

Inclusive Excellence Team Meeting

Monday 14 April, 2025

Meeting Time: 11:00 a.m. - 12:00 p.m. | Location: Memorial 324

- **Acknowledgements and Recognitions**
- **Division Updates**
 - Hosted [LADO](#) last week (Liberal Arts Diversity Officers Consortium), April 6-9
 - [First of three](#) Northwest ADA Center sessions hosted
 - First NCORE pre departure meeting yesterday
 - IE Awards and Recognition Ceremony held on April 3, 2025
 - Family Connections *Commencement Edition* - seven applications to review
- **Equity and Compliance Updates**
 - Working with other campus stakeholders to align TIX policy with cultural values and making it legally sound; conversations around how this policy is related to and how it should look like in relation to other policies and codes. Goal in bringing folk together is to create legally sound and culturally intelligent policy
 - Led final TIX training of 2024-25 last week (#26); so many trainings because recognize getting training information out there is critical and can't discount presence as a strategy for cultural shifts
- **Identity and Belonging Updates / End-of-Year Events**
 - SEX WEEK coming up: Cheyenne Taylor Jacobs and other events; Queer Love Healthy Vibes workshop w/RVCC on Wednesday (full line up >>>)
 - Shelby took seven students to QTSOCC in Portland.
 - SDIB: Student groups being reimaged for next year; GAIC Director Search ongoing; Staff of Color retreat rescheduled for May 14th
 - RSL - Passover, Easter, Holi, Bahá'í a lot of high holy days
 - May 6th - Lav Grad - CTUIR representative will/might open space with song or prayer; approx. 20 students registered so far; working with Comms to fabricate photo backdrop; reception afterwards catered by Bon App
 - May 15th - Stole Ceremony - 25 students signed up currently; have general stoles, need to order culturally specific stoles; Jeanine Gordon has provided contact for CTUIR vendor for stoles
 - Baccalaureate - finding contributors; a lot of 'yes's' but need a little more follow-up; working on securing keynote speaker
- **Budgets and ChromeRiver**
- **Campus Activism**
- **Assessment and Annual Reporting**
 - Student testimonials
 - Instances in which data is informing program adjustments

Upcoming Calendar Dates

- 4-18-25 IEC Meeting
- 5-6-25 Lav Grad
- 5-7-25 BOT (May 7-9)
- 5-15-25 Intercultural Excellence Stole Ceremony
- 5-16-25 IEC Meeting
- 5-25-25 Commencement
- 5-27-25 NCORE (May 27-31, 2025)

IE Inclusive Excellence Plan

Resources pertaining to the *Diversity and Inclusion Matrix Plan* can be found in the [IE Digital Handbook](#).

Communications

The [IE Whitman Today schedule](#) and Area Updates info and deadlines can be found on the [Division Communications page](#) of the IE Digital Handbook.

Staff Vacations/Absences

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Next Team Meetings

- Tuesday, May 13, 2025 @ 9-10AM (Memorial 324)

Inclusive Excellence Team Meeting

Wednesday 12 February, 2025

Meeting Time: 3:00 p.m. - 4:30 p.m. | Location: Memorial 324

Guest - President Sarah R. Bolton

1. Check-In

2. Area Updates

a). Identity and Belonging

- IC supporting P&P next week
- IC supporting 2/26 DISCO Event - film screening at Powerhouse Theatre
- RSL Adam just returned from Association for Chaplaincy and Spiritual Life in Higher Education (ACSLHE) annual conference
- RSL Ramadan starts 2/28 - very active engaged student leadership - lots of logistics for Iftar and travel to TriCities Mosque. Concerns around infrequency of Hallal meals at Cleveland Commons
- RSL Two Muslim interfaith scholars coming to campus early March (sponsored by Student Life), with support from Adam (dinner prior to a lecture) for Interfaith dialogue facilitation
- SDIB Dragtastic went well; LGBTQIA+ newsletter/programming; Q&A sessions coming up

- SDIB Third Space BSU, WASA, WOCV doing great job of programming this month - provided Black History Month events overview
- SDIB acknowledged Tebraie's work with P&P student leadership and all of the logistics around next week's symposium
- LGBTQIA+ news encapsulated in this month's newsletter
- LGBTQIA+ Undead Voices - 3 weeks of free voice coaching and a little cohort (March 31st); once finished they'll receive 1k grant that they can put towards continuing services with this organization

b). Equity and Compliance

- Faculty Trainings - two more to go, good numbers - have now trained over 402 staff and faculty with about 112 to go (virtual trainings for remote and sabbatical participants)
- Other opportunities to create education for student populations and groups - International Students (new Asst. Dir. ISSS just started...), collaboration with SDIB specifically to our Division's student workers as well as to the population who have identities as brown and black folk (the folks that the Third Space Center would be centering...); training geared to them.
- Also working on Year Two of the Culture of Respect. Last year's focus was a discussion the issue and doing self-assessment; this year we begin to start applying the recommendations made to us by the CoR, and hopefully by the end of 2025 we will have something to show for it and the united collective will to continue the good work.

c). Inclusive Excellence

- Nominations are now open for IE awards - please remember to submit nominations and spread the word
- BOT last week - we'll see what comes out of it, there are a lot of things being explored - post-Board Forum yesterday and tomorrow
- HEDS Presentation last week; NACCC student survey launching later this semester
- NW5C Faculty of Color Retreat in Portland at end of semester
- PPR final touches
- LADO Conference in April
- AHEAD Webinar Series out
- Parking & Accessibility Webinar
- Faculty NACCC data will be shared next week at faculty meeting
- Amanda Nguyen March 11 - Third Space Speakers Series event
- ACUE Quick Courses on offer

3. Assessment

- We are going to figure out how to operationalize our work
- Video Simon Sinek TEDx - *The Why*

Upcoming Calendar Dates

- 2-20-25 Power & Privilege Symposium (programming February 18-20, schedule here: <https://tinyurl.com/5n8dj9xp>)
- 2-21-25 Know Your Rights Workshop hosted by [Colectiva Legal del Pueblo](#)
- 2-27-25 Amplifying Voices of Disability
- 2-28-25 Posse Plus Retreat (February 28 - March 2, 2025)
- 3-11-25 Third Space Speakers Series: Amanda Nguyen

- 3-12-25 Nominations for Inclusive Excellence Awards deadline (rolling deadline)
- 4-3-25 Inclusive Excellence Awards and Recognition Ceremony
- 4-6-25 Liberal Arts Diversity Officers (LADO) Conference @ Whitman College, April 6-8, 2025
- 5-7-25 Lav Grad
- 5-23-25 Intercultural Excellence Stole Ceremony
- 5-25-25 Commencement
- 5-27-25 NCORE (May 27-31, 2025)

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Staff Vacations/Absences

- Natasha Out of Office (afternoon of Thursday, February 13 & all day Friday, February 14)

Next Team Meetings

- TBD

Inclusive Excellence Team Meeting

Tuesday 28 January, 2025

Meeting Time: 10:00 a.m. - 11:30 a.m. | Location: Memorial 324

4. Temperature Check: Who takes care of the caretakers?

5. Area Updates

- a). Identity and Belonging
- b). Equity and Compliance
 - Trainings
 - Policy Updates
- c). Inclusive Excellence

6. Equity Talk to Equity Walk

7. Contracts and Negotiation

8. Event Language

9. HEDS presentation next Friday

10. Budget management

May adjust FY26 allocations- right now our contribution to the savings effort is entirely Division Discretionary budget (\$25K)

11. Assessment

LOOP embeds standards of high-quality assessment: (a) SLOs are clear, measurable, PSA-specific, and aligned with divisionwide learning goals; (b) assessment methods and measures are sound, appropriately tailored to the activity specific SLOs being assessed, employ direct observational methods when possible, and yield evidence with decision utility; (c) PSA-specific assessment results are used to inform areas of strength and improvement, as well as resource allocation decisions; (d) changes made through the use of assessment results are documented; (e) the full complement of PSAs are assessed on an ongoing basis; and (f) SLOs and assessment methods and measures are routinely assessed for appropriateness to the programs or activities being assessed.

Announcements/Reminders

Upcoming Calendar Dates

- 2-3-25 Black History Month Event - *Bridging the Past: A Conversation on History, Healing and Hope*
- 2-4-25 *Our Neurodivergent World: Neurodiversity and Neurodivergence on the Modern College Campus*
- 2-5-25 BOT January 5-7, 2025
- 2-7-25 Campus Climate Summary Presentation
- 2-11-25 NCORE gathering
- 2-20-25 Power & Privilege Symposium (programming February 18-20, schedule here: <https://tinyurl.com/5n8dj9xp>)
- 2-21-25 Know Your Rights Workshop hosted by [Colectiva Legal del Pueblo](#)
- 2-27-25 Amplifying Voices of Disability
- 2-28-25 Posse Plus Retreat (February 28 - March 2, 2025)
- 3-11-25 Third Space Speakers Series: Amanda Nguyen
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- 5-7-25 Lav Grad
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Staff Vacations/Absences

- John Out of Office - 5-7, 2025 (BOT)
- Natasha Out of Office - February 13-14, 2025

Next Team Meetings

- Wednesday 12 February, 2025 (2:30pm-4:00pm, Memorial 324)

Inclusive Excellence Team Meeting

Wednesday 18 December, 2024

Meeting Time: 3:00 p.m. - 4:30 p.m. | Location: Memorial 324

Guest

Transitioning to Non-Exempt Employee Status - Cara Setchell, Associate Director of Human Resources

- The Whitman 40-hour work week is from Sunday to Saturday
- Adjust hours - i.e. one day 9 hours worked, next day 7 hours worked - accurately log hours in timesheet to reflect this
- Comp time is illegal in the private sector
- Any hours over 40 in one work week will be paid time-and-a-half
- There will be unforeseen instances which will accrue overtime hours - but we need to try to limit our "overtime exposure"
- Conference travel / travel time: "Is my time being restricted in any way by or for the college?"
- Flexibility within a pay period, i.e. Holidays... Labor Day, etc.
- "Hours paid" sick days/vacation days
- We try to avoid self-directed hours and schedules

Weekend Hours - going to supermarket on the weekend to get student food... how to manage those hours?

Team Check-In

Check-Ins

Updates

- 1) Dr. Johnson shared *Looking Ahead to Spring 2025* google doc which will be WT entry... tomorrow:
https://docs.google.com/document/d/1Lo8aUu_-q7GTxlo4qss7UgTLfIS58PgFUU2hcdIDnQ/edit?tab=t.0
- 2) External review for the Division conducted 8-9 years ago (during which time the Intercultural Center was the apparatus). Will share with team.
- 3) NADOHE may conduct our 2026-27 review?

Reminders

We would like to receive Quarterly Reports (July 1 to Dec 1) by **December 16th**

Open Discussion

Assessment - intentionality, discussion of the kind of approach we want to take (will discuss next semester); will be doing a lot of self-study stuff between now and 2026, which will set us up well for external review. Policy paper that Dr. Johnson shared was a good source for the "why." Assessment data, climate data, student outcome data... The clearer our data reporting is, the stronger our position is, the more we can justify resources.

Bon Appetit / Catering Exempt Spaces

Announcements/Reminders

Upcoming Calendar Dates

- January 15 - Community Learning Days
- February 20 - Power & Privilege Symposium
- February 28-March 2 - [Posse Plus Retreat](#)
- April 3 - Inclusive Excellence Awards Ceremony
- March 11 - Third Space Speakers Series
- May 7 - Lav Grad
- May 23 - Intercultural Excellence Stole Ceremony
- May 25 - Commencement

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Communications

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Staff Vacations/Absences

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Next Team Meetings

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Inclusive Excellence Team Meeting

Wednesday 6 November, 2024

Meeting Time: 8:30 a.m. - 9:30 a.m. | Location: Memorial 305

Agenda

Check In w/ folks and revisit Community Agreements

Talk a little bit about Budget stuff

- Dr. Johnson will most likely submit a Budget Initiative Proposal (BIP) for the Identity & Belonging Unit
- Muslim student community - prayer room conversion and bidets

Hear a little about the pulse of the students

- Closing of the GAIC; appreciating Third Space Center space; still some questions around this? John and Jeff met with a group of students.

- Immense amount of skepticism and distrust with the Administration (questions remain after explanations offered could be a sign of this; perhaps affecting attendance at institutionally sponsored events, i.e. Third Space Center). Students perceive themselves as being disempowered; misdirected toward Senior Leadership.
- Dr. Johnson considering holding open office hours the week after the Board
- Student pushback; developmentally, destabilized, disenfranchised... seeking empowerment in the microcosm to effect change; resistance.
- Resource center - safety for students to come to staff with unfiltered rage; system they have to navigate, the timeline of an institution takes a lot of labor, critiques to leadership not as an individual but an institution - that we meet them with the feedback and the right expectations

Spend some time discussing Title IX in the news

- We've never had this many TIX trainings on campus in one semester in the college's history; we're educating the campus and continuing that work
- Biggest stressor coming from info being shared about SVP and response here on campus; manifesting through the quiet sense that CB gets from engaging with students that whatever has been done in the past couple of years to get us on the right track is just not enough. Heard. Feels difficult. Unsafe, recently.
- Two recent articles in The Wire

Hear a little about the GAIC relocation

Discuss the likely upcoming BOT protests

- Dr. Johnson spoke to student organizing and planned protests in the lead-up and during the election.

Go through the Whitman Today Schedule (TDOR and P&P coming up)

Talk a bit about the Posse Plus Retreat

We will discuss plans for a focused session on IE Assessment in the future

We will hear/welcome/receive DEIA Education Plan Suggestions

- *Equity Talk, Equity Walk* common read together?

We will hear/welcome/receive IE Yearbook suggestions

- Will produce at end of year, ready to go into 2024-25

Any other topic(s) of interest or concern to the folks

Reminders

Annual Report scheduled for release on November 13th

We would like to receive Quarterly Reports (July 1 to Dec 1) by **December 16th**

Open Discussion

Announcements/Reminders

Upcoming Calendar Dates

- November 8 - First Gen Too! Day
- February 20 - Power & Privilege Symposium

- February 28-March 2 - [Posse Plus Retreat](#)
- April 3 - Inclusive Excellence Awards Ceremony
- March 11 - Third Space Speakers Series
- May 7 - Lav Grad
- May 23 - Intercultural Excellence Stole Ceremony
- May 25 - Commencement

DI Inclusive Excellence Plan

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Communications

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Staff Vacations/Absences

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Next Team Meetings

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Diversity & Inclusion Team Meeting

Monday 1 April, 2024

Meeting Time: 11:00 a.m. - 12:00 p.m. | Location: Memorial 305

Guests

Team Check-In

Updates

Equity & Compliance / Title IX

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Intercultural Center

- *P&P 2025 Hiring Executive Director*
- *Asian Night Market, May 3rd*
- *Intercultural Excellence Stole Ceremony, May 17th, Reid Ballroom*
- *Diversity Affinity Support group*
 - *ASWC vs. Division of Inclusive Excellence manual update*
 - *Share with Cassandre Affinity Group Manual*

LGBTQIA+ Student Services

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Religious and Spiritual Life

- Interfaith Gathering at President's house, Ramadan, Eid, Easter, Passover, Jewish Culture Trip, April 21, Buddhist Teacher, Baccalaureate

Division of Inclusive Excellence

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Agenda

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Open Discussion

Announcements/Reminders

Upcoming Calendar Dates

- April 23 - *Third Space Speaker Series* event
- April 24 - Culture of Respect Site Visit
- May 3 - Asian Night Market
- May 4 - Queer Students of Color Conference, Portland State University
- May 8 - Lavender Graduation
- May 9 - IE Awards Ceremony
- May 17 - Intercultural Excellence Stole Ceremony (RCC Ballroom)
- May 28-June 1 - NCORE 2024

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Staff Vacations/Absences

- Natasha - Tuesday 4/23-Friday 4/26 (back in the office Monday 4/29)
- Tebraie - Friday April 5th; Monday April 22nd - Thursday April 25th

Next Team Meetings

- Monday 1 April @ 11:00AM-12:00PM (Mem 305)
- Wednesday 24 April @ 1:30PM-3:30PM (Mem 331)
- ~~Wednesday 29 May @ 1:30PM-3:30PM (Mem 331)~~ - will reschedule due to NCORE

Diversity & Inclusion Team Meeting
Wednesday 28 February, 2024

Meeting Time: 1:30 p.m. - 3:30 p.m. | Location: Memorial 324

Guests

Team Check-In

Updates

Equity & Compliance / Title IX

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Intercultural Center

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LGBTQIA+ Student Services

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Religious and Spiritual Life

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Division of Inclusive Excellence

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Agenda

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Open Discussion

- Chrome River transition; New *Whitman College Travel & Business Expense Policy*
- Setting up meetings with Yuttanawee “Pure” Buahom - Communications Intern (Social Media), and Charlotte Mugisha - Community Resource Guide

Announcements/Reminders

Upcoming Calendar Dates

- Board of Trustees meetings - today, tomorrow, and Friday
- *Dialogue & Dignity - Nonviolent Communications* (presentation today at 4:30pm in RCC Ballroom; workshops tomorrow)
- Candidate Interviews for Senior Director of Identity and Belonging - Tuesday 3/5 and Wednesday 3/6
- March 9-13 NASPA 2024, Seattle (Student Affairs Administrators in Higher Education)
- March 11-22, Spring Break
- March 27 & 28 - *Dialogue & Dignity - Mindful Communication* (Dr. Ranjeeta Basu, Dir. of the Center for Contemplative Practices, California State University San Marcos)
- March 30 - Dragtastica
- April 5 - Student Life & IE Staff Meeting (8:30am-10:00am)
- April 23 - *Third Space Speaker Series* event
- April 24 - Culture of Respect Site Visit

- May 4 - Queer Students of Color Conference, Portland State University
- May 8 - Lavender Graduation
- May 9 - IE Awards Ceremony
- May 28-June 1 - NCORE 2024

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Communications

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Staff Vacations/Absences

- Natasha - Monday 3/25 & Tuesday 3/26
- Natasha - Tuesday 4/23-Friday 4/26 (back in the office Monday 4/29)

Next Team Meetings

- Wednesday 27 March @ 1:30PM-3:30PM (Mem 331)
- Wednesday 24 April @ 1:30PM-3:30PM (Mem 331)
- ~~Wednesday 29 May @ 1:30PM-3:30PM (Mem 331)~~ - will reschedule due to NCORE

Diversity & Inclusion Team Meeting

Wednesday 20 December, 2023

Meeting Time: 1:30 p.m. - 3:30 p.m. | Location: *Virtual*

<https://whitman.zoom.us/j/97573934042>

Guests

Team Check-In

Updates

Equity & Compliance / Title IX

- Culture of Respect Collective
- Trainings (RAs, NSO, Microlesson)

Intercultural Center

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LGBTQIA+ Student Services

- LGBTQIA+ Space Design January 8th to January 14th
 - Open house 3rd week of the semester
- Trans Week of Empowerment is from March 23rd to March 31st (**IN PROGRESS**)
 - Affirmnoon:
 - Gender- affirming hair cuts (free)
 - Iris has been contacted (12/20/23)
 - Photos (free)
 - Photography Club
 - Gender-affirming fits (clothing closet)
 - Tebraie?
 - GAC interns?
 - Information on HRT and proper needle disposal
 - Safe sex supplies
 - Legal name and Gender Marker change forms/information
- Dragtastica is on **Saturday, March 30th from 7:00 PM to 10:00 PM in RCC (BOOKED)**
 - Community funding/buy-in
 - Collaborating with shops in town and/or building a relationship with them
 - Community Drag show vs Whitman Drag show
- Community Pride Picnic is on **Saturday, April 27th 2023 from 12:00 PM to 3:00 PM on Cordiner Lawn (BOOKED)**
 - Meeting with Jennifer, Victor, and an electrician (hopefully) is set for January 8th at 10:00 AM
 - Planned Parenthood and PPGA are interested in tabling community resources
- Lavender Graduation is on **Wednesday, May 8th** and the time is TBD in RCC (**BOOKED**)
 - Apparently the students have finals that Saturday???

