



TACOMA COMMUNITY COLLEGE  
BOARD OF TRUSTEES

6501 South 19<sup>th</sup> Street  
Tacoma, WA 98466

BOARD SPECIAL MEETING  
Wednesday, November 20, 2019  
3:00 pm – 4:00 p.m.  
College Board Room, Building 12

BOARD SPECIAL MEETING  
November 20, 2019  
Minutes

**Board Members**

Liz Dunbar  
Lois Bernstein  
Pat Shuman  
Bob Ryan

**Administrators/ Staff / Guests**

Ivan Harrell	Patrick Brown
Angelique Odom	Judy Loveless-Morris
Lon Whitaker	Char Gore
Olga Inglebritson	Dolores Haugen
Judy Loveless-Morris	Natalie Boes
Jennifer Fountain	Pattie Hermoso
Nora Price	Krista Fox
Rachel Payne	Chris Soran

**I. CALL TO ORDER**

Liz Dunbar

- a. Board Chair Dunbar called the meeting to order at 3:00 pm.

**II. EQUITY, DIVERSITY, INCLUSION**

Judy Loveless-Morris

This collaborative work to ensure that we are creating equitable situations for our students. In the future EDI will become synonym

Framework becoming a DEI scientist and not a judge: taking care of students is why we are here but if we do not work together well than how can we best support our students.

**EDIC:** council working to institutionalize our operational language:

**Equity:** this is not the same as equality; this is providing students what they need where they are. Important that this is how we support all students.

**Diversity:**

Collective or group. A candidate can add diversity to our campus but they are not the diversity. Want to be able to call out who is here and who is missing

**Inclusion:**

What is our responsibility in the institution? Just because we focus on diversity does not mean that equity and inclusion and automatic byproducts.

These terms are important to one another but also distinct.

**Becoming an EDI scientist not a judge:**

Edi Judge	EDI scientist
Dichotomous thinking	Be curious and ask questions. Compassionately curiosity –seek to understand with respect and empathy while also finding a solution.
Has ridged evaluation	Innovative
Punitive: don't want to be woke police. We will all make mistakes but we need to	Humility: also ways seeking what we can learn
	Drive to find out what is revealed by the data. Us the data and information to move forward and have conversations. – we need to be patient with our data and give it time.

**Trustee Dunbar** emphasizes the importance of data in moving forward in this work. Base line data but really measuring how we are moving forward.

**Areas of focus**

- **Training and technical support:**
  - working with MAC- outreach and increase presentation of marginalized populations mac as a sounding board
  - EDIC- Priorities: develop best practices for culturally responsive practices, work with hR, specific populations: LGBTQ+, STEM, Justice Involved, Poverty, First-gen, Affinity groups, Institutional training needs and common language. This is an action committee and open to join
  - Assessments: this help to understand the larger scope of what issues may be happening on the campus. This will help to determine needs, support, and how we measure going forward so that we can correct when needed.

**Assessment: how can the board help? Where are we at?**

**Dr. Loveless-Morris:** gave board EDI self-assessment tool. Dr. Harrell asked if this is something to work on in summer. Possibly do this self-assessment again

**Data:**

- **Strong IR department**
  - Increasing the number of students who report their race and ethnicity. Trying to figure out why once CTC Link was implemented students were not reporting.
  - Creating a centralized process for retrieving EDI related data.
  - Produce regularity: quarterly fact books and annual report with score card. Create transparency and report.

**Landscape & challenges: what are specific and unique challenges? Who are we?**

- People are ready to engage in this work
- Great work and need to capitalize on that
- Similar to national trends
  - Persistence and achievement vary by pop status
  - Employee demographics do not reflect the community
- Specific
  - Need to measure and evaluate our EDI efforts
  - Need to be build

**III. REMAKES**

**Dr. Loveless-Morris:** Gave trustees prompts and information for them to look over on their own time. Ways for them to integrate EDI practices in their work every day.

**Dr. Loveless-Morris:** Hoping to have a campus wide training. Will have a January training Jan 10<sup>th</sup> & April 10<sup>th</sup> 8am -1:30pm. BOT can attend so they can see what is happening on campus so they can share that information and continue with their own work to reflect that.

**Dr. Harrell:** There are a lot of people who are ready to have these hard conversations but sometimes people still ask why this is important. He attended the discussion Judy hosted for the staff that attended FSOCC- we have faculty staff and students who are not having the best experience here for an array of reasons. If those community members are not having great experiences then it needs to be part of our everyday work to fix this. BOT and campus are all part of making this happen. BOT is responsible for keeping us accountable.

**Dr. Loveless-Morris:** These conversations are open

**Dr. Harrell:** This work is hard and there may be times they hear of people wanting to push back but we need BOT support to share why this is so important. That is why it was shifted to the first outcome in the strategic plan.

**IV. ADJOURNMENT**

There being no further business, the meeting adjourned at 3:43 p.m.

**Interpreters for people with hearing impairments and Braille or taped information for people with impairments can be provided. Please contact Angelique Odom, Office of the President at 6501 South 19<sup>th</sup> St., Tacoma WA 98466; Tel: 253/566-5136; Telephone Device for the Deaf TDD) 253/566-5139; or e-mail: [aodom@tacomacc.edu](mailto:aodom@tacomacc.edu).**