

FACTC Fall Retreat / meeting at Dumas Bay Centre

October 6-8, 2017

Retreat: Diversity, Inclusion and Equity

- In attendance: Faculty from across the state
- Facilitated by
 - Soraya Cardenas, Cascadia
 - Finding out starting point
 - Student panel
 - Telling our stories: when was a time you felt that you had been treated unfairly
 - Debra Jenkins, Clark College
 - Bringing Our Developmental Selves to the Work of Dismantling Power, Privilege and Inequity as Strategies for Enhancing Institutional Climate and Organizational Change
 - Katz Teacher Development Stages
 - Developmental Framework Reflection
 - Start where you are, but don't stay there: Understanding diversity, opportunity gaps, and teaching in today's classrooms – HR Milner, IV
 - Things to think about
 - Typical guidelines for workplace meetings that increase inequities
 - "I" statements not universally valued
 - "Challenge ideas not people" – for some, the loudest has the floor
 - Robert's Rules of order: 1886 by/for white men
 - The oppressed sees oppression in oppressor and selves
 - Shift the center by utilizing various repertoires of engagement to allow people to be their true, authentic selves
 - Critical Moments, Diane Gillespie, UW, Emeritus Prof and Tina Young, Interim Chief Diversity & Equity Officer, SCC
 - Work based on grants and intensive support, facilitation in mid 90s
 - Various faculty at retreat interested in using materials and perhaps writing more
 - Dianne not sure all are relevant to today
 - Critical Moments are case studies of successful students...and stories are of 'critical' moments or hard times