Religious and Spiritual Life

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DEIA Project Specialist

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Division of Diversity and Inclusion

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Agenda

- Accreditation
- Budget
- *Whitman Today*
- Calendar Share
- DEIA Matrix
- Student Employee Positions
- 20% Telework Arrangements

Open Discussion

Announcements/Reminders

Upcoming Calendar Dates

- Winter Break (December 25 - January 2)
- Community Learning Days (January 11 & 12)
- Monday, January 15 - Dr. Martin Luther King, Jr. Day of Celebration and Legacy Walk
- January 24 - Holocaust Remembrance Day
- February 22 - Power & Privilege Symposium

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Communications

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Staff Vacations

Diversity & Inclusion Team Meeting

Wednesday 29 November, 2023

Meeting Time: 1:30 p.m. - 3:30 p.m. | Location: Mem 331

Guest Ijeoma Oluo was hosted at this team meeting; colleagues from Student Affairs joined the IE team for a discussion of current campus climate and coordinated responses.

Diversity & Inclusion Team Meeting

Wednesday 25 October, 2023

Meeting Time: 1:30 p.m. - 3:30 p.m. | Location: Mem 331

Guests

Team Check-In

Updates

Equity & Compliance / Title IX

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Intercultural Center

- *Living Room Conversations, Thursday @ GAC*

- *Film Screenings, Fri @ GAC and Mon in collaboration with BSU, Reid G02*
- *Dia De Los Muertos Ofrenda, Mon 10/30 - Fri 11/4*

LGBTQIA+ Student Services

- Upcoming Programs/Events
 - Asexual Awareness Week from October 22 to October 28
 - Tabling in Reid on Wednesday, October 25th from 4:00 PM to 5:00 PM
 - Ace Craft Night and Discussion on Friday, October 27th from 4:00 PM to 6:00 PM
 - Intersex Awareness Day on October 26
 - Social media post
 - LGBTQIA+ Meet and Greet Wellness on October 31 from 3:00 PM to 5:00 PM
 - You will want to stop by my office *TRUST ME*
 - Cookies and Controversy (Perceived Power and Gender Roles in Queer Relationships) on Nov 2 from 7:00 PM to 8:00 PM in Prentiss Hall
 - Clothing swap collaboration with the Whitman Clothing Closet on November 3 from 1:00 PM to 4:00 PM in front of Cleveland Commons
 - Homo for the Holidays facilitation and discussion with/by Adam on November 14 from 4:00 PM to 6:00 PM at the GAC
 - How to Navigate Grindr in a Small Rural Town/Campus discussion/workshop on November 15 from 3:00 PM to 5:00 PM in Lyman
 - QConnect is Wednesdays from 12:00 PM to 1:00 PM (except today) in the Lizzie Murr conference room
- Campus Committees
 - Campus Sustainability Launch
 - Inclusive Excellence Council
 - New Student Orientation
- Campus Engagement
 - [CulturaQueLadra](#): "Between Cholxs and Punks"
 - eQuality Community Convening summit for LGBTQIA+ youth and young adults on October 26 from 10:00 AM to 3:00 PM
 - Chola and Negra Fiery Intimacies on October 26 from 5:30 PM to 6:30 PM
 - Final Rocky horror meeting on October 26 from 5:00 PM to 6:00 PM
 - VSP Panel and Dinner on October 28 from 1:00 PM to 3:00 PM and 6:00 PM to 8:00 PM
- Projects
 - LGBTQIA+ Center Design Remodeling (loosely)
 - Maria Lux will share it with Queer Art faculty to gauge interest in support
 - Call for art submissions email to go out this week

Religious and Spiritual Life

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DEIA Project Specialist

- Third Space Center
- FG/WC
- Tri-College Gatherings
- Clothing Swap w/LGBTQIA+ Student Services
- P+P
- Matrix

Division of Diversity and Inclusion

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Agenda

- Current Climate
- Budget

Open Discussion

Announcements/Reminders

Upcoming Calendar Dates

- October 28th - Visit Scholarship Dinner (5:00pm-7:00pm)
- November 7th - TriCollege Gathering for Faculty & Staff of Color (WWCC)
- November 18th - [Pa'Sxapa Powwow](#)
- November 28th - Area Updates due (hard deadline)
- November 29th - Third Space Speaker Series (Ijeoma Oluo)

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Staff Vacations

November 6th, 7th, 8th - Natasha

November 8th, 9th, 10th (Rachel)

Diversity & Inclusion Team Meeting

Wednesday 27 September, 2023

Meeting Time: 1:30 p.m. - 3:30 p.m. | Location: Mem 324

Guests

Team Check-In

Updates

Equity & Compliance / Title IX

- *Mandatory Reporter Training: Thursday, October 12, 3:30pm and Friday, October 20, 3pm*
- *ASR*
- *TIXC, SAVA, DCH-SVP Specialist Meetings*
- *SAVA office hours (Hunter 406)*
 - *Monday: 12:00 PM - 3:00 PM (3 hours)*
 - *Tuesday: 12:00 PM - 5:00 PM (5 hours)*
 - *Wednesday: 4:00 PM - 7:00 PM (3 hours)*
 - *Thursday: 12:00 PM - 5:00 PM (5 hours)*
 - *Friday: 12:00 PM - 4:00 PM (4 hours)*

Intercultural Center

- *Hispanic Heritage Month programming*
- *Greek Leaders, The Not So Subtle Acts of Exclusion, Thursday 28th*
- *According to Coyote, Nov 9*
- *Living Room Conversations, Thurs/Fri @ GAC*
- *Affinity Groups events*
- *P&P/Freedom Songs Hiring*

LGBTQIA+ Student Services

- *Bisexual Awareness week went great*
- *Gave out 150 tote bags on Friday for the screen print event*
- *Out in Suburbia Film Screening and Pride Loteria on September 29th*
- *QConnect, Wednesdays at @ Cleve starting on October 11th*
- *National Coming Out Day Open Mic on Oct 11th*
- *Rocky Horror on October 28th*
- *Advisor to Women of Color Voices, Drag Club (name pending), and Rocky Horror Picture Club show*
- *Still soliciting feedback for the center design*

Religious and Spiritual Life

DEIA Project Specialist

- *FG/WC*
- *Third Space Center*
- *GAC*
- *P+P*
- *Tri-College*
- *Cultivation Grants*
- *Family Connections*

Division of Diversity and Inclusion

Agenda

- *LEAD Video*
- *Assessment questions*
- *Budget call update*

- Third Space Speaker in the works

Open Discussion

Announcements/Reminders

Upcoming Calendar Dates

- October 12th - BOT/Whitman Experience Committee (10:00am-12:00pm)
- October 28th - Visit Scholarship Dinner (5:00pm-7:00pm)
- November 18th - [Pa'Sxapa Powwow](#)
- November 28th - Area Updates due (hard deadline)

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Staff Vacations

November 8th to November 10th (Rachel)

October 6 (Tebraie)

Diversity & Inclusion Team Meeting

Friday 1 September, 2023

Meeting Time: 10:00 a.m. - 12:00 p.m. | Location: Mem 324

Guests

11:30am - Jonathan Simons, Assistant Director for Career Mentoring Programs

Team Check-In

Updates

Equity & Compliance / Title IX

- *Mandatory Reporter Training: Thursday, October 12, 3:30pm and Friday, October 20, 3pm*
- *Growing internal team for process support*
- *Intercultural Center*
- *Student Intern hiring*
- *Affinity Group Dinner, Fri Sept 8*
- *Hispanic Heritage Month (Sept 15 - Oct 15) planning*
- *Freedom Songs Hiring*

- *Power & Privilege Finalizing Team*

LGBTQIA+ Student Services

- LGBTQIA+ Community Mixer today from 3 pm to 6 pm
- LGBTQIA+ Student Services space!!
- Screenprinting event collaboration with Fouts Center and FGWC
- Bisexual awareness week from September 16th to 23rd and Bi visibility Day on September 23rd
- Pride Loteria collaboration with IC on September 29th
- LGBTQ History Month planning

Religious and Spiritual Life

DEIA Project Specialist

- GAC/IC (aka the IC@the GAC, aka the GAIC, etc etc) transition- meeting with Tebraie, organizing projects
- Third Space Center- renovation, interior work, reconvening
- Matrix- checking in, circling back
- FG/WC
 - Ice cream social
 - Mentorship program
 - Family connections
 - Design contest
- NW5C- 11/3 re-entry event, further collaboration
- Awards and Grants- Fam Connections, cultivation grant

Division of Diversity and Inclusion

Agenda

- Going over our calendars and priorities for the semester (key dates and programs)
- Briefly discussing the status of the IEC and the DEIAA Strategic Priorities Process
- Finalizing the Fall 2023 Whitman Today schedule
- Discussing the next steps in our Matrix plan
- Sharing info about Post-SCOTUS recruitment initiatives
- Clarifying administrative processes/procedures
- Identifying practitioner topics for future meetings (e.g. assessment, event planning)

Open Discussion

Announcements/Reminders

Upcoming Calendar Dates

- September 5th - College Update Conversation (4pm-5pm, Maxey Auditorium)
- September 6th - College Update Conversation (8am-9am, Maxey Auditorium)
- October 12th - BOT/Whitman Experience Committee (10:00am-12:00pm)
- October 28th - Visit Scholarship Dinner (5:00pm-7:00pm)
- November 18th - [Pašxapa Powwow](#)
- November 28th - Area Updates due (hard deadline)

DI Inclusive Excellence Plan

Resources pertaining to the *Diversity and Inclusion Matrix Plan* can be found in the [DI Digital Handbook](#).

Communications

The [DI Whitman Today schedule](#) and Area Updates info and deadlines can be found on the [Division Overview page](#) of the DI Digital Handbook.

Staff Vacations

September 13th to September 15th (Rachel)

November 8th to November 10th (Rachel)

Diversity & Inclusion Team Meeting

Tuesday 27 June, 2023

Meeting Time: 3:30pm-4:30pm | Location: Mem 331

DandI Team Meeting Agenda - June 27, 2023

- Welcome and Check-Ins
 - NCORE/NAFSA reflections?
- Two Division Changes
 - Merger of ISSS and OCS
 - DEIA Coordinator Promotion and Title Change
 - What do these changes mean?
- Annual Report progress
 - Thank you for your submissions
- Wrapping up FY 22-23; 23-24 Budgets coming soon
 - Distribution 7/21/23
 - Full budget meeting on July 26
- Accreditation meetings
 - HIPs and DIDM (ISSS example)
 - Purpose and Mission

Divisional Matrix Work

- view LEAD video before next meeting (July 26th)

Whitman Today

- Any suggestions or volunteers for Fall 2023

On Your Radar

-Performance Review

- Review April 24, 2023 staff email
 - New guidelines
 - Utilizing "Goals" function
 - Your opportunity to provide feedback to my supervisor

-Discretionary Half-Day this Friday

- Paid holiday Monday and Tuesday next week
- John out all of next week

Mission

Situated within the rich and complex landscape and history of the Walla Walla Valley, Whitman College provides a rigorous liberal arts education of the highest quality to passionate and engaged students from diverse backgrounds. Whitman students develop their intellectual and creative capacities in a supportive scholarly community that prioritizes student learning within and beyond our classrooms. We help each student translate their deep local, regional, and global experiences into ethical and meaningful lives of purpose.

Accreditation

Whitman College is accredited by the Northwest Commission on Colleges and Universities. Accreditation of an institution of higher education by the Northwest Commission on Colleges and Universities indicates that it meets or exceeds criteria for the assessment of institutional quality evaluated through a peer review process. An accredited college or university is one which has available the necessary resources to achieve its stated purposes through appropriate educational programs, is substantially doing so, and gives reasonable evidence that it will continue to do so in the foreseeable future. Institutional integrity is also addressed through accreditation. Accreditation by the Northwest Commission on Colleges and Universities is not partial but applies to the institution as a whole. As such, it is not a guarantee of every course or program offered, or the competence of individual graduates. Rather, it provides reasonable assurance about the quality of opportunities available to students who attend the institution. Inquiries regarding an institution's accredited status by the Northwest Commission on Colleges and Universities should be directed to the administrative staff of the institution. Individuals may also contact: www.nwccu.org

Diversity & Inclusion Team Meeting

Tuesday 9 May, 2023

Meeting Time: 3:30pm-5:00pm | Location: Mem 331


Guests

Team Check-In

Everyone is doing reeeaaaaally good

Updates

DEIA Program Coordinator

- YNGBM
- Inclusive Excellence Awards
- Food, book, clothing drive
- Hiring- FG/WC fellows, GAC fellows
- Third Space Center
- NW5C/STAR meetings
- Power and Privilege ED hired
- FG/WC
- On subject of ANHPA video– epigenetics and microbiomes are examples of how racial trauma and environmental stressors impact health on an intergenerational level
 -  “Inflamed”: Dr. Rupa Marya & Raj Patel on Deep Medicine & How Capitalism Primes Us for Sickness
- Black Panthers, White Lies

Division of Diversity and Inclusion

Equity & Compliance / Title IX

Intercultural Center

- Dinner w/ Chicago Scholars

- *Intercultural Excellence Stole Ceremony*
 - *About 30 students signed up*

International Student and Scholar Services

LGBTQIA+ Student Services

- *Dinner w/ Chicago Scholars*
- *Lavender Graduation*

Religious and Spiritual Life

Open Discussion

Announcements/Reminders

Week Commencing 5/21 (in two weeks!):

- Dr. Johnson (April 10th) email: *"I believe all of you have received a calendar invite to our 2-day retreat on May 22nd and 23rd. I want to ask you all to clear your calendars for May 24, 25 and 26 as well. On the 22nd and 23rd, we will spend time reflecting on the year. Identifying areas of success and opportunities for improvement. Spend some time interrogating our Divisional systems and workflow in meaningful ways. While two days of 6 hour meetings can seem like a lot, especially at the end of a long academic year, I am confident that taking that time to reflect and plan as a unit will prove valuable in the academic year ahead. Because I am asking all of you to commit this time on the 22nd and 23rd to collaboratively think about the work we do together, I will ask you to use the 24th, 25th and 26th to spend some time independently thinking about how you want to approach your own work in the year ahead differently. What are some areas where you want to grow? What are some things you want to build on? What are some resources you will need to better address the demands in your area? I don't expect you all to do this independent, focused thinking work in your campus office, but from wherever you are most comfortable. So clear your calendars and plan to take time to process after we retreat."*

Summer Hours & Vacation Dates

- Summer Hours email from President Bolton [can be found here](#)
- Vacation dates for the summer - know that we have four ½ days dates and we also have Juneteenth off and two days around July 4th - please keep in mind when making requests for vacation and get these requests to DJJ as soon as you can.

