

Presidents Equity Task Force

Meeting: July 23, 2020

Preparations:

- Take the Implicit Bias Test: <https://implicit.harvard.edu/implicit/takeatest.html>
- Send Emily your list of current activities and whether they fit with the short, mid, long term goals of PETF
- Invite a student to join us
- Let Emily know if you want a copy of the common read

Meeting Agenda:

- Meet and Greet Students and Members (Implicit Bias)
- Review List of What's Going On and Classify by Goal
- Identify PETF Goals/Actions: (data/college strategic equity goal?)
- Plan for Student/Employee Focus Group(s): Sukey ABE Students, Charlotte SSS Students

Links of Interest:

- Center for Urban Education: [Equity Score Card](#); [Equity Mindedness Model](#)
- [Aspen Institute](https://www.aspeninstitute.org/about/): <https://www.aspeninstitute.org/about/>

Task Force Goals: Make the Campuses Feel Welcoming and Accessible

Task Force Goals	
Immediate Goal	<ul style="list-style-type: none">• to ensure positive relations exist between our campus police and our students
Shorter Term Goal	<ul style="list-style-type: none">• to begin to enact a learning environment that promotes dialogue about equity and ensures that all members of the community feel like they belong even as we grapple, together, with appreciating difference
Longer Term Goals	<ul style="list-style-type: none">• to focus on increasing access and equity for historically underserved students, faculty and staff• to work on closing any equity gaps in student outcomes• to improve campus climate for all members of the community

Five Obstacles That Stand in the Way of Equity: (from Center or Urban Education)

- **Not knowing how to talk about race**, not knowing how to make racial equity operational, and not understanding that racial inequity is a product of racialized structures.
- **Not setting goals by race and ethnicity**, not establishing racial equity indicators, and not reporting racial equity outcomes routinely.
- **Not having a strategy to engage institutions in the adoption of racial equity benchmarks** and a plan of institutional transformation.
- **Not having a set of racial equity best practices** to implement systemically.
- **Not having the know-how and procedures** to assess the ways in which policies, practices, and initiatives undermine racial equity.

Random Notes from July 9, 2020 Meeting

Present: Ewell, Clint Ryan, Diane Ruddell, Mike Waldenberger, Suzanne; Winters, Andrew; Raygoza, Lisa; Dunnigan, Charlotte ; Rhodes, Bradi; Payne, Tyran; Monahan, Jerald; Payne, Gwen; Davies-Sloan, Amber

Absent: Jenkins, Rodney; Bohrman, Thatcher; Mcgee, Jasmine (student); McCormack, Jennifer; Jacobson, Jennifer; Rhine, Lisa ;Martinez-Sandoval, Yvonne

Respect Campaign

1. Welcome/Safer Campus: Making sure we have people on campus that POC can speak to and feel believed.
2. Mentor/Matching??? Program – Monthly Meet and Greet with students and employees of Color to discuss campus issues.
3. Monthly Book Club – for employees, start promoting discussion of race and ethnicity and education. Laura Cline and Mark Frederick are chairs. Books:
 - White Fragility
 - So You Want To Talk About Race
 - Between the World and Me (Coates is author)
4. Teaching and Learning Committee: Gino Romeo. Looking at incorporating diverse elements into curriculum; insuring teaching policies and practices support all students.
5. Common Read and Ethics Panel

YC PD:

1. Focus on Campus Safety Function (rather than policing) – save environment for student success.
2. Website Revamp to show pictures of police engaging with students
3. Joint video message at the beginning of the semester (Ty and Jerry)
4. Student Campus Citation Appeal Committee
5. Training for Start by Believing and Mental Health First Aid
6. Creating environment where people feel comfortable coming forward. Sit down and talk.
7. Outside community investigation board (on hold)

Employee Engagement:

1. Hispanic initiative support in recruitment with the goal of increasing applicant pools
2. Employee Engagement survey results
3. Outward Mindset Training
4. Training on De-escalation and more training ability
5. Tie Equity into Performance Review

6. New Employee Orientation (tie in history)

Ideas:

- Acknowledge YC History before Campus Events as a practice (honor the Yavapai Tribe Gift)
- Purchase Name Coach – so we know how to pronounce names and preferred pronouns
- Dialogue with students
- Syllabus message
- College Safety on Tania's Student Service website
- SSS Club and Book Discussions
- ETS get into the high schools
- Implicit Bias Training
- Balanced conversation – all divisions in instructional affairs
- Look at Urban Education Frameworks
- Send out regular updates to PETF on what is going on; accomplishments
- Create website
- Develop organizational commitment statement
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