a piece that belongs to faculty, a piece that does not)?
	+ Need support in CBAs
* Would be helpful to have a listserv archive that is organized by theme (these are examples, not necessarily correct taxonomy)
	+ Enrollment
	+ Grant opportunities
	+ Suicide prevention
	+ Guided Pathways
	+ Inclusion best practices
* Building skills in relation to change management (includes leadership building/equity/inclusion)
* As a system, I think we need to have/develop a stronger voice, advocate for our student/staff
* Dedicate time at WSSSC gatherings to develop skills vs focus on only transactional/hot topic issues
* Conference planning – how can we bolster our office and/or bring others to the table to develop a conference/event in a more deliberate fashion
* Strategic Enrollment Management Team
	+ Address system wide enrollment challenges
	+ Team of change agents to work together
* Time for teamwork and research commitment from teams to come together to tackle challenges and develop creative solutions
	+ With SEM – as system how are we targeting enrollments, what collective work can we do with OSPI and districts to clarify our value proposition