Upcoming Calendar Dates

- Wednesday 10 May - Whitman Today Asian Pacific American Heritage Month
- Wednesday 10 May - Lavender Graduation [3-5pm, Reid Campus Center, Young Ballroom - followed by Celebration Reception on Reid Campus Center Side Lawn, 5pm-6:30pm]
- Thursday 11 May - Inclusive Excellence Awards and Recognition Ceremony [6:00pm-7:30pm, Reid Campus Center, Young Ballroom]
- Wednesday 17 May - Whitman Today Inclusive Excellence Awards announcement
- Friday 19 May - Intercultural Excellence Stole Ceremony [5-7pm, Maxey Auditorium]
- Monday 22 May - Summer Hours commence [read President Bolton's email [Summer Hours 2023](#)]
- Monday 22 May & Tuesday 23 May - 2022-23AY Division Debrief [8am-2pm both days, Baker Ferguson Fitness Center Skybox]
- Wednesday 24 May - Whitman Today NCORE
- NCORE May 30 - June 3 [New Orleans]

- Monday 5 June - Staff Recognition Breakfast [9-11am, location TBD]
- AHEAD July 17-21 [Portland, OR]

DI Inclusive Excellence Plan

Resources pertaining to the *Diversity and Inclusion Matrix Plan* can be found in the [DI Digital Handbook](#).

Communications

The DI [Whitman Today schedule](#) and Area Updates info and deadlines can be found on the [Division Overview page](#) of the DI Digital Handbook.

Staff Vacations

Rachel - May 11-May 17

Diversity & Inclusion Team Meeting

Tuesday 25 April, 2023

Meeting Time: 3:00pm-4:30pm | Location: Mem 331

Guests

Team Check-In

Updates

DEIA Program Coordinator

<https://www.poetryfoundation.org/poems/147506/a-new-national-anthem>

- Third Space Center
- APAHE
- NCORE
- NW5C STAR Storytelling Program

<https://open.spotify.com/episode/6FhYYz2n06xnNcrgowAxWf?si=o9vq7EkXR2uK30JK70BEiw>

- FG/WC
 - Town Hall
 - End of Year Celebration!

<https://thecreativeindependent.com/people/poet-and-professor-ross-gay-on-abandoning-capitalistic-achievement-to-seek-the-freedom-of-play/>

- GAC
- Inclusive Excellence Awards
- P+P Executive Director Position Open!
- Denim Day tomorrow!

Division of Diversity and Inclusion

- Denim Day (Whitman Today feature tomorrow)

Summer Hours

- Email coming out about summer hours [May 22 - Aug 18]
 - June 9, June 30, July 21, August 11 - four ½ days (Fridays); college will close at noon
 - When we go summer hours, there are additional option for how folks want to approach their work schedule
 - Be in conversation with DJJ if one of those options appeals to you
 - Further discussion at May staff retreat about remote work options over summer

Retreat

- Take some time to reflect past year, look ahead at summer... come back next Tuesday ready to go

Inclusive Excellence Awards

- 56 nominees; all nominees will be invited to ceremony on May 11th
- Awards will be given out along with a cash gift

Calendar Share

- Meeting next week - acknowledge may not have things finalized for the Fall... but a lot of stuff that has to happen for these collaborations needs to take place over the summer. It's a way to begin the conversation. This past year - discord - catch when catch can - need to be managing resources more responsibly; we are saturated.

Vacation Dates

- Vacation dates for the summer - know that we have four ½ days dates and we also have Juneteenth off and two days around July 4th - please keep in mind when making requests for vacation and get these requests to DJJ as soon as you can.

Shout-Outs

- Tebraie - Visiting Scholars Program
- Adam - who has been carrying the water around religious events the past few months... and who received a shout-out from the Chair of the Board of Trustees
- Thank you for your quarterly updates

Equity & Compliance / Title IX

- *Partnership with Grand River Solutions to provide TIX + Equity resolution services*
- *Co-sponsor Sex Week Reid Takeover on Friday from 6-9; food, live music and nuggets of bystander intervention info*
- *SAVA hired. First day on campus TBD*

Intercultural Center

- *OWL DEIA Training w/Quin & Rachel, Sunday 4/30 @ 3p, Reid Ballroom*
- *New Affinity Groups*
 - *Arab Club - meeting with them today*
 - *Latinx Club*
- *Chicago Scholars*
- *Intercultural Excellence Stole Ceremony*

International Student and Scholar Services

LGBTQIA+ Student Services

- *Pride Events*
 - *Community Pride Picnic on May 6th from 12 pm to 5 pm POSTPONED*

- Local queer artist confirmed
 - Printing making workshop in collaboration with the Fouts Center for Visual Arts- Kyle Peets
 - We purchased 100 tote bags and ran out of all of them! 86 attendees
 - Kyle and the students want to collaborate next AY
 - Other programs TBD
- David Nord Award
 - Recipient will most likely be announced on May 1th
- Lavender Graduation
 - Assign volunteer roles
 - Finish script
 - Email graduates with check-in details
- Summer plans
 - Q-Camp
 - Campus Pride Index
 - Faculty/Staff Reception in early Sept.

Religious and Spiritual Life

- Tension in the MSA
- Volunteers for HOLI

Open Discussion

Announcements/Reminders

Upcoming Calendar Dates

DI Inclusive Excellence Plan

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Communications

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Staff Vacations

Rachel- May 11-May 17

Upcoming DI Team Meetings:

3:30pm to 5:00pm on Tuesday afternoons in Memorial Building Room 331

May 9, 2023

2022-23AY Division Debrief - May 22 & May 23 (8:00am-2:00pm)

Diversity & Inclusion Team Meeting

Wednesday 29 March, 2023

Meeting Time: 3:30pm-5:00pm | Location: Mem 331


Reading - Subtle Acts of Exclusion, chapters 4-6 (pages 57-112)

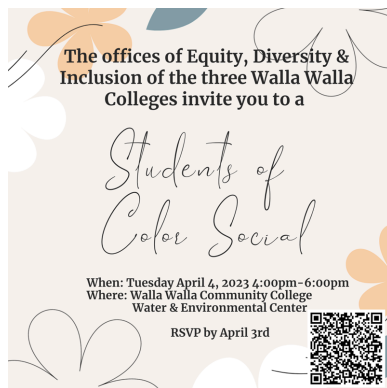
Guests

Team Check-In

Updates

DEIA Program Coordinator

-  What Needs to Be Destroyed In You to Create the World of Your Dreams?
- [Inclusive Excellence Awards](#)
- APAHE (4/28-29)
- NCORE
- STAR Storytelling Program
- FG/WC
- Third Space Center
- Matrix
- [Tri-College Gathering](#)



Division of Diversity and Inclusion

Equity & Compliance / Title IX

Intercultural Center

- Intercultural Excellence Stole Ceremony, Friday May 19th @ 5pm, Maxey Auditorium
- P&P Executive Director hiring chat

International Student and Scholar Services

LGBTQIA+ Student Services

- Trans Week of Empowerment from March 27th to March 31st
 - Educational tabling @ Reid from 11 am to 2 pm
 - Gayme night @ Reid basement from 6 pm to 8 pm
 - Zine making @ Reid basement from 10am to 1pm
 - Incorporating Women's history month with Trans Icons students can add to their zine and a small bio of who they are
 - De-stressor crafts @ Reid G302 from 10 am to 4 pm
 - Still waiting to hear back from the counseling center. If not, then discussion on queer crip theory as we are crafting? Still discussing queer crip theory regardless if counselor shows up or not
 - S'mores night @ JCAF from 6 pm to 8 pm to commemorate Trans Day of Visibility and hype up the picnic the *next day*
- Pride Events
 - Community Pride Picnic on April 1st from 12 pm to 5 pm **POSTPONED**
 - Printing making workshop in collaboration with the Fouts Center for Visual Arts- Kyle Peets
 - Date and time TBD
 - Call for queer artists to submit their artwork. 3 winners would get a hydroflask?? something.
 - Other programs TBD
- David Nord Award planning community's next meeting is after spring break
 - We have identified the criteria and made edits to the application form
- Planning Lavender graduation on Wednesday, May 10th from 3 pm to 5 pm in the RCC Ballroom with a reception to follow at 5 pm at the Reid Side Lawn
- Virtually attended Simmons University annual Leadership Conference with Sherly Lee Ralph and Quinta Brunson as their keynote speakers

Religious and Spiritual Life

Open Discussion

Announcements/Reminders

Upcoming Calendar Dates

- Presidential Installation - Friday 28 April (5:00pm-6:30pm)
- 2022-23AY Division Debrief - May 22 & May 23 (8:00am-2:00pm)
- Staff Recognition Breakfast - Monday 5 June (9:00am-11:00am)

DI Inclusive Excellence Plan

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Communications

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Staff Vacations

Tebraie - Wednesday April 5th

Upcoming DI Team Meetings:

3:30pm to 5:00pm on Tuesday afternoons in Memorial Building Room 331

Apr 19, 2023

Apr 25, 2023

May 9, 2023

May 23, 2023

Diversity & Inclusion Team Meeting

Tuesday 14 March, 2023

Meeting Time: 3:30pm-5:00pm | Location: [Virtual](#)

Guests

None

Team Check-In

Updates

DEIA Program Coordinator

- GAC
 - Thanks for housesitting!
 - Ramadan w/RSL and MSA
- Third Space Center
- NW5C STAR Storytelling
- IEC Awards- nominations close end of month
- Matrix
- FG/WC events- movie night, town hall, end-of-year celebration, senior dinner
- NCORE planning
- APAHE
- Links for the discussion later:
 - <https://belonging.berkeley.edu/roots-structural-racism>
 - <https://www.nytimes.com/interactive/2020/08/24/climate/racism-redlining-cities-global-warming.html>
 -

Division of Diversity and Inclusion

- Request to access online materials - default is deny
- Whitman Today Schedule post-break (be ready)
- Time Budgeting and Blocking time in April
- Midpoint Reflection and Projection - how are things looking?
 - -Programming assessment reminder:
 - What did you do?
 - What did you spend?

- Who came?
- How did it go?

Equity & Compliance / Title IX

- Annual TIX employee training via Vector Solutions
- Advisor training
- Lactation spaces
- SAVA (still coming soon)

Intercultural Center

- Planning Intercultural Excellence Stole Ceremony, Friday May 19th @ 5pm in Maxey Auditorium
- Virtually attended AAC&U conference

International Student and Scholar Services

LGBTQIA+ Student Services

- Trans Week of Empowerment from March 27th to March 31st
 - Educational tabling @ Reid from 11 am to 2 pm
 - Gayme night @ Reid basement from 6 pm to 8 pm
 - Zine making @ Reid basement from 10am to 1pm
 - Incorporating Women's history month with Trans Icons students can add to their zine and a small bio of who they are
 - De-stressor crafts @ Reid G302 from 10 am to 4 pm
 - Still waiting to hear back from the counseling center. If not, then discussion on queer crip theory as we are crafting? Still discussing queer crip theory regardless if counselor shows up or not
 - S'mores night @ JCAF from 6 pm to 8 pm to commemorate Trans Day of Visibility and hype up the picnic the *next day*
- Pride Events
 - Community Pride Picnic on April 1st from 12 pm to 5 pm (hope to see you there!!)
 - Printing making workshop in collaboration with the Fouts Center for Visual Arts- Kyle Peets
 - Date and time TBD
 - Call for queer artists to submit their artwork. 3 winners would get a hydroflask?? something.
 - Other programs TBD
- David Nord Award planning community's next meeting is after spring break
 - We have identified the criteria and made edits to the application form
- Planning Lavender graduation on Wednesday, May 10th from 3 pm to 5 pm in the RCC Ballroom with a reception to follow at 5 pm at the Reid Side Lawn
- Virtually attended Simmons University annual Leadership Conference with Sherly Lee Ralph and Quinta Brunson as their keynote speakers

Religious and Spiritual Life

- Baccalaureate Update
- Ramadan starts next week (some tensions in the MSA)
- Tahoma Zen Monastery Trip next week
- Update on Catholic Mass and Dharma talks
- April 16, Zen Priest on campus to deliver Dharma Talk

- April 18, Yom Hashoah luncheon

Open Discussion

Student hiring for next year? (Tebraie)
BOA Budget UX

Announcements/Reminders

Upcoming Calendar Dates

DI Inclusive Excellence Plan

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Communications

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Staff Vacations

Tebraie - April 5th

Upcoming DI Team Meetings:

3:30pm to 5:00pm on Tuesday afternoons in Memorial Building Room 331

Mar 28, 2023

Apr 11, 2023

Apr 25, 2023

May 9, 2023

May 23, 2023

Diversity & Inclusion Team Meeting

Tuesday 14 February, 2023

Meeting Time: 3:30pm-5:00pm | Location: Memorial 331

Guests

Acknowledgements

Team Check-In

Updates

DEIA Program Coordinator

- GAC
- P+P

- NCORE
- FG/WC
- Third Space Center
- Matrix
- NW5C/STAR grant
- Inclusive Excellence Award nominations open

Division of Diversity and Inclusion

Equity & Compliance / Title IX

- SAVA
- arrival, onboarding etc.
- Resolution Process Advisor Pool
- TIX Report

Intercultural Center

- ❖ Black Queer History, tonight 5pm @ GAC
- ❖ Black Mental Health Matters, Wed 2/15, 5pm @ GAC
- ❖ P&P is rocking along!
- ❖ Cultural Graduation - May
 - Will be reaching out to campus partners to collaborate to help; Admissions, DOS, Alumni

International Student and Scholar Services

- Registration all completed and reviewed, found some errors
- OPT season starts, expecting 20 applications
- 2027 Class year starts for I20 processing, expecting 40-50
- Hiring orientation leaders > International Student Mentors starts now
- Prepping for Spring Break events (Palouse Falls, Ice Skating)
- My absence during SB
- Prepping for Friendship Family event
- Promoting FF to the WW community, flyers ready and FF Ambassador recruited
- ISAB starting slow but some progress being made
- J1 contract with University of Iowa
- IOC Conference this week. 99 people in the audience attended my STEM OPT processing presentation in collaboration with the New School in NY.
- Thinking about making some pre-orientation sessions online - if enough bandwidth is available

LGBTQIA+ Student Services

- DIY [Rainbow Macrame](#) event on 02/14/2023 in Reid 207 (1-3pm) – it went great!
- Creating Change Feb 16-Feb 21 with 1 student
- David Nord Award–Apply [here](#)
 - Deadline to submit is April 7, 2023
 - Committee members will be confirmed later this week (still looking for a few more, especially students!!)
- Lavender Graduation
 - May 10, 2023 from 3 PM to 5 PM in the RCC Ballroom and Reception at the Reid Side Lawn from 5 PM to 6:30 PM

- We have decided on our keynote speaker, so I will be reaching out after Creating Change
 - Still searching for an alumni speaker
 - Various ideas to get the word out about seniors signing up
- Queer Student Orientation for NSO is confirmed!
 - Development for that will start in the summer
 - Mtg sometime to figure out if registration will go through res life, student activities, or admissions
- QTSOC will be disbanding as Tati, Jasmine, and Toyona are stepping down

Religious and Spiritual Life

Open Discussion

Announcements/Reminders

Upcoming Calendar Dates

DI Inclusive Excellence Plan

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Communications

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Staff Vacations

- *Tebraie* - February 17-20
- *Greg* - February 21-22

Upcoming DI Team Meetings:

3:30pm to 5:00pm on Tuesday afternoons in Memorial Building Room 331 with one exception*

The 2/27 meeting will be on Monday from 4:00pm-5:00pm (same location)

Feb 27, 2023 (*please see above)

Mar 14, 2023

Mar 28, 2023

Apr 11, 2023

Apr 25, 2023

May 9, 2023

May 23, 2023

Diversity & Inclusion Team Meeting

Tuesday 31 January, 2023

Meeting Time: 3:30pm-5:00pm | Location: Memorial 331

Guests

Acknowledgements

Team Check-In

Updates

DEIA Program Coordinator

- GAC
- P+P
- NCORE
- FG/WC
- Third Space Center
- Matrix

Division of Diversity and Inclusion

- Third and final VPFA candidate
- Website refresh is coming within the next week - will be wanting to think about additional edits that we'd like to make in our individual areas
- Remind people to budget their time, will be reading SAOI first three chapters and quarterly updates are also going to be due around 2/13 (2/10 even better if you have them), pre-BOT
- Recognize Violence Change Culture training this weekend
- Inclusive Excellence Awards and Recognition Ceremony 5/11 - call for nominations will go out in WT next week

Equity & Compliance / Title IX

- Spring 2023 New RA's / New Students: RA Training (there is a new set of RA's every January); emphasized status of each being a mandatory reporter. Also provided a training for new transfer students.
- The Title IX Office is sponsoring training for Atarah Pinder, Senior Generalist, Human Resources

Intercultural Center

- **The Affinity Group Student Leaders Dinner** (1/26) was very informative and helpful. The students shared some pain points about their clubs and offered great feedback for us to build upon for future semesters.
- **Black History Month** starts tomorrow! The IC has a calendar of events related to celebrating Blackness in various ways. Please attend some of the events we have planned if you are interested. *The Black Mental Health event is a Black centered space exclusively for folks who identify within the diaspora.* Calendar will be revealed tomorrow!
 - **"How Black College Students Learn Code-Switching?"** Thursday Feb, 2 @ 12pm, Reid G02, [please RSVP](#) if you are interested in attending.
- **Power & Privilege is coming!** Professor Ross is excited to join us! Things seem to be moving gently ahead.

