

Inclusivity & Diversity Committee

April 2, 2019

11:00 AM – 12:00 PM

Present: Anne Cubilie, Kandee Cleary, Bobby Cummings, Walter Szeling, Grace Ke (online), Jeff Dippmann, Jonathon Henderson, Sharon O'Hare, Jenny Duchaine-Berkas, someone else out of Lynnwood, Daniel Beck, Mishel Kuch (online), Sarah Scott.

I. Diversity Awards

Congratulations to recipients of diversity awards: Sam Gutierrez (student), John Haroldsen (alumni), Teresa Devine (faculty), Jason Berthon-Koch (staff) and Natalia Thomas (staff), Jen Stuart (community) with honorable mention to Rolf Williams at Jerrol's (community member).

Kandee will send thank you email to selection committee on behalf of IDC.

Ijeoma Oluo is keynote. Event is at 5:30 on May 8. Sarah will send invitation with ticket link to committee.

II. Patriot Prayer on Campus

Upcoming Friday and Saturday will see rallies on campus led by Joey Gibson, a political activist and founder of "Patriot Prayer." Group is focused on 1st 2nd 4th Amendment rights. Aim is to motivate Kittitas County to become a sanctuary for gun rights.

Identified by Southern Poverty Law Center as a far right group, but not a "hate" group. Others may join that are associated with "hate" groups, (i.e. Proud Boys). Though the latter is not expected to come, there may be some mobilization of local interest.

Some faculty and staff do not want some students to come to campus and are themselves afraid to come to campus due to fear of violence.

The group is not allowed to be armed while on campus. University and city police have developed a security plan including heavy police presence.

Best approach to group would be to ignore them, don't engage, don't interact. Don't provide attention. Patriot Prayer is known to be provocative and then say their First Amendment rights are being violated.

Kandee expects a student counterprotest, and she will discuss strategies. Kandee suggested alternate programming to Abby at DEC. FASA is planning to hold activities at the same time. Ginny Blackson has offered space in the library for alternate activities.

III. For the Good of the Order

Farmworkers Week – Panel in SURC Pit on Thursday at 1:00 pm, featuring Eduardo Chavez, Cesar Chavez' grandson. A celebration will take place Thursday in SURC 137 at noon through the afternoon.

Thursday is the arrival of first CAH dean candidate.

Saturday, April 27 is an all-day women's leadership forum with the CLCE for students. Sponsored by a non-profit foundation that supports young women and encourages them to consider entering politics. Deputy Mayor of Yakima coming in as keynote, as well as other female local elected officials. Applications due Friday.

Kandee is going to ask for the diversity committees in each college to come with a five minute presentation in May. Ask deans to share their diversity plans with their committees. Then committee members come talk about activities. It would be helpful to hear about what the other divisions are doing; divisions are not being held accountable.

Plans and outcomes?

- Ask VPs to be accountable and provide a report.
- Change from top down is not effective.
- Committees are a way to be more effective.
- Leadership and change implementers both need buy-in.
- Strategy vs. Action.
- The role of HR, Pres Office, even Facilities needs to integrate and not "add on."
- Best practices: Ideal candidates for the faculty positions demonstrate whether someone can teach something to people who are different than themselves.