

CTL Diversity Minutes, Aug. 12, 2005

Present: Lisa Garcia-Hanson, Candy Cleary, Kathleen Barlow, Minerva Caples, Cory Gann, Don Woodcock, Rebecca Bowers.

Next Meeting: Sept. 30, 2pm.

Agenda Item 1. Membership of the committee was reviewed and confirmed. A membership list will be sent to Dean Bowers and will constitute the committee for 2005/2006. There will be an election of chairs at the Sept. meeting.

Agenda Item 2. Dean Bowers announced that there is \$1000 dedicated to the start up of a Center for Cultural Literacy to be housed in the Ed. Tech. Center. This will be a collection of resources and material in the areas of multiculturalism, diversity, equity, and social justice. Items will include children's literature (English and other languages), scholarly books and journals, data bases, and dedicated technology. It is conceivable that material will rotated to University Centers as well. Work on this collection can potentially be weaved into the larger ambitions of the Institute for Cultural Responsiveness.

The following action steps were suggested:

- 1) a system be put in place to create an inventory of what is already on hand in the library, the Ed. Tech Center, and other venues.
- 2). Appropriate departmental divisions be solicited for input and recommendations, such as the Reading faculty, Bi-lingual TESL, ECE, etc.
- 3) Resource lists and catalogues be accessed. The WAEYC Conference (Oct.) Culturally Relevant Anti-bias Resource Room contains extensive examples of just this kind of material.

The Committee expressed appreciation and enthusiasm for this idea and start-up funding.

Agenda Item 3. The genesis of an Institute for the Study and Development of Culturally Responsive/Relevant Education (ICRRE) requires seed money accessed through grants. Important contacts are Julie Guggino (Graduate Studies Office of Research) and Roger Fouts (Director of Research). In addition, there is a search on for a position in the CEPS Development Office. One function of this office is to seek financing for special projects, and the Institute is one such project. A suggestion was put forward that Julie Guggino and Roger Fouts be invited to a Diversity Committee meeting. In order to get funding for the ICRRE there needs to be a design. Discussion ensued as to whether it would now be the charge of the Diversity Committee to undertake shepherding the ICRRE through start up and into reality. Was that the role of this committee? Dr. Bowers invested the Diversity Committee with the charge of getting the ball rolling to establish an ICRRE. However, this is not meant to be an overwhelming burden. A skeletal design will allow the Graduate Office to move forward with grant applications and a money search. Getting a design process in motion will be on the Sept. agenda. Dr. Bowers will communicate with Roger and Julie to establish Dean support for the project.

Agenda Item 4. Recruitment of a diverse TEP student body falls under the auspices of the Admissions Office and Mike Reilly. There is no prohibition on taking affirmative steps to create interest in teaching and in CWU in minority communities. The Certification Office will become more active in recruitment for diversity. A new hire will be under way and this job description will include specific diversity functions in line with Heeding The Call (HTC) recommendations. It was suggested that the newly hired individual be given a copy of the Diversity Committee document. It was moved and passed that the Diversity Committee shall request that the new staff person, when hired, will be a standing member of the Diversity Committee.

There will also be a search for a Director of Field Experience. It is important that this position be involved in outreach at the district and building level, and that this individual provide leadership for field faculty to be active in school district recruiting partnerships. A coordinated effort among TEP representatives in the field can accomplish HTC recommendations which address presence in and contact with high schools and high school academies. It was recommended that field faculty be familiar with HTC.

Agenda Item 5. Diversity requirements in the General Education Program. A discussion ensued regarding the General Education Committee report (issued last spring), HEC Board position on credits to graduation, and the status of cultural competency recommendations such as those emanating from The Diversity Council. A serious problem is that the community college system does not require cultural competency as part of the AA program. The development of a new DTA especially for education students is fertile ground for inclusion of a diversity requirement.

The HTC recommendation is that there be prerequisites to enrollment in EDCS 431. Should The Diversity Committee be lobbying for cultural competency to be met by an admissions requirement to TEP, or by the fulfillment of Gen. Ed. multicultural and global education classes?

One other intriguing option that was discussed is the revamping of The Pre-Autumn Experience to have a central focus on working in diverse communities.

It would be propitious to include a response to the General Education Committee report on the agenda in the near future.

Possible agenda items:

Fashioning a design for the Institute

Formal request that Certification staff member join the Diversity Committee.

Invitation to meet with Julie Guggino and Roger Fouts

Diversity Committee involvement in job description development for Director of Field Experience.

Development of a proposal for diversity requirement as part of TEP admissions.

Next Meeting: Sept. 30, 2pm. Room to be announced