International Student and Scholar Services

- Winter Break laser tag and bowling trips, NY celebration

- New Insta page
- Two ski events coming up
- Game night at the GAC coming up
- Mariana and Greg launching survey for ISSS students and domestic sop and jnrs - level of interactions and customer satisfaction
- Started registration process today - entered manually into SEVIS - 179 records to update
- SAC - interviewing VPFA candidates and finishing up report to the HR office with data collected from interviews on campus
- Globe Celebration yesterday

LGBTQIA+ Student Services

- 10 free tickets to [YOUTOPIA](#) an LGBTQ comedy film at the Gesa Power House Theatre on Feb. 3rd
- QuAC Introduction Workshop
 - My inclusion fellows will be facilitating the workshops, so expect to see some dates in the next few weeks!!
- QuAC Intermediate Workshop—Register [Here](#)
 - Tuesday February 7, 2023 from 9:00 AM to 11:00 AM in Reid 207
 - Monday February 27, 2023 from 10:00 AM to 12:00 PM in Reid 207
 - Tuesday March 7, 2023 from 2:00 PM to 4:00 PM QuAC in Reid 207
 - Monday March 27, 2023 from 9:00 AM to 11:00 AM in Reid 207
 - Thursday April 6, 2023 from 1:00 PM to 3:00 PM in Reid 240
 - Wednesday April 12, 2023 from 3:00 PM to 5:00 PM in Reid 240
 - Wednesday April 27, 2023 from 10:00 AM to 12:00 PM in Reid 240
- QuAC Advanced Workshop
 - In workshop
- Pronoun buttons are in!
- Queer coded Wednesdays at 7:30 pm—I have a good feeling about it!
- DIY [Rainbow Macrame](#) event on 02/14/2023 in Reid 207 (1-3pm) – Register [Here](#)
- Creating Change Feb 16-Feb 21 with 1 student
- Community Pride Picnic on April 1, 2023 from 12 pm to 5 pm
 - Confirmed Collaborators
 - WEB
 - Food trucks
 - Picnic blankets
 - Student Activities
 - Cotton candy machine
 - Popcorn machine
 - Lawn games
 - Intercultural Center
 - Staff and Faculty
 - Residential Life
 - Marketing and Promo
 - Walla Walla Pride
 - Community promo/marketing/mobilizing
 - Unconfirmed Collaborators
 - CECC

- Ice cream truck
- Off-Campus Studies
 - Rainbow Lemonade w/ BonApp (Josh and I are scheming)
- Open to the whole community so please bring your family and friends!!
- David Nord Award–Apply [here](#)
 - Deadline to submit is April 7, 2023
 - Committee members will be confirmed later this week (still looking for a few more, especially students!!)
- Lavender Graduation
 - May 10, 2023 from 3 PM to 5 PM in the RCC Ballroom and Reception at the Reid Side Lawn from 5 PM to 6:30 PM
 - The Lavender planning committee is going well! We are hoping to vote on a keynote speaker next week as we are still deciding if we want a “theme” or not
 - We are also still looking for a student speaker and student performer
 - Graduate student registration
 - Students are voting on the Processional Song
 - Students are voting on our Administrative speakers, if any
 - Student Speaker–Apply [here](#)
 - Student Performer–Apply [here](#)
 - Guest Registration–Register [here](#)
- Weekly Newsletter–Subscribe [here](#)

Religious and Spiritual Life

- Spring 2023 calendar full of religious high holy days; programming heavy with groups in various degrees of how formally structured they are. I.e. New Zen group - IEF Morgan facilitating - advisor, Presence, constitution written.
- Launching this coming weekend twice-a-month Catholic mass and dharma meditation talks.
- Scheduling All Faiths Room in the evening getting tricky with sharing a wall with the ballroom.
- Hosting a zen monk in April for dharma talk - outside speaker - and a luncheon in the ballroom for HRD.
- Gearing up for AXTSL conference in Atlanta in end-of-February - Joy as Resistance is the theme
- Continuing on with weekly check-in Spiritual-tea and grief group; letting go of Decolonizing Christianity - may do three-week series on forgiveness.

Open Discussion

Announcements/Reminders

Upcoming Calendar Dates

DI Inclusive Excellence Plan

Resources pertaining to the *Diversity and Inclusion Matrix Plan* can be found in the [DI Digital Handbook](#).

Communications

The DI [Whitman Today schedule](#) and Area Updates info and deadlines can be found on the [Division Overview page](#) of the DI Digital Handbook (*next area updates due February 13*).

Staff Vacations

Tebraie - Feb 17 - 20

Upcoming DI Team Meetings:

3:30pm to 5:00pm on Tuesday afternoons in Memorial Building Room 331 with one exception*

The 2/27 meeting will be on Monday from 4:00pm-5:00pm (same location)

Jan 31, 2023

Feb 14, 2023

Feb 27, 2023 (*please see above)

Mar 14, 2023

Mar 28, 2023

Apr 11, 2023

Apr 25, 2023

May 9, 2023

May 23, 2023

Diversity & Inclusion Team Meeting 11/30/22 (1:00pm-3:00pm)

Guests

Helen Kim, Associate Dean for Academic Affairs - Accreditation

Acknowledgements

Team Check-In

Updates:

International Student and Scholar Services

- Thanksgiving Celebration last week with 60+ students, and shopping trip to TriCities
- This Saturday Emmanuel and Bidita will do cocoa and cookies at the GAC
- Returning ISSS students after absence
- Bowling event on 12/10 (in collab with WWU, potentially)
- Laser tag at end of December - 25 students with partial fee
- Friendship Families - recruiting more families with help of community members
- Tax profile being updated (Sprintax)
- CCEC Employment Workshop with three panelists (20 students attended)
- Food Pantry over holiday break and winter housing
- International Night event (student-led) was a great success

Religious and Spiritual Life

- Tiny Altar Concert Series coming up

Intercultural Center:

- Black @ Whitman Academia Panel - 11/30
- Bob Ross Paint Night - 12/7
- Finals Relief - 12/12

LGBTQIA+ Student Services

- Student onboarding session went great with my fellows!
- Community processing space on 11/29 and 12/1 from 1 pm to 3 pm @GAC
- LGBTQIA+ Community Memorial Gathering collaboration with RSL on 12/2 from 3:00 pm to 4:30 pm in RCC 110
 - Events and Conferences are setting up 5 round tables with 6 chair each
 - First 30-45 mins will be a reflective time, sharing circle, etc then the rest of the time will be spent building community with one another through arts and crafts
 - Adam will be giving some remarks the during the first hour
 - Campus wide emails have been sent out and Bradley contacted for publicity
- MTG w/ Annie on 12/1 to go over final edits and view the documentary
- David Nord Award Community Presentation is on Saturday, December 3, 2022 from 6 pm to 7:15 pm
 - Film screening of “The Big Red Ban: A Student Documentary” by Annie Means with a Q&A to follow
 - Will be in Hunter Conservatory
 - RSVP form [here](#) in case you want to submit questions in advance
 - Please post on your social media about it!
- Finals Study Jam
 - 12/5-12/9 from 10 am to 5 pm
 - Maxey 211 on MWF and Maxey 212 on TTh
 - Costco run to pick up snacks but Costco does not take master credit cards—any solutions?
- Pride Community Picnic is on April 1, 2023 and we’ve reserved the side lawn of Cordiner Hall, RCC side lawn, and the field across HJT to secure spaces
 - Meetings Are TBD

Equity & Compliance / Title IX

- One case drawing to a close, bracing for what comes next
- In the next couple of weeks, hoping to put out annual Title IX report - not mandated to do but helps to build transparency and trust in the Office (which may have been diminished in previous years)
- Trainings coming up in Spring 2023 (Sports, new RAs, Greek Advisors); “marketing” myself as someone they can rely on and ask questions of.
- Re-Certification as Title IX Coordinator (three years)
- Proposed Sexual Assault Climate Survey on campus Fall 2023; however, federal legislation coming out that demand that schools do this. Will be mandated.
- SAVA search ongoing - other resources in the interim, both on campus and off-campus, will hopefully have new advocate in place January or soon thereafter.

DEIA Program Coordinator

- Care package events

- *Gather* screening
- FG/WC events
- Matrixing
- NW5C grant
- Third Space Center planning
- Cultivation grant
- P+P updates
- GAC is GACing

Division of Diversity and Inclusion

- Spring 2023
- Students of concern; stress calendar; CARE Team
- Division Plan
- DEIA Town Hall

Open Discussion

- GAC basement storage - *Tebraie*
- Everyone now has the ability to add events in the Diversity Calendar (what *is* the Diversity Calendar?) - *Natasha*
- How to snow for the people who aren't snowed (*navigating the snow for those new to snow life*) - *Rachel*

Announcements/Reminders

- Next cycle of performance assessments begins December 1

Upcoming Calendar Dates

- Winter Holiday Dates: campus closed Friday 12/23, week of December 26-30, and Monday 1/2/23 (returning to work on Tuesday, January 3rd).
- Wednesday, January 11 - Community Learning Day w/ [Dr. Rema Reynolds](#), Assistant Professor, Leadership and Counseling Department, Eastern Michigan University
- Friday, January 13 - Saturday, January 14 - Deepening Capacity as White Change Agents, with Dr. Kathy Obear, founder of the [Center for Transformation and Change](#)
- Monday, January 16 - Martin Luther King Jr. Day
- Monday, February 20 - Presidents' Day
- Thursday, February 23 - Power & Privilege Symposium (and Whitman will host Tri-College Students of Color)
- Tuesday, April 4 - possible Third Space Speaker Series event
- Tuesday, April 4 - possible WWCC-hosted Tri-College gathering for Staff & Faculty of Color (with Third Space Speaker Series speakers in attendance)
- Monday, May 29 - Memorial Day
- Tuesday, May 30 - Saturday, June 3 - NCORE (New Orleans)
- Monday, June 19 - Juneteenth holiday
- Monday, July 3 - Independence Day holiday
- Monday, July 4 - Independence Day holiday

Staff Vacations

-

Upcoming DI Team Meetings:

December 21, 2022*

January 11, 2023

February 8, 2023

March 8, 2023

April 12, 2023

May 10, 2023

June 14, 2023

All meetings will be held in Reid 207

Diversity & Inclusion Team Meeting 11/9/22 (1:00pm-3:00pm)

Guests: Mike Osterman

Acknowledgements

Team Check-In

Updates:

International Student and Scholar Services

- Spokane NAFSA (Association of International Educators) Region 1 Conference (WA, OR, ID), 125 attendees; personal connections made, community building, excellent speakers, information. Health insurance, mental health, orientation programming. GL presented *Curricular Practical Training at Liberal Arts Schools*.
- Two virtual conferences last week - INIE Northwest Educator and Assoc. WA International Student Affairs.
- Working with Lyndsey on TG programming for two days.
- How do we graduate ISSS better and how do we keep them engaged post-graduation? They graduate and disappear. Don't donate, participate in reunions, etc. Build regions with Development (Asia, Africa), with network of volunteers and in-person events occasionally.
- UB articles (six altogether), featuring our ISSS students.
- Friendship Family event tonight. UB reporter will come and interview families to share experiences and what they get out of it and will report on this for recruitment efforts (families outside of Whitman College). Program could be as old as 1974.

- Employment Workshop tomorrow in Maxey @ 5pm. CCEC and three panelists working post-graduates. Finding, applying for jobs and fielding interview query do you require visa sponsorship?
- ISSS night is this Saturday; 8-11pm
- Starting next Monday - federally recommended observation International Education week. Dept of Education and Dept of Homeland Security.

Religious and Spiritual Life

- Diwali - 11/17
- Interfaith Council Dinner - 12/6
- Tiny Altar Performance - 12/8

Intercultural Center:

- Black Panther 2 tomorrow!
 - 99 people signed up; movie starts at 8pm; bus picking up people in front of Cordiner Hall
- Diversity Workshop
 - “Working with Whiteness and Privilege in the Workplace” collab with CCEC, Nov 15th, 4pm.
- P&P
 - 2023 theme “No More Allies”
 - Key Campus Partners Meeting 3pm
 - Info session at 6!
- Freedom Songs
 - New date Saturday, Dec 10th
- Code Switching - potential Black History Month event
 - George Paasewe - <https://thecodeswitcherllc.com/>
- Low turnout for events, concern for student affinity groups

LGBTQIA+ Student Services

- **For my check in, Rachel is having time of her life and eating her entire body weight in somi somi and boba, but misses you all and Kuna very much**
 - **Also saw the boys, Milo and Oliver, and they BEEFED up???? Is this possible for dogs????**
- QT Mixer collab with QTSOC went ?? because none of my students have updated me about it
 - Quin mentioned around 10 students showed up, but that’s all we know so far
- Trans Awareness Week (TAW) Nov 13-19th with Trans Day of Remembrance (TDOR) falling on Nov 20th
 - Monday, Nov 14th is our TAW edition for the weekly newsletter, you can subscribe here once I can actually log into the lgbtqia account
 - Tuesday, Nov 15th we are tabling from 12 pm to 2 pm (either at Reid or Cleve)
 - Wednesday, Nov 16th is our Homo for the Holidays collab with the GAC from 4 to 6 pm
 - Wednesday, Nov 16th is the TDOR Whitman Today edition, you can read my notes [here](#) and tell me what you think!
 - Thursday, Nov 17th from 10 am to 12 pm is our Trans Solidarity and Inclusivity allyship workshop in RCC 240

- More details to follow once we finalize with Adam
- David Nord Award Community Presentation is on Saturday, December 3, 2022 from 6 pm to 7:15 pm with the reception dinner to follow (details TBD)
 - Film screening of “The Big Red Ban: A Student Documentary” by Annie Means with a Q&A to follow
 - Will be in Hunter Conversatory
 - I am working with BonApp to create the dinner menu and will be sending out the dinner invitations next week.
- Working with DISCO to support their event for International Persons with Disabilities day
 - Spoke with Sueli Gwiazdowski and their event happens during the week and not the weekend, so we are good to host David Nord on the 3rd!
- Pride Community Picnic is on April 1, 2023 and we’ve reserved the side lawn of Cordiner Hall, RCC side lawn, and the field across HJT to secure spaces
 - Will be having meetings with all moving parties after TAW to gauge financial responsibilities
- Regarding events, we’ve been getting primarily 1st years, but it's difficult to reach the 2nd-4th years, so I would love to have a conversation with our identity and belonging sub-units to strategize how we can get more engagement

Equity & Compliance / Title IX

- ATIXA Conference, Orlando, FL - came back with a sense of what needs to happen out of CB’s office; namely that Title IX regulations will be changing. Emphasis next couple of months: pregnancy and parenting. More changes to come. Can discuss next meeting.
- Growing relationship between CB office and Greek Life (Stace Sievert, Assoc. Dir. of Student Activities). Attended program on healthy relationships a couple of weeks ago; regurgitating mandated info and mandated everyone be there; CB piggy-backed off of that learning experience. Another program that showed a video from same organization that they took their material from. Juli and Stace. Not just the Greeks, but also open it up to the wider campus community.
- The idea was that Juli, and SAVA and CB get together and talk specifically to the Greek members and talk about what our policies say, what conduct is prohibited. Get a good grasp of what the guardrails on campus look like.
- SAVA (Sexual Assault Victims Advocate) transitioning out of their role. Last day is Friday. How we can support our students during this transition; greater access, letting it be known that our counseling is here. We have partnerships in place with off-campus counselors. Two are DVSA trained out of the Blue Mountain Co-Op and the YWCA. Hopefully will have replacement in a few months.

DEIA Program Coordinator

- Food and Clothing Drive
- DEIA Matrix process, MEGA Matrix
- Tri College Staff and Faculty of Color Gathering
- FG/WC program calendar (gala last night! woo!)
- Third Space Center planning
- NCORE planning
- Black in Academia panel 11/30

- *Gather* film screening with IPECC and Food Justice Project 12/2
- DEIA Cultivation Grant
- GAC changes
- Prentiss space meeting Friday!
- HEDS Survey!

Division of Diversity and Inclusion

- Exempt Threshold
- Matrix Review
- Budgets
- Spring 2023

Open Discussion

- **GAC basement storage (Tebraie)**

Announcements/Reminders

[Whitman Today Schedule](#)

Staff Vacations

- **Rachel out November 3-11**

Upcoming DI Team Meetings:

November 30, 2022*

December 21, 2022

January 11, 2023

February 8, 2023

March 8, 2023

April 12, 2023

May 10, 2023

June 14, 2023

All meetings will be held in Reid 207

Diversity & Inclusion Team Meeting
10/12/22 (2:00pm - 4:00pm)

Guests: Mike Osterman (3:30pm time certain)

Team Check-In

Updates:

DEIA Program Coordinator

- GAC events
- Pantry
- Inclusion Fellows
- Family Connections
- DEIA Cultivation Grants
- NW5C
- Tri-College Student Event
- Holiday food drive/event

Intercultural Center

- Hispanic Heritage Month events this week
- Affinity Group Manual almost ready

Equity & Compliance / Title IX

- More reports coming in.
- Institution has components in place to respond to reports of sexual misconduct; need to frontload - subject matter and information share with students - less risk of them hurting each other; situations in which one or both people did not know what they were doing was detrimental with consequences long into the future. Pre-education around relational maturity, love-bombing, etc - a way to navigate the landscape.
- Running ads in Whitman Wire and IG accounts for Title IX office.
- At previous institutions, partnered with Communications to do this - that office would carry the weight and bring talent and design inspo to the effort. This instance relies on Cassandre so much.
- Numerous issues connected to Cassandre's office, but for which they are not directly responsible. Seeing the larger view of the campus and its needs.
- Clery Report rollout - submitted annual fire and campus safety report; the report speaks to the crimes and certain violations that have occurred on campus and other related spaces. Cassandre had to piece together report with data driven from prior to her arrival on campus. Conducted a Clery Forum on the Friday before it came out.
- ATIXA - Association of Title IX Administrators - trainings and recertification at beginning and end of week-long conference.

International Student and Scholar Services

- Now Co-Chair of Whitman College Staff Advisory Council
- Cassandre appeared at last week's ISSS gathering and spoke about dating culture at Whitman

- College's proposals for new strategic priorities - GL would like to add Internationalizing the college - the way we think - inclusion and antiracism - adding more global components to what we do (due November?).
- Expanded FFP another 10 participants and 5 families. UB interview yesterday. Plant series of articles introducing ISSS faces to the Walla Walla Valley community. Next up, journalist will attend FFP gathering and interview some participating families.
- Whitlife - encourage everyone to familiarize and utilize themselves with it. Met with Nico, took courses online with Juli.
- Met with counterparts at WWU and WWCC (fewer than 10 ISSS students, no staff, even though they're income generating); WWU approx. 50; no ISSS specific events there; just don't have the resources as well (Dir. of Admission is the ISSS advisor). At WWCC it's the Registrar.
- FFP Event - looking at reserving Ballroom for early November. Thursday afternoon? Wednesday?

Religious and Spiritual Life

- Rock painting and cider event on Sunday
- Chris Stedman event occurred on 9/28 (9/29)?

LGBTQIA+ Student Services

- Student fellows start this week, so they will spend their time familiarizing themselves with the google drive before we start the student onboarding process
 - Will also need to find time and space to have this
 - Student onboarding documentation is finished and ready
- Successful first event (43 attendees) last night, *The Road to Queerness* (National Coming Out Day)
 - Post assessment form will be s
 - Flags and lanyards very popular (stickers as well)
- Emailed QTSOC to check in, QT Mixer will happen in November
- **Plans for the Community Picnic is underway—the budget will be ready by next week**

Division of Diversity and Inclusion

- HEDS survey
- Family Connections impact - 13 students applied for support; we were able to select and approve four of these applications. This means that there are nine students whose families may not be able to join them, and their experience over that weekend will look different. Programming for students over Family Weekend, Spring Break, etc?
- Third Space Speaker tomorrow
- 2023-24 Budget Request due next month
- Calendar reminders
- Assessment reminders
- Quarterly updates at the end of the month
- JP Morgan

Business Updates

- Vacation requests
- Sick time requests

Open Discussion

Announcements/Reminders

[Whitman Today Schedule](#)

Acknowledgements

Staff Vacations

- Tebraie out - October 20-26
- Rachel out- November 3-4 and November 10-11

Remaining 2022-2023 DI Team Meetings

- November 9, 2022
- November 30, 2022*
- December 21, 2022
- January 11, 2023
- February 8, 2023
- March 8, 2023
- April 12, 2023
- May 10, 2023
- June 14, 2023

**if necessary - we may/may not meet, but are holding the date if needed*

All meetings are on Wednesday afternoons, 1-3pm

All meetings will be held in Reid 207

Diversity & Inclusion Team Meeting 9/14/22 (10:00am-12:00pm)

Guests: President Sarah Bolton (11:00am time certain) and Director of Security Greg Powell (11:45am time certain)

Team Check-In

Updates:

International Student and Scholar Services

- Polish visitors last week
- Has created google groups for all classes and one overall one
- Registration
- Immigration records – verifying with government
- CEVIS Database
- Two students mental health crisis – evacuating them to their home countries this week
- Friday – Global Whitties New Year Celebration at the GAC (4pm/5pm start)

- Tax Workshop tomorrow in Olin Hall (collaboration with the Business Office)
- Friendship Family Program – working on a large outdoor event (approx. 200 students), the first weekend in November (date TBC)

Religious and Spiritual Life

- Kicking off the year with programming (Grieving@, Decolonizing Christianity, Big Tent, Interfaith Council), a new space, and a new staff person
- Chris Stedman will present a concentrated version of his evening talk for staff on 9/28 in Memorial 331
- Inclusion Fellow Franko Omair is working on a podcast concept (Complicating the Narrative)

Intercultural Center

- Finishing Inclusion Fellow interviews this week. Final decision will be made by Friday September 16!
- P & P is hiring! Please refer your students that you work with to apply on Handshake.
- Attended the Club Symposium last Saturday September 10. Working on finalizing the [affinity group manual for clubs](#) to know the policies surrounding funding.
- Planning Hispanic Heritage Month celebrations with WEB, ASWC, Hispanic Studies Dept., Communications, and local Walla Walla community members
 - October 11th 6p-9p, Reid Ballroom - Hispanic Heritage Month Celebration with games, food, music, dancing, and a skull decoration station in preparation for Dia de los Muertos at the end of October/beginning of November
- Movie premiere of [The Woman King](#)
 - Buying tickets for 60 students to attend on Friday/Saturday at Century Theaters. Will be emailing BSU, WASA, MOCA, WOCV. Priority given to Black/African/African-American students first then open to the general student population.

LGBTQIA+ Student Services

- Conducting interviews this week (hopefully by the end of this week). Have 10 applicants so far, but am expecting a few more to come in by Friday.
- Rebrand for Whittie Allies will be finalized after John sends revisions if he consents to. If colleagues have time, I would also love to receive your input on the [document](#). Graphics will be sent to printing services to create stickers for campus departments to put on their office doors, etc.
- Spoke with WEB, Student Affairs, and Res Life to discuss a collaboration for Pride Month. We will be doing a community picnic with an obstacle course, food and ice cream trucks, lawn games, ultimate frisbee, and a movie screening at the end of the night. Time and date TBD, but ideal is the end of March
- Created an instagram last week and have been mass following any Whitman account. Out of 114 accounts, only 47 have followed back thus far...
 - @lgbtqia_whitman
- Sent an email to my contact at Three Dollar Bill Cinema, who host the Seattle Queer Film Festival and Translations every year. They are doing a hybrid mode this year, so discussions are happening with staff to purchase virtual tickets for the students. It will be on a first come first serve basis and a google form will be sent out by next Tuesday.

- Will be creating a weekly newsletter for my space because after finally being explained to on what a listserv is, I'm not a Nicki fan.
- Discussions TBD with Communications to roll out social media content + a fun introduction of me to the campus (A Day in the Life of Me ft. Kuna)
- Meeting with students on Friday to discuss supporting Rocky Horror in what capacity I can
 - Also meeting with QTSOC board to discuss something similar
 - Met with a few students on 9/13/22 to support in connecting resources tailored to their needs (was kind of emotional for me...but I took it like a CHAMP)
- Student onboarding materials and developing the infrastructure and guiding documents to be finalized by the end of this month
 - Thoughts on the mission statement???
 - *“LGBTQIA+ Student Services seeks to address the diverse needs of LGBTQIA+ identifying Whitman community members. Centering minoritized voices within the LGBTQIA+ community, a community-centered model in praxis, we aim to support, educate, and engage community members in advocating for our labor of critically challenging and dismantling cisgendered, heteronormative structures. We progress towards an inclusive and equitable campus community through sustained visibility, community-building, and empowerment.”*
- One of my volunteers will be coming in this week to create graphics and documents for “The Road to Queerness” on Oct. 11th 4-6pm where students can come up on stage (Reid basement) and share a spoken word, song, music score, dance, etc about their exploration of queerness
 - **We are moving away from the concept of “coming out” and contextualizing it with the individual experience of what it means to honor yourself authentically**
- Flags have been delivered and lanyards have been shipped! Delivery TBD
- Potential meeting with communications to design Whitman Pride merch
- Planning a meet and greet with Jason Arp for alumni reunion weekend on Oct 2, 2022

Equity & Compliance / Title IX

DEIA Program Coordinator

Division of Diversity and Inclusion

- DEIA Matrix Review
- Third Space Speaker next week
- Social Media
- Family Connections

Business Updates

Budgets not yet reflecting 2022-23 FY

Student Travel Reminder - no personal vehicles

Open Discussion

Announcements/Reminders

[Whitman Today Schedule](#)

Acknowledgements

Staff Vacations

- Tebraie out - September 28 - October 4
- Rachel out- November 3-4 and November 10-11

Meeting convened at 12:01pm

Diversity & Inclusion Team Meeting

4/27/2022

Team Check-In

Updates:

Intercultural Center

International Student and Scholar Services

- Accepted students currently stands at 38 and making good progress on processing them; can expect about 50 by the end.
- Orientation Leaders have now been selected. Will constitute a team of ten (three of whom are certified drivers for Whitman College vehicles). Each leader is assigned 5-6 students and responsible for these students all the way through the orientation process.
- Friendship Families event on 4/28
- OPT 25 participants – more ISSS transition to STEM – on Greg's books for three years after graduation.
- There are a few ISSS students who are trailing academically. Greg tries not to get involved, but often there is a nexus pertaining to visa/status, etc. Greg communicates with students and helps set up meetings and triage efforts.

Office of Religious and Spiritual Life

- Baccalaureate planning logistics are underway.
- Late night Muslim students had access to the GAC to pray until 4am (this was the holiest day of Ramadan, during which prayers are multiplied), and Adam hosting dinner at the GAC which was catered by WW Indian Cuisine (with a full halal menu). The next day Adam drove a van of students to the Tri-Cities Mosque for extended EID morning prayers.
- Screening of short film [Toyland](#) for Kehillat Shalom this week.
- Holi celebration on 5/7.
- 5/10 is the last programming event for the year: rock painting and self-care (on Reading Day).
- All Faiths Room update: this week student leaders will help clear up the storage room in the basement of Prentiss. Adam has been having some good conversations about the new spiritual

space in Reid 110 and is working with The Sheehan Gallery Kynde Kiefel as well as with local artist Kim Nemeth on pieces for the space.

- Surveying students for feedback from year and interactions, for the Division.

Equity & Compliance / Title IX

- Cassandre has had two department trainings about Title IX and it has been really great to connect and engage with the campus community.
- Cassandre gave a presentation to the [Student-Athlete Advisory Committee \(SAAC\)](#) and that was a positive experience. Tomorrow night she will be joining a small panel of people, as students have invited her to talk and share about Title IX in Athletics. She anticipates a lot more of these opportunities.
- We have partnered with the YWCA for Sexual Assault Advocate Services and are discussing the future of this partnership. We were able to re-up our membership for this academic year and are looking forward to finalizing our plans for the 2022-23 academic year. Some things in our agreement Cassandre felt were lacking (i.e. new posters and materials), so are addressing these as we move forward. As we build out our team in the next several months to a year, SAVA will be talking to team members about trauma-informed advising. Dr. Bolton will review the 2022-23 agreement and provide input. We can make a tangible difference to campus life/the Whitman College experience via sexual assault prevention.
- Cassandre has three Title IX cases on her plate at the moment. Taking a whole lot of energy. One of them she has volunteered to be the investigator on, and this is a good opportunity to be in those shoes; very different from her role of coordinator, and very time consuming. We might find ourselves extending these cases into the Summer, so as to ensure work is being done very well and very thoughtfully: show care but remain neutral.
- Next up: re-working policy and what Cassandre wants her time at Whitman to look like, and how to formulate her contributions to the college (summer project).

Division of Diversity and Inclusion

- LGBTQIA+ Search
- DEIA Coordinator Search
- NCORE Logistics
- Division Report
- Fellows Updates
- Third Space
- NW5C
- End of year awards?

Business Items

- Summer Hours (May 23-8/19)
- Covid Status
- Assessments

Open Discussion

Announcements/Reminders

- 4/28 Director of LGBTQIA+ Student Services Candidate Campus Visit (Rachel Freeman-Cohen)
- 5/4,5,6 Board of Trustee Meetings
- 5/9 Student Awards Ceremony (Reid Campus Center Young Ballroom, 5-7PM)
- 5/10 Intercultural Center Director Candidate Campus Visit (Tebraie Johns, Boise)
- 5/11 Intercultural Center Director Candidate Campus Visit (Nadine Stecklein, Walla Walla)
- 5/12 Faculty & Staff Forum
- 5/13 Intercultural Center Director Candidate Campus Visit (Celeste Banaag, Greensboro)
- 5/22 Class of 2022 Commencement (10-11am)
- 5/24-26 NW5C Faculty of Color Workshop
- 5/25 May D&I Team Meeting
- 5/27 Save the Date - Division Debrief and Data Day
- 5/31 - All Staff Breakfast (Celebration of Staff) and ½ Day Campus Closure
- 5/31-6/4 NCORE Conference, Portland Convention Center

Whitman Today Schedule

- Spring 2022 [schedule](#)

Acknowledgements

Staff Vacations

Diversity & Inclusion Team Meeting 3/23/2022

Team Check-In

-

Updates

- **Intercultural Center**
 - Currently have eight applicants for the position of Intercultural Center Director and will bring finalists to campus for the opportunity to meet with the DI team. Search committee consists of Mitzy Rodriguez Camiro, Assistant Director for Internship Programs; Miki Konishi, Admission Office; student representative Jenny Kim '22.
- **International Student and Scholar Services**
 - Spring Break field trip to Palouse Falls and BBQ this evening.
 - Summer Survey has been sent out, to gauge how many students will need to remain on campus, how many have enough resources to support themselves, and travel/quarantine implications, etc.
 - ISSS student staff and ISSS student updates (student who dropped class and visa violation; new student who is struggling academically - Care team candidate).
 - Making good progress with internship class; waiting on Provost for word on funding source for single college credit.

- Next week - processing of [I-20 paperwork](#) for admitted students (five months prior to program start date).
- **Office of Religious and Spiritual Life**
 - This Friday will include a trip to the Tri-Cities mosque in the lead-up to the beginning of Ramadan (with nine Muslim students participating), and a visit to the Middle Eastern market afterwards. Bon Appetit has a meal plan in place for those students who will be observing sawm, and Adam has also added halal items to the GAC Food Pantry. Kehillat Shalom students would like to host iftar for Muslim students.
 - SASA (South Asian Students Association) preparing for Holi celebrations (early April event for SASA at the GAC and then campus-wide Holi event in early May).
 - Passover Seder in Reid Campus Center Young Ballroom on April 15 (Bon Appetit meal for 90 people).
 - Yom HaShoah April 27 - short film screening of [Toyland](#) at Hunter Conservatory
 - Possibility of a Lenten brunch
 - Baccalaureate planning is underway
 - **Equity & Compliance / Title IX**
 - Cassandre is meeting with various campus constituents to shore up bias incident response protocols. They are currently being documented upon submission, but also needed to be responded to appropriately (i.e. Student Affairs, Faculty/Associate Deans, Human Resources). Building out procedures in that regard.
 - **Division of Diversity and Inclusion**
 - Busy time in April, including Third Space Speakers Series event.
 - Looking ahead to NCORE at end of May and strategic planning around this conference (i.e. session planning, personal/professional growth opportunities, processing collectively after the fact, getting the ROI that we're after from this opportunity).
 - Dragastica happening this weekend.

Business Items

- N/A

Open Discussion

- The Whitman Institute for Scholastic Enrichment (WISE)

Announcements/Reminders

- 4/14 Third Space Speakers Series #2
- 4/21 Third Space Speakers Series #3
- 4/27 April Division Meeting
- 5/27 Save the Date - Division Debrief and Data Day
- 5/31-6/4 NCORE Conference, Portland Convention Center

Whitman Today Schedule

- Spring 2022 [schedule](#)

Acknowledgements

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Staff Vacations

- Natasha out Friday 3/25

Diversity & Inclusion Team Meeting 2/23/2022

Team Check-In

- Welcome Cassandre Beccai, Director of Equity & Compliance / Title IX Coordinator

Updates

- **Intercultural Center**
 - John continues to meet regularly with the Inclusion Fellows.
 - Recruitment process underway for Intercultural Center Director. Board approved, Cabinet review, position has now been posted.
- **International Student and Scholar Services**
 - With support from the Registrar, two different majors in Economics have been adjusted from non-STEM to STEM degree status. For international students, this [is huge](#) and creates a positive impact on post-graduation pathways.
 - One-credit Summer Internship Class process now complete, which will enable ISS to gain employment during this time. Next question is covering cost (\$2,300 fee not considered by Financial Aid).
 - Weekly International Student Advising being revived; gathering and feeding students. Continue to advice on tax paperwork ([1042 S Forms](#)); looking ahead to Spring Break programming (trip to Palouse Falls).
 - Working with Admission Office on early decision group: processing thirty [I-20 forms](#); there will be approximately 50-60 admitted students to process. ISS have a yield rate of 30%, UWC

Scholars 60%; students from China 10%-15%. These are students who have been admitted and paid deposit (some receive waiver from deposit); some students won't ultimately attend Whitman (won't be able to obtain a visa, etc.).

- **Office of Religious and Spiritual Life**

- Continuing to work with students in crisis and much work pertaining to RSL groups.
- Ramadan in April (Saturday 2 April - Monday 2 May, 2022). Would like to bring Tricities Imam to campus a couple of times this semester to support the Muslim community.
- Hillel will host annual Seder for approximately 90 people (first night of Passover is Friday, April 15 and continues until Saturday, April 23).
- Whitman College South Asian Students Association will participate in the traditional Hindu celebration of Holi – the Festival of Spring / Colors / Love (this year's global observance being March 18, 2022).
- Unitarian Universalist – flower commune in April. Small religious ceremony, but among the most important and meaningful.
- Meditation are looking toward Spring Break trip to monastery in Seattle.
- Interfaith Council leading P&P in Maxey tomorrow.
- Discussion of concerns for Christian community on campus, with contextual background pertaining to intervarsity program, absence of staff member and community-based adult leadership, and distancing from ASWC/IC/official funding source, etc.

- **Equity & Compliance / Title IX**

- Cassandre's Day #7! Has had numerous meetings with broad range of campus constituents, and can tell that each of the people that she has been engaging with do not view Title IX as mere policy: they care deeply about their community, and the opportunity to connect with them about the well-being of this community and what could be integral to keeping our community safe and well, has been an important experience. Will continue to meet with Saunie Shuster at TNG; is absorbing and processing current policies and thoughts on Whitman's current approach, which while strong, might have room to be improved upon even further.

- **Division of Diversity and Inclusion**

- BOT has approved new positions of DEI Program Coordinator and Director of LGBTQIA+ Student Services. These are permanent positions, reflecting an institutional commitment to DEIA at Whitman College.

Business Items

- Student Staff 22-23 Recruitment Timelines/Needs?
 - Student Staff Recruitment - in the absence of an IC Director, we do not anticipate the recruitment of Inclusion Fellows this Spring. 10 Orientation Ambassadors required for ISSS. RSL will overlap current Inclusion Fellow with another, as Mary participates in OCS (Spring 2023 semester).
- Divisional Updates in Whitman Today next week

- A note about Performance Review process
 - New Performance Review Process being rolled out by Human Resources; our Division already embraces these practices so less need for us to pivot, and more about rest of campus coming into alignment with the ethos that we already follow. Reviews will now be conducted in an informal manner, every four months (thrice yearly).
- Spring Break and Virtual work

Open Discussion

-

Announcements/Reminders

- P&P Tonight and Tomorrow
- Third Space on 4/14
- Third Space on 4/21
- Next Division meeting 3/23
- John out most of spring break for NADOHE/move
- NCORE 5/31-6/4

Whitman Today Schedule

- Spring 2022 [schedule](#)

Acknowledgements

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Staff Vacations

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Diversity & Inclusion Team Meeting 1/26/2022

Team Check-In

-Welcome Natasha.

UPDATES

Intercultural Center

- ***Inclusion Fellows Spring 2022*** - John conducted initial meeting with the IC Fellows on 2/18; discussed concept of [zone approximal development](#) with regards to the programs and events that they may be considering for the semester, i.e. do they have support / will they need support, and in the absence of Intercultural Center Director, will they maybe need to reconsider and recalibrate? John reiterated that he can assist them with seeking out campus and community resources, but they may need to view their programming through the lens of self-sustainability. What can they accomplish by themselves, without an IC Director to provide direct support?
- ***Weekly One-On-One Meetings with VPDI*** - Inclusion Fellows Aziz Sahbazovic '24 (LGBTQIA+), Lydia Moriku '24 (Belonging & Support), Tatiana Villegas '23 (First-Generation & Mentoring), and Marina Balasanyan '24 (Creative Projects), will be meeting with John weekly. Meetings are now set for the semester with Lydia and Tatiana, meeting set with Aziz this week (and Natasha will work with Aziz to set recurring date/time); no response from Marina as of yet (Natasha will follow-up).
- ***Search for Interim Intercultural Center Director*** - Securing Interim Director may not be the best avenue to pursue at this juncture; After initial contact/discussion, John's two referred leads did not follow through. He is working on revisions for IC Director job posting and we are hoping to move forward with next steps in the national search for a new Director within the next week or two.

International Student and Scholar Services

- ***Administrative Updates*** - Greg is currently undertaking SEVIS registration (or 'check-in') process, which he runs early each semester. Having reached Census Day (class enrollment confirmed and completed), he gathers the following information from various sources:
 - Class enrollment info from registrar office. I need to review the number of credits and changes to majors
 - On campus housing
 - Off campus housing and phone numbers
 - Health insurance verification
 - Study abroad list

He brings all of this together using numerous EXCEL formulas and Access queries that he builds and uses the resulting data to update each individual record in the SEVIS (Student and Exchange Visitor Information System) federal database.

- ***ISS Admissions Enrollment and Looking Ahead to 2022-2023*** - 85 ISS student applications were processed in 2021-2022; 65 students came to campus (in addition to the 12 sophomores arriving on campus for the first time). John stated that Greg has Division support to communicate to Admissions how many students he can/would like to accommodate, i.e. 40/45-50. He can set the number and establish capacity so that he and his program mitigate the risk of being oversaturated.
- ***Outdoor Field Trips Participation*** - International students participating in college-led outdoor trips: a snowshoe orientation at Tollgate, and upcoming outdoor field trip for 10 international students. Students receive \$75.00 per semester (BCOF fund) for event/field trip participation, which covers approximately two outings.
- ***2022 International Graduates*** - Greg is currently undertaking numerous tax sessions with students who will be graduating this semester.
- ***Food Pantry*** - GAC received Walmart delivery of food pantry items yesterday; supply chain issues rendering some items unavailable.

Office of Religious and Spiritual Life

- *Potential Hate Crime / Islamophobic Incident* - Adam had a conversation with a small group of Muslim students regarding Islamic discriminatory graffiti that appeared on campus last semester, and is also in contact with Muslim leadership about this.
- *RSL Programming* - Adam provided an overview of semester events that are back up-and-running this week (Grieving@Whitman on Mondays, Big Tent on Wednesdays, Spirituali-TEA on Fridays). Other potential events between now and the end of the academic year:
 - Speaker event with an Imam (previously Muslim Chaplain at Duke), for Ramadan (which this year begins on the evening of April 2 and ends evening of May 2).
 - Tibetan Monks ritual of creating a sand mandala on campus this Spring (Adam has been in dialogue with Professor Takemoto about this).
 - Next semester - Author Chris Stedman ([Faitheist](#)), who used to be Humanist Chaplain at Harvard and whose work discusses non-religious voices in spiritual development and chaplaincy work. His book explores the theme of finding meaning and purpose in the digital world.
 - Passover 4/15-4/23 and Holocaust Remembrance Day (Yom HaShoah) 4/27; Adam meeting with Kehillat Shalom leadership next week - potential virtual event?

Division of Diversity and Inclusion

- Whitman Today [Content Schedule Spring 2022](#) review:

1/19/22	NCFDD reminder	3/23/22	IC Director Search (and others)
1/26/22	BHM	3/30/22	Ramadan and Trans Day of Visibility
2/2/22	Chinese New Year?	4/6/22	Third Space
2/9/22	Third Space	4/13/22	NCORE/PRIDE
2/16/22	Power & Privilege	4/20/22	Earth Day
2/23/22	D&I Updates w/ P&P reminder	4/27/22	Denim Day & Holocaust Remembrance Day
3/2/22	Women's Herstory	5/4/22	AAPI Heritage Month
3/9/22	Upcoming program (Supervisors of Color?)	5/11/22	D&I Updates
3/16/22	NADOHE?		

- DEI Updates are functioning well as a collaborative effort "to spotlight and lift up"; feedback from Board members reflects their appreciation for the transparency of these updates. John has reached out to and is in dialogue with Professor Brian Dott re: Chinese New Year submission, and upcoming submissions around Ramadan and Yom HaShoah will require Adam/RSL input.
- Cassandre Beccai, Director of Equity & Compliance / Title IX Coordinator to start 2/14

Open Discussion

- [The Long Tent](#), heading to campus next semester (April 18-26), and thoughts on disruption versus voyeuristic spectacle, efforts not derived from CTUIK space but out of Indigenous advocacy. The implementation of the space.

Business Items

None

Announcements/Reminders

- Third Space on 2/16
- Division Lunch 2/22
- Next Division meeting 2/23

Acknowledgements

-Natasha thanked everyone for their encouragement, support, and warm reception to the Whitman College campus.

Staff Vacations

None

Diversity & Inclusion Team
12/22/2021

Team Check-In

Acknowledgements

Staff Vacations

John: January 4-7

Diversity & Inclusion Team
12/15/2021

Team Check-In

UPDATES Intercultural Center

- Met with all the Inclusion Fellows
 - Elisa is taking a semester off
 - Said they will be in Walla Walla
- P&P coordination progressing
- Whitman ABC Delegation
- Marina working part-time
 - Available to assist with MLK/Unity Week activities if needed

UPDATES International Student and Scholar Services

- Greg is out

UPDATES Office of Religious and Spiritual Life

- December ATT
- Christmas Party (photos)
- Tibetan Sand Mandala
- ILI student conference

UPDATES Division of Diversity and Inclusion

- Third Space Speaker Series announcement
- Equity and Compliance/TitleIX Search
- Executive Assistant Search

Open Discussion

Business Items

- Equity and Compliance/Title IX Coordinator candidate feedback

Announcements/Reminders

- Remote work option December 20-23

Acknowledgements

Staff Vacations

Greg: December 13-21

John: January 4-7

Diversity & Inclusion Team
12/08/2021

Team Check-In

UPDATES Intercultural Center

- Power and Privilege offload
 - Community commitment
- MLK event
- Trans Students Affinity group starting - Olin McIntosh

UPDATES International Student and Scholar Services

- Clothing Donation
- International Student Support - GAC access/maintenance over the break
- International Student Mental Health Needs - Susan Marney

UPDATES Office of Religious and Spiritual Life

- Christmas Party
- Wine in Prentiss
- ATT
- IFC

UPDATES Division of Diversity and Inclusion

- Title IX Finalist #2 tomorrow
- EA search wrapping up
- Greek Life info session today
- RVCC debrief on Friday of this week (with students and RVCC folks separately)

Open Discussion

- Bias Summary in WT
- Fellow management?

Business Items

-

Announcements/Reminders

- Remote work option December 20-23

-In anticipation of the External Review of Greek Life this coming February, the Student Life Committee has invited Greek Life leaders to hold an Information Session for Faculty and other interested members of the community to learn about Greek Life at Whitman.

The Information Session will be held this Wednesday, December 8, from 4-5pm over Zoom. Leaders from our sororities and fraternities will make a presentation and then take questions.

Thank you,
The Student Life Committee

Join Zoom Meeting
<https://whitman.zoom.us/j/93098859247>

Acknowledgements

Staff Vacations

Greg: December 13-21

John: January 4-7

Diversity & Inclusion Team 12/01/2021

Team Check-In

UPDATES Intercultural Center

- MLK event (on 1/17, time TBD) has a student lead @ WWU
 - March start from Reid, to Main Street Plaza, and back to Reid
- CTC Freedom Song Reflection on Fri
- P&P Call for Proposals (soft push and outreach through Dec 10, likely to be extended)

UPDATES International Student and Scholar Services

- Pasco trip during break (issue with bus accessibility)
- Propane tank stolen from GAC back porch (will report to security)
- Special student relief for students from Hong Kong (severe hardship)
- Question about event registration and no-shows
- Meeting with other DSOs

UPDATES Office of Religious and Spiritual Life

- Adam out sick

UPDATES Division of Diversity and Inclusion

- Positive budget outlook
- DEI Townhall with ASWC went well
- College Accessibility Committee forming
- Equity and Compliance/Title IX Coordinator finalists on campus next week
- EA finalist on campus tomorrow

Open Discussion

- Louise leaving and Veronica resuming role with international admissions
-

Business Items

- Clarification of EA role

Announcements/Reminders

- Remote work option December 20-23

Acknowledgements**Staff Vacations**

Greg: December 13-21

John: January 4-7

Diversity & Inclusion Team

11/17/2021

Team Check-In**UPDATES Intercultural Center**

- Freedom Songs follow through
 - Assessment!!!
- Continuing the Conversation (Freedom Songs Reflection Edition)
- PRISM (Brit Moss and Kris Surovjak as co-advisors)
- Power & Privilege
- David Nord Award - applications and exhibit
- Friendsgiving Event RSVPs

UPDATES International Student and Scholar Services

- Community winter clothes drive for Clothing Closet
- Meeting with the registrar staff
- Internship panel on 11/16
- Thursday night game session
- Getting ready for next week's events, getting additional supplies. Lots of registrations, over capacity
- Val and Saadat hired and doing great so far
- BBMB (Biochem, Biophys & Molec Biol) now correct CIP code that is within the STEM field
- Attempting to partner with the local driving school as students report poor customer service and discrimination
- WSAC tomorrow

UPDATES Office of Religious and Spiritual Life

- In Mediation Training
- Cider Social

UPDATES Division of Diversity and Inclusion

- NACCC
- RVCC Training
- Budget

Open Discussion**Business Items****Announcements/Reminders****Acknowledgements****Staff Vacations**

Greg: November 15

John: November 22-24

Laura: November 22-24

**Diversity & Inclusion Team
Short Turnaround Meeting Agenda
11/10/2021, 1:00pm - 1:45pm**

Team Check-In

UPDATES Intercultural Center

- Freedom Songs
- PRISM advisors identified

UPDATES International Student and Scholar Services

- international student health issues
 - no transplant options

UPDATES Office of Religious and Spiritual Life

- In Mediation Training

UPDATES Division of Diversity and Inclusion

- Third Space Speaker Series

Open Discussion

- Greg on Staff Advisory Council - Staff Survey
- 8 members of the council
Half appointed/Half elected

Business Items

- Friendsgiving Break
- 9-9 access to Food Pantry
- Sunday - Pajama Social Night
 - Tuesday - President's Dinner @ Cleveland Commons
 - Wednesday - Tri-Cities Trip
 - Thursday - Friendsgiving @ the GAC

Announcements/Reminders

Acknowledgements

Staff Vacations

Greg: November 15
John: November 22-24
Laura: November 22-24

**Diversity & Inclusion Team
Make-Up Meeting Agenda
11/8/2021, 10:45am - 11:45am**

Team Check-In

UPDATES Intercultural Center

- Meet and Eat with Trustee Emeritus Steve Hammond
- CTC Kickoff this past Friday
- Saturday - Fall Visit Scholarship Program (featuring Inclusion Fellows)
- Freedom Songs on Friday
- Nord Award exhibit in Stevens Gallery November 11th through December 6th
- South Asian Student Association (SASA) Diwali event this past Saturday
- Instagram takeover for Native American Heritage Month
- FGWC Bake-Off in development (scheduled for 14th)
- Friendsgiving Break in development
- P&P making progress - should identify keynote today
- Unity Week questions

UPDATES International Student and Scholar Services

- International OP Hike huge success
- Student worker from Dean of Students will assist with GAC over holiday break
- OPT applicant processing times much faster

UPDATES Office of Religious and Spiritual Life

- November 17th fall interfaith gathering
- Spirituali-TEA this past Friday
- Mediation training this week and next
- Big Tent Gatherings continue

UPDATES Division of Diversity and Inclusion

- short meeting on Wednesday
- positive response from BOT to Whitman Today updates
- preliminary 2022-23 Budget due on Friday
 - LGBTQ+ Director and Divisional Program Coordinator in proposal
- Title IX and Exec Asst searches ongoing

Open Discussion

Business Items

- Faculty and Staff Forum this week (Thursday or Friday)
- EverFi Training

Announcements/Reminders

Acknowledgements

- Shout out to Adam for CTC

Staff Vacations

Greg: November 15

John: November 22-24

Diversity & Inclusion Team Meeting Agenda 10/28/2021, 1:00 - 2:15pm

Team Check-In

UPDATES Intercultural Center

- Freedom Songs coming up
- David Nord Award applications will open next week
- "Friendsgiving" activities

UPDATES International Student and Scholar Services

UPDATES Office of Religious and Spiritual Life

- November 10? - Interfaith event (mental health panel)
- Around the Table in progress
- Mediation training for Chaplain approaching
- Sacred Space

UPDATES Division of Diversity and Inclusion

- BOT meetings next week (limited availability)
- Whitman Today Division updates (please send to me by 11/1/21)
- EverFi Training

Open Discussion

-

Business Items

-EA search progressing (limited pool, Great Resignation)

Announcements/Reminders

Acknowledgements

-

Staff Vacations

Adam: October 18-22

John: November 22-24

Diversity & Inclusion Team Meeting Agenda 10/20/2021, 1:00 - 2:15pm

Team Check-In

UPDATES Intercultural Center

- Latinx night (60 people checked in)
- Retreat (27 students)*
- Student and Alumni of Color event tonight
- P&P full team met for first time on Monday*
- Fly Mentoring program*
- Freedom Songs

UPDATES International Student and Scholar Services

- Immigration lawyer consultation
- Student who lost Visa due to work violation, secured new Visa
- Friendly Family event
- Financial Aid meeting
- Health Insurance program
- Internship class for summer

-new student assistant to be hired to work with Int'l Student Svcs

UPDATES Office of Religious and Spiritual Life
Acknowledgements

UPDATES Division of Diversity and Inclusion

-Eval form on Diversity Drive

-Whitman Today Division updates (send to me by 11/1/21)

Open Discussion

-TriCollege Social

Business Items

-Remote work option Nov 22-24

-International/FGWC student support for Thanksgiving Break?

Announcements/Reminders

Staff Vacations

Adam: October 18-22

John: November 22-24

Diversity & Inclusion Team
Meeting Agenda
10/13/2021, 1:00 - 2:15pm
Spirituality Room

Team Check-In

UPDATES Office of Religious and Spiritual Life

- Adam out next week
- Interfaith Council on Friday

UPDATES International Student and Scholar Services

- Food pantry (\$700/mo)
- GAC tech updated and working
- GAC reservations going well

UPDATES Intercultural Center

- IC affinity retreat on Sunday
- Tri Colleges

UPDATES Division of Diversity and Inclusion

- EverFi training invite (12/21/21 deadline)
- Whitman Today
- BOT stuff

Open Discussion

- Housing and International students
- many International students broke in first semester
- resident assistants compensated through room and board

Business Items

Announcements/Reminders

Acknowledgements

**Diversity & Inclusion Team
Meeting Agenda
10/6/2021, 1:00 - 2:15pm**

Virtual

Team Check-In

UPDATES Office of Religious and Spiritual Life

- Big Tent success (Greg ate the ice cream!)
- Around the Table - positive analytics
- Interfaith Council meets next week
- Muslim Student Association is progressing

UPDATES International Student and Scholar Services

- virtual NAFSA conference begins this week for Greg
- Internship Class approved by Divisions - goes to faculty for vote
- TVs installed at the GAC
- met with OP about collaboration
- coordinating spring arrival for 6 international students
- exploring quarantine policy for international student break travel

UPDATES Intercultural Center

- full P&P team hired
 - CTC expected to start Oct 29th
- Dr. Adina Scott visit next week
- Latinxellence end of next week
- IC Leader Retreat Sunday the 17th
- ASWC Diversity Committee engagement
- potential student bias issue (dropped class due to racism?)
- LACRELA resource website in development

UPDATES Division of Diversity and Inclusion

- EverFi training coming soon
- Waiting on confirmation for LADO resource share
- Peer SVP group communication
- Whitman Today IPD piece

Open Discussion

- Chinese students living off campus being targeted with potential "hate mail"

Business Items

- Executive Assistant and Title IX search delayed

Announcements/Reminders

- Staff Coffee Break next Tuesday at 9am
- The GOOGLE Form regarding Off-Campus Muslim Food needs
Next week's meeting in the Spirituality Room? Or Outside?

Acknowledgements

**Diversity & Inclusion Team
Meeting Agenda
9/29/2021, 1:00 - 2:15pm
Virtual**

Team Check-In

UPDATES Office of Religious and Spiritual Life

- Labyrinth Rock Painting
- Around the Table
- Muslim student survey in development

UPDATES International Student and Scholar Services

- International Van reunion on Monday (story coming)
- database software outreach
- new student tracking form generated

UPDATES Intercultural Center

- P&P progress
- Special "Meet and Eat" Luncheon last Friday
- Outdoor for All guest Dr. Adina Scott next month
- WhitLife?

UPDATES Division of Diversity and Inclusion

- LADO on Monday and Tuesday next week

Open Discussion

Business Items

- Please share posts for vacancies with your networks
- Photo upload/download instructions
- Food pantry update

Announcements/Reminders

-If you intend to work from home next Thurs/Fri, plan accordingly

Acknowledgements

**Diversity & Inclusion Team
Meeting Agenda
9/22/2021, 1:00 - 2:15pm
Virtual**

Team Check-In**UPDATES Office of Religious and Spiritual Life**

- Bon App and Halal
- Around the Table to drop
- weekly events ongoing (good turnouts)

UPDATES International Student and Scholar Services

- SEVIS registrations completed
- Food Pantry moved downstairs with Clothing Closet
 - students are requesting items that are expensive and perishable
 - utilization is much less with dining services open
- Sexual Health vending machine damaged in shipping
- Reunion with stranded international students for Whitman magazine
- BBQ
- CPT internship class (Division 1 questions)
- 3 international students graduating in December (applying for OPT)
- International student from Guinea being supported with clothing purchase

UPDATES Intercultural Center

- Reception with visiting keynotes on Friday
- Inclusion Fellows all-team meeting today
- David Nord Award event next Wednesday
- Freedom Songs project team established
- Leader Retreat forthcoming
 - conflict resolution and identity based groups
- Sitting in on student interviews for P&P executive team
- Adina Scott potential guest speaker through faculty funds
- Collaborative program with SEC on White Supremacy in the Workplace in development

UPDATES Division of Diversity and Inclusion

- Bon App Grab and Go (Whitman Today)
- WIDE

-Speaker Series

Open Discussion

Business Items

- shift of calendar items to Diversity account
- Executive Assistant to VPDI position posted and search initiated

Announcements/Reminders

Acknowledgements

**Diversity & Inclusion Team
Meeting Agenda
9/15/2021, 1:00 - 2:15pm
Virtual**

Team Check-In

UPDATES Office of Religious and Spiritual Life

- weekly RSL events launching
- Labyrinth rock painting event on Saturday
- Sylvia Adome - student of concern

UPDATES International Student and Scholar Services

- visa interview process change
- travel bans
- 2 or 3 students deferred to spring enrollment

- 177 active SEVIS
- international student group advising

UPDATES Intercultural Center

- Summer Fly-In reunion (70 students)
 - Peer Mentor program launch
- David Nord Award (Wednesday, September 29, 2021 @ 6pm)
- GAC Operations meeting
- IC Leaders Retreat in October

UPDATES Division of Diversity and Inclusion

- new page on website for Whitman Today content
- work schedule clarification
 - "Exempt staff are executives, administrators, or professionals who are exempt from federal overtime regulations."

"The normal work week at Whitman College is Monday through Friday. Full-time staff will work 35 hours, 37 1/2 hours, or 40 hours per week depending on the established schedule for the department. Hours of operation will vary between departments with the most common opening hours being 8:00 A.M., 8:30 A.M., or 9:00 A.M. and closing at 4:30 P.M. or 5:00 P.M. Supervisors will provide specific working hours based on established work schedules. Variations from standard schedules must be approved by the department head."

"Alternate work schedule: NOT CURRENTLY OFFERED. An alternate work schedule refers to any one of a variety of work arrangements different from traditional schedules. For example, different from Monday – Friday, 8 am – 5 pm on-site work. Might include 4-10's, or 4-9's and a 4."

"Standard work hours: 8 am – 5 pm during the academic year, and between 7:30 – 4:30 pm during the summer (see summer hours options). Standard hours are expected unless an alternate schedule is discussed and approved with your manager."

Open Discussion

- Calendar options (WhitLife?, embedded calendar on Website?, something else?)

Business Items

- initiating search for new Executive Assistant to VPDI
- temporary budget/accounting support for Division forthcoming
- slow changes to filing system ahead

Announcements/Reminders

Acknowledgements

**Diversity & Inclusion Team
Meeting Agenda
9/8/2021, 1:00 - 2:15pm
Virtual**

Team Check-In

UPDATES Office of Religious and Spiritual Life

- Big Tent
- Halal and Bon App

UPDATES International Student and Scholar Services

UPDATES Intercultural Center

- 5 Mentors hired
- Freedom Songs
- Hispanic Heritage Month
- David Nord Award (family connect)

UPDATES Division of Diversity and Inclusion

- new electronic signature request process (Monica)
- Greek Life materials location?
- Cleveland Commons
- Additional Bon App concerns (quantity?)
- Whitman Today (?)
- Affinity budgets (expense tracker)

Open Discussion

- Bicycle donation lottery

Business Items

Announcements/Reminders

- Monica

Acknowledgements

Staff Vacations

Adam: October 18-22

Please Add Program Dates as soon as they are scheduled!

September

8 RSL Big Tent Meeting 4pm @ GAC
10 Spiritual-TEA 2pm @ Cleveland
13 Grieving @ Whitman, 12:10 RCC 110
14 Summer Fly-In Ice Cream Reunion & Fly Mentoring Kick-Off, GAC 7p
15 Sprintax Intro for International Students 9am Virtual
15 RSL Big Tent Meeting 4pm GAC
15 Start of Hispanic Heritage Month
17 Spiritual-TEA 2pm @ Cleveland
18 Labyrinth Rock Painting Event 1:30pm
21 Admissions High School Counselor Panel
~~24-26 Alumni Reunion Weekend~~

October

TBD Leader Retreat
TBD Students & Alumni of Color Networking Event - Virtual

Diversity & Inclusion Team Meeting Agenda 9/1/2021, 1:00 - 2:15pm Virtual

Team Check-In

UPDATES Office of Religious and Spiritual Life

UPDATES International Student and Scholar Services

-International student RA status and the 20 hrs limit. Food & Board comp

UPDATES Intercultural Center

-Laura OUT today

UPDATES Division of Diversity and Inclusion

-Budget Update

Open Discussion

-Remote Work Policy Questions

Announcements/Reminders

Acknowledgements

Business Items:

- China@Whitman welcome hot-pot at the GAC, Saturday night, 35 ppl, OK?
 - Food/Kitchen use policy/plan for the GAC
 - GAC reservations?
- Rack for clothes (GAC)
- Food Pantry shelf purchase and additional bookshelf for lending library?
- Hours for the GAC for Fall Semester? Change to 9-9 daily? Same for food pantry access?
- FF invites - OK to send from Marian account? Faculty, staff, community LSs.

Staff Vacations

Monica: September 2-6th

Adam: September 1-3, October 18-22

Please Add Program Dates as soon as they are scheduled!

September

14 Summer Fly-In Ice Cream Reunion, GAC 7p

TBD Student Retreat/Trainings (IC org leaders, Inclusion Fellows, Freedom Songs, P&P)

~~24-26 Alumni Reunion Weekend~~

25 Students & Alumni of Color Networking Event, 4p, GAC?

Diversity & Inclusion Team Meeting Agenda 8/18/2021, 1:00 - 2:15pm Virtual

Check in's

Business Items:

- International Student Orientation
- General Orientation
- GAC Fall Hours

Acknowledgements

Announcements/Reminders:

- Whittie News Alumni Newsletter items due August 25th

Staff Vacations

Monica: August 26-28, September 2-6th

Adam: September 1-3, October 18-22

Please Add Program Dates as soon as they are scheduled!

August

14-25 International Student Orientation [Detailed Schedule](#)

25-30 New Student Orientation

25 Move in Day

25 New Student & Family Welcome, 4p (P&P Co-ED, Ilse)

26 Identity & Race Workshop 1, 1:30p

27 Identity & Race Workshop 2, 9a

29 Affinity Group/Club Meet-Up, 2p

30 Student Activities Fair, 9a-12p

30 Convocation, 4p (P&P Co-ED, Tejashree)

September

14 Summer Fly-In Ice Cream Reunion, GAC 7p

TBD Student Retreat/Trainings (IC org leaders, Inclusion Fellows, Freedom Songs, P&P)

24-26 Alumni Reunion Weekend

25 Students & Alumni of Color Networking Event, 4p, GAC?

Diversity & Inclusion Team

Meeting Agenda

8/11/2021, 1:00 - 2:15pm

MEM 324

Check in's

Business Items:

- NACCC data discussion
- International Student Orientation Update (Greg/Monica)
 - [Detailed Schedule](#)
 - No welcome 8/16, will only have one welcome Sunday 8/22
- Fellows Hired
- GAC/IC Furniture Update

- Food Expenditures

Acknowledgements

Announcements/Reminders:

- Whittie News Alumni Newsletter items due August 25th

Staff Vacations

Monica: August 26-28, September 2-6th

Adam: September 1-3, October 18-22

Laura: August 9-11

Please Add Program Dates as soon as they are scheduled!

August

14-25 International Student Orientation [Detailed Schedule](#)

25-30 New Student Orientation

25 Move in Day

25 New Student & Family Welcome, 4p (P&P Co-ED, Ilse)

26 Identity & Race Workshop 1, 1:30p

27 Identity & Race Workshop 2, 9a

29 Affinity Group/Club Meet-Ups, 2p

30 Student Activities Fair, 9a-12p

30 Convocation, 4p (P&P Co-ED, Tejashree)

September

14 Summer Fly-In Ice Cream Reunion, 7p

TBD Student Retreat/Trainings (IC org leaders, Inclusion Fellows, Freedom Songs, P&P)

24-26 Alumni Reunion Weekend

25 Students & Alumni of Color Networking Event, 4p, GAC?

Diversity & Inclusion Team

Meeting Agenda

7/28/2021, 1:00 - 2:15pm

Virtual Meeting

Check in's

Business Items:

- SEC/IC Casual get together before Orientation thoughts?
- SA training involvement? (Email from Laura Cummings)
- International Student Orientation Update (Greg/Monica)

- [Detailed Schedule](#)
- Summer Fly-In Update (Laura)
- Hiring Timelines (Fellows, mentors, freedom songs, P&P)
 - Onboard training of fellows, mentors and freedom song employees (August 16th noon-4 and August 17th 9-noon)
 - What should be covered during training?
- Retreat Update (John)
- Work hours Whitman VS B&N
- 3C and kayak trips

Acknowledgements

Announcements/Reminders:

- Fellows Positions (4) posted on handshake and will close 7am August 2nd
- Freedom Songs, Zine Editor in Chief & Music Director posted on Handshake applications close 8am August 9th
- Fly Peer Mentor posted on handshake application closes 8am August 9th

Staff Vacations

Greg: August 2

Laura: Aug 9-11

Please Add Program Dates as soon as they are scheduled!

July

25-29 Summer Fly-In Sessions 2 and 3
 29 Student Kayaking OP Trip
 30 GAC Clean Up Day

August

5 D&I Team Retreat
 14-25 International Student Orientation [Detailed Schedule](#)
 25-30 New Student Orientation
 25 Move in Day
 25 New Student & Family Welcome, 4p (P&P Co-ED, Ilse)
 26 Identity & Race Workshop 1, 1:30p
 27 Identity & Race Workshop 2, 9a
 29 Affinity Group/Club Meet-Ups, 2p
 30 Student Activities Fair, 9a-12p
 30 Convocation, 4p (P&P Co-ED, Tejashree)

September

14 Summer Fly-In Ice Cream Reunion, 7p
 TBD Student Retreat/Trainings (IC org leaders, Inclusion Fellows, Freedom Songs, P&P)
 24-26 Alumni Reunion Weekend
 25 Students & Alumni of Color Networking Event, 4p, GAC?

**Diversity & Inclusion Team
Meeting Agenda
7/21/2021, 1:00 - 2:15pm
Virtual Meeting**

Check in's

Business Items:

- International Student Orientation Update (Greg/Monica)
 - [Detailed Schedule](#)
- Summer Fly-In Update (Laura)
- GAC Clean Up & Opening Plan
 - Reservations

- Community Guidelines
- Expectations for Use - especially kitchen
- IC Reid Office Needs?

Announcements/Reminders:

- Whittie News (Alumni Newsletter) content due July 27th, for August Issue
- Fellows Positions (4) posted on handshake and will close 7am August 2nd

Staff Vacations

Monica: July 23

Greg: August 2

Please Add Program Dates as soon as they are scheduled!

July

- 18-22 Summer Fly-In Session 1
- 25-29 Summer Fly-In Sessions 2 and 3
- 20 Eid Al Adha Celebration
- 23 International Student Tri Cities Shopping Trip
- 29 Student Kayaking OP Trip
- 30 GAC Clean Up Day

August

- 5 D&I Team Retreat
- 14-25 International Student Orientation [Detailed Schedule](#)
- 25-30 New Student Orientation
- 25 Move in Day
- 25 New Student & Family Welcome, 4p (P&P Co-ED, Ilse)
- 26 Identity & Race Workshop 1, 1:30p
- 27 Identity & Race Workshop 2, 9a
- 29 Affinity Group/Club Meet-Ups, 2p
- 30 Student Activities Fair, 9a-12p
- 30 Convocation, 4p (P&P Co-ED, Tejashree)

September

- 7 Summer Fly-In Ice Cream Reunion
- TBD Student Retreat/Trainings (IC org leaders, Inclusion Fellows, Freedom Songs, P&P)
- 24-26 Alumni Reunion Weekend
- 25 Students & Alumni of Color Networking Event, 4p, GAC?

Diversity & Inclusion Team

Meeting Agenda

7/13/2021

In Person @ MEM 324

1:30 - 2:45pm

Check in's

Business Items:

- Fellows Program (Laura)
 - Purpose/Goals, Program Design
 - Finalizing of Job descriptions
 - Timeline for posting 4 positions and hiring
- International Student Orientation Update (Greg/Monica)
- Summer Fly-In Update
- GAC Clean Up & Opening Plan
- IC Reid Office Needs?

Announcements/Reminders:

- Whittie News (Alumni Newsletter) content due July 27th, for August Issue

Staff Vacations

Monica: July 14-16, 23

Please Add Program Dates as soon as they are scheduled!**July**

18-22 Summer Fly-In Session 1

25-29 Summer Fly-In Session 2

August

5 D&I Team Retreat

14-25 International Student Orientation

25-30 New Student Orientation

25 Move in Day

25 New Student & Family Welcome, 4p (P&P Co-ED, Ilse)

26 Identity & Race Workshop 1, 1:30p

27 Identity & Race Workshop 2, 9a

29 Affinity Group/Club Meet-Ups, 2p

30 Student Activities Fair, 9a-12p

30 Convocation, 4p (P&P Co-ED, Tejashree)

September

_____ Student Retreat/Trainings (IC org leaders, Inclusion Fellows, Freedom Songs, P&P)

24-26 Alumni Reunion Weekend

TBD Students & Alumni of Color Networking Event

In Person @ GAC 11:00 - 12:00pm

Business Items:

- International Student Orientation Update
- John Onboarding Update
 - [Acronyms](#) for John, any additions?
- GAC Clean Up & Opening Plan
- RA Training (international student support)
- New Student Orientation

Staff Vacations

Monica: July 14-16

Laura: June 28th - July 5th

Greg: June 29-July 5

Please Add Program Dates as soon as they are scheduled!

June

24-27 Virtual Alumni Reunion

July

18-22 Summer Fly-In Session 1

25-29 Summer Fly-In Session 2

August

14-24 International Student Orientation

24-30 New Student Orientation

24 New Student & Family Welcome, 4p (P&P Co-ED, Ilse)

26 Identity & Race Workshop 1, 1:30p

27 Identity & Race Workshop 2, 9a

29 Affinity Group/Club Meet-Ups, 2p

30 Student Activities Fair, 9a-12p

30 Convocation, 4p (P&P Co-ED, Tejashree)

September

_____ Student Retreat/Trainings (IC org leaders, Inclusion Fellows, Freedom Songs, P&P)

24-26 Alumni Reunion Weekend

TBD Students & Alumni of Color Networking Event

Diversity & Inclusion Team

Meeting Agenda

6/3/2021

In Person @ GAC 1:00 - 2:00pm

Business Items:

- NCORE [session options](#)
- International Student Orientation Cultural Adjustment session?
 - Other orientation [schedule](#) thoughts
- Legal Defense Fund guidelines current balance \$12, 417 (not including recent \$200 payment)
- Hiring Stacy for [summer intern](#) ; hiring for Freedom Songs
- When will everyone have 1 pg document for John/When to send it?
- [Acronyms](#) for John, any additions?
- Website

Staff Vacations

Monica: June 16-20, July 14-16

Laura: June 28th - July 5th

Greg: June 12th - 19th

Please Add Program Dates as soon as they are scheduled!**June**

8-11 NCORE Conference

Week of June 14 and June 21 Summer Fly-In Leaders Retreat

23 SEC Training (coaching marginalized students)

24-27 Virtual Alumni Reunion

July

11-15 Summer Fly-In Session 1

18-22 Summer Fly-In Session 2

August

International Student Orientation

Diversity & Inclusion Team

Meeting Agenda

5/27/2021

Remote 11:00 - Noon

Business Items:

- Follow-up/questions from end-of-year team debrief
- Budget Questions
 - What do people need to complete their budget plan
 - Where are the gaps and how to fill them
- NCORE [session options](#)
- Food Pantry Update
- Recent graduates access to food pantry?

Staff Vacations

Monica: June 16-20, July 14-16

Laura: June 28th - July 5th

Greg: June 12th - 19th

Please Add Program Dates as soon as they are scheduled!**June**

8-11 NCORE Conference

Week of June 14 and June 21 Summer Fly-In Leaders Retreat

23 SEC Training (coaching marginalized students)

24-27 Virtual Alumni Reunion

July

11-15 Summer Fly-In Session 1

18-22 Summer Fly-In Session 2

August

International Student Orientation

5/21 Debrief Agenda**Diversity & Inclusion Team****Meeting Agenda****5/12/2021****Remote 9:00 - 10:00 AM****Business Items:**

- Friday- Lunch with Inclusion Fellows
- Hiring of Fellows/IOAs/SFI Leaders update
- VP Candidate Update/Debrief
- Website project update (Monica)
- Budget planning for next year (Kazi)
- [2020-2021 Events](#) document needs reviewed by team (Monica)
- [Debrief Agenda Draft](#) (Laura)

Announcements

- End of year debrief Friday May 21 from 9-2? Reid 110? And no regular team meeting next week or the week after?

Discussion: (This will be our reflection discussion)

- Summer plans (first personal, and then another day we will talk as a team--I know Adam is away during summer)
 - Monica Out June 16-20 & possible a few days the week of July 12-16

Reminder:

- [NCORE](#) Pre Conference let Monica know which session you would like to attend if any

Please Add Program Dates as soon as they are scheduled!

May

- 12 Tri College Staff/Faculty of Color Virtual Check In noon-1
- 14 Asian/Pacific American Heritage Month - Social Media Takeover

June

- 8-11 NCORE Conference
- Week of June 14 and June 21 Summer Fly-In Leaders Retreat
- 23 SEC Training (coaching marginalized students)
- 24-27 Virtual Alumni Reunion

**Diversity & Inclusion Team
Meeting Agenda
5/4/2021
Remote 10:00 - 11:00 AM**

Business Items:

- Last weekend's events update
- VP candidate debrief
- Plan for Fellows end of semester celebration?
- GAC door access to staff, who, when? - greg

- 2021-22 ASWC President, D&I Chair

Announcements

- Student positions interviews underway

Discussion: (This will be our reflection discussion)

- Summer plans (first personal, and then another day we will talk as a team--I know Adam is away during summer)

Reminder:

- [NCORE](#) Pre Conference let Monica know which session you would like to attend if any

Please Add Program Dates as soon as they are scheduled!

May

- 4 Student Town Hall on Inclusion Task Force @ 4
- 6 VP Finalist Interview
- 10 Last day of Classes
- 12 Tri College Staff/Faculty of Color Virtual Check In noon-1
- 14 Asian/Pacific American Heritage Month - Social Media Takeover

June

Week of June 14 and June 21 Summer Fly-In Leaders Retreat
24-27 Virtual Alumni Reunion

Diversity & Inclusion Team Meeting Agenda 4/27/2021 Remote 10:00 - 11:00 AM

Business Items:

- WSAC Listening Session (email from Isaiah) - Greg
- VP Finalist interviews - help recruiting people to attend sessions (students & staff)--Brief note from Kazi
- Spring Hiring Timeline - Laura
- Sunday Graduation Celebration Update
- Brief update on international students (numbers, China, BBQ)

Announcements:

- April 30th Affinity Group Budgets Due (ASWC budgets were due 4/24)

Discussion: (This will be our reflection discussion)

-
- Discuss [Article](#) Kazi shared 5/11 meeting
- Discuss Candidates next meeting

Reminder:

- [NCORE](#) Pre Conference let Monica know which session you would like to attend if any

Please Add Program Dates as soon as they are scheduled!

April

29 VP Finalists Interview
 30 VP Finalists Interview
 30 Affinity Group Budget Proposals Due

May

1 [Walking Towards Immigrant Rights \(Adam/Merry\)](#), 1-4p
 2 IC Graduation Celebration Noon -4pm (All IC involved Students Invited)
 6 VP Finalist Interview
 TBD LGBTQIA+ Collage Event w/ Daniel Forbes
 12 Tri College Staff/Faculty of Color Virtual Check In noon-1
 TBD Student Town Hall on Inclusion Task Force (May 4th @ 7 or May 6 @ 4)

June

24-27 Virtual Alumni Reunion

Diversity & Inclusion Team

Meeting Agenda

4/19/2021

Remote 1:00 - 2:00 PM

Business Items:

- VP Search Update (Kazi)
- Thoughts on Vaccine requirements
- Preparation for Chauvin verdict (Kazi)
- Saturday event update (greg)
- Campus Climate survey response rate (Monica)

Announcements:

- Delayed 1 week: Budget request form for Affinities going out this week due April 30th for next academic year funds

- International Orientation Assistants, Fly-In Leaders and 2 Fellows positions have been posted on handshake. Applications due 4/25 (currently 7 applicants on handshake for each position)
- 54 responses so far on Graduation order form

Discussion: (This will be our reflection discussion)

- Summer plans (first personal, and then another day we will talk as a team--I know Adam is away during summer)

Reminder:

- [NCORE](#) Pre Conference let Monica know which session you would like to attend if any
- [Student Affairs Award Nominees by April 26th](#)
- Next Meeting Discuss [Article](#) Kazi shared

Please Add Program Dates as soon as they are scheduled!

April

22 Title IX Town Hall w/ Daniel & Maila
 22 The Masks We Wear (dialogue w/ soc, Rae, Laura), 12p-1:30p
 24 Diving Deeper into Whitman So White - Self Care, Self Love through hard times
 24 International Students Eating Hot-Dogs
 25 David Nord Award Deadline extended
 25 Applications due for Fellows, IOA, Summer Flyin
 TBD Students in Conflict Zones (Htet)
 30 Affinity Group Budget Proposals Due

May

1 [Walking Towards Immigrant Rights \(Adam/Merry\)](#), 1-4p
 2 IC Graduation Celebration Noon -4pm (All IC involved Students Invited)
 TBD LGBTQIA+ Collage Event w/ Daniel Forbes
 12 Tri College Staff/Faculty of Color Virtual Check In noon-1
 TBD Student Town Hall on Inclusion Task Force (May 4th @ 7 or May 6 @ 4)

June

24-27 Virtual Alumni Reunion

Diversity & Inclusion Team

Meeting Agenda

4/13/2021

Remote 10:00 - 11:00 AM

Business Items:

- Review - Class of 1986 Multicultural Student Leadership Award Nominations - [Submissions](#)
- Student Affairs Recognition Awards certificates (anyone to nominate)
- Approval of plaques for award winners
- Crisis in Indian Country: Impact of COVID Policies and Practices for Native Communities - \$55 fee. Are we registering?

- HotDog event
- Would United Nations lapel pins be appropriate?
- Presence: Event Data Tracking, analytics, swipes, finance and more
- IC Swipe Access
- Orientation > quarantine requirements?

Announcements:

- Budget request form for Affinities going out this week due April 30th for next academic year funds
- International Orientation Assistants, Fly-In Leaders and 2 Fellows positions have been posted on handshake. Applications due 4/25
- Changed next week's meeting to Monday 4/19 at 1 due to conflict with Wednesday time

Discussion: (This will be our reflection discussion)

- Summer plans (first personal, and then another day we will talk as a team--I know Adam is away during summer)

Reminder:

- [NCORE](#) Pre Conference let Monica know which session you would like to attend if any

Please Add Program Dates as soon as they are scheduled!

April

22 The Masks We Wear (dialogue w/ soc, Rae, Laura), 12p-1:30p
 TBD LGBTQIA+ Collage Event w/ Daniel Forbes
 13 David Nord Award Deadline
 22 Title IX Town Hall w/ Daniel & Maila
 TBD Students in Conflict Zones (Htet)

May

1 TBD Walking Towards Immigrant Rights (Adam/Merry), 1-4p
 2 IC Graduation Celebration Noon -4pm (All IC involved Students Invited)
 TBD Student Town Hall on Inclusion Task Force (May 4th @ 7 or May 6 @ 4)

June

24-27 Virtual Alumni Reunion

Diversity & Inclusion Team Meeting Agenda 4/9/2021 Remote 11:00 - 12:00 PM

Business Items:

- Fellows Hiring/Job Description Discussion
 - [All Positions](#)
 - [2 Spring Hiring Positions](#)

- Graduation Celebration Update
 - May 2nd noon-4
 - Senior Gift Items
 - [SOC - Stole](#)
 - Leadership Tassel (same light blue color on stole)
 - LGBTQIA+ Rainbow Tassel
 - Summer Fly-In Pins
 - RSL - Labyrinth Pins?
 - International Students - Pin??
- Mail Delivery Locations
- [NCORE](#) Registration & Attendance June 7-11
- Food Pantry + Update and possible food bank donation
- Intl orientation leaders job posting
- Reflection Question if time permits: how did you use “spring break”?
- VPDEI update (Kazi/Monica)

Announcements:

- Student Climate Survey Response is low last update @ 38%, I have reached out to communications to get info out on the main Whitman IG, WEB and ASWC will be posting on FB/IG to help promote it also
- Next Week WWU is hosting a conference “ What Does Equity Look Like” will forward email info after meeting

Discussion: (This will be our reflection discussion)

●

Reminder:

- Review - Class of 1986 Multicultural Student Leadership Award Nominations - [Submissions](#)
 - Will be decided on at next team meeting 4/13
- Student Affairs Recognition Awards certificates (anyone to nominate) -discuss next meeting

Please Add Program Dates as soon as they are scheduled!

April

TBD The Masks We Wear (dialogue w/ soc, Rae, Laura)
 TBD LGBTQIA+ Collage Event w/ Daniel Forbes
 13 David Nord Award Deadline
 22 Title IX Town Hall w/ Daniel & Maila

May

1 TBD Walking Towards Immigrant Rights (Adam/Merry), 1-4p
 2 IC Graduation Celebration Noon -4pm (All IC involved Students Invited)
 TBD Student Town Hall on Inclusion Task Force (May 4th @ 7 or May 6 @ 4)

June

Diversity & Inclusion Team
Meeting Agenda
3/30/2021
Remote 10:00 - 11:00 AM

Business Items:

- Communication meeting Thursday - From Heidi: I would suggest that everyone take a look at any pages that are under their program areas and do the following two exercises:
 1. Identify anything that needs immediate attention (broken links, outdated or incorrect information)
 2. Determine three specific ideas of what they hope their webpages will accomplish
- VP Search Updates
- A student asking to co-sign an apartment lease agreement. Options? (Greg)
- Budget update [2020-2021 Budgets](#)
 - Interdepartmental Billing Receipts
 - Endowment spend down over next 4 years part of FSR review recommendations [endowment use](#)

Discussion: (This will be our reflection discussion)

- Last week's events debrief - Paused until Adam can join us
- Sharing of video Kazi shared with us with students?
<https://www.youtube.com/watch?v=RKd7Xoxf3JE>

Reminder:

- Class of 1986 Multicultural Student Leadership Award- [2021 Referral Form](#)

Please Add Program Dates as soon as they are scheduled!

April

- 1-8 Yom HaShoa Installations: Stories Among Us (Maxey/RSL)
- 5 OPT Student Panel (SEC/IC)
- 3 David Nord Award Info Session (apps open 3/13)
- TBD The Masks We Wear (dialogue w/ soc, Rae, Laura)

May

- 1 TBD [Walking Towards Immigrant Rights](#) (Adam/Merry), 1-4p
- 2* Grad Celebration *date/time TBD (All IC involved Students Invited)

Diversity & Inclusion Team

Meeting Agenda
3/23/2021
Remote 10:00 - 11:00 AM

Business Items:

- Events This Week Supporting Asian Community
- Communication approval process
- Class of 1986 Multicultural Student Leadership Award- [2021 Referral Form](#)

Discussion:

Inside a Battle Over Race, Class and Power at Smith College

<https://www.nytimes.com/2021/02/24/us/smith-college-race.html?referringSource=article>
[Share](#)

Guiding questions:

- A. What stood out for you from this article?
- B. What surprised you?
- C. Does this story have any implication for our work at Whitman?
- D. What questions do you have?

Please Add Program Dates as soon as they are scheduled!

March

- 26 #StopAsianHate Community Event
- 27 Walking with Loss and Hope, Labyrinth
- 27 Workshop: Social Justice Leadership (Sophia Giegerich)
- 20 David Nord Award Info Session (apps open 3/13)

April

- 1-8 Yom HaShoa Installations: Stories Among Us (Maxey/RSL)
- 5 OPT Student Panel (SEC/IC)
- 3 David Nord Award Info Session (apps open 3/13)
- TBD The Masks We Wear (dialogue w/ soc, Rae, Laura)

May

- 2* Grad Celebration *date/time TBD

Diversity & Inclusion Team
Meeting Agenda
3/19/2021

Remote 1:00 - 2:00 PM

Discussion Items:

- Rich Dunlap new Care Coordinator intro first 15 minutes
- Graduation gifts/celebration - Ideas, ordering & budget
 - Stole's, Tassels, other stuff for seniors?
 - SOC - Sunday, May 2nd
 - LGBTQ
 - FG/WC - Flyin
 - Religious Groups
 - International Students---Race based violence against people of API descent. (What should we be considering in our support of students)
 - How does what we order fit into what clubs/affinities traditionally get seniors?
- Whitman Wire adds - Thoughts? Budget?
- Climate survey for students launch Tuesday 2/23
- Communication plan refresher
- VPDEI search update (Monica)

Reminder:

Next week discussion of Inside a Battle Over Race, Class and Power at Smith College
<https://www.nytimes.com/2021/02/24/us/smith-college-race.html?referringSource=article>
[Share](#)

Guiding questions:

- E. What stood out for you from this article?
- F. What surprised you?
- G. Does this story have any implication for our work at Whitman?
- H. What questions do you have?

Updates:

International Students (Greg)---I want you to share about your class

RSL/Greek Life (Adam)---I want to ask that you share about your recent conference and stepping away from leadership

Affinity Group Leader/Member Recruitment (Monica)

Student Projects- Stories of Race: An Oral History Project (Alyssa, Merry); David Nord Award (Aziz); SOC Grad Celebration (Elisa); FUBU- Diving Deeper (Berty); FGWC Outreach (Alyssa, Xaaran Dolence); Social Justice Leadership Workshop (Sophia Giegerich)

Please Add Program Dates as soon as they are scheduled!

March

19 International Student Internship Workshop (Global Whitties/SEC)

TBD OPT Student Panel (SEC/IC)
22 Workshop: Social Justice Leadership (Sophia Giegerich)
27 Walking with Loss and Hope, Labyrinth
20 David Nord Award Info Session (apps open 3/13)

April

1-8 Yom HaShoa Installations: Stories Among Us (Maxey/RSL)
3 David Nord Award Info Session (apps open 3/13)

**Diversity & Inclusion Team
Meeting Agenda
3/10/2021
Remote 10:00 - 11:00 AM**

Discussion Items:

- Reflection Question: **Oprah did an interview with Megan and Harry--what reactions/thoughts do you have?**
- P&P Recommendations/direction moving forward (Laura)--I want you to share about about last LACRELA session
- Orientation Leaders selection process
- Thoughts on Awards Celebration for DEI (Monica)
 - Class of 1986 Multicultural Award
 - Nasir Khan Diversity Award
 - David Nord Award
- VP Search Update (Kazi)

Updates:

International Students (Greg)---I want you to share about your class
RSL/Greek Life (Adam)---I want to ask that you share about your recent conference and stepping away from leadership
Affinity Group Leader/Member Recruitment (Monica)

Student Projects- Stories of Race: An Oral History Project (Alyssa, Merry);
David Nord Award (Aziz); SOC Grad Celebration (Elisa); FUBU- Diving

Deeper (Berty); FGWC Outreach (Alyssa, Xaaran Dolence); Social Justice Leadership Workshop (Sophia Giegerich)

Please Add Program Dates as soon as they are scheduled!

March

- 11 Design Thinking Workshop
- 13 Diversity & Inclusion at Whitman: Get to Know the Inclusion Fellows (Prospective students event), 12p-1:30p
- TBD OPT Student Panel (SEC/IC)
- 18 How To Market Your Student Leadership Experience (SEC/IC), 4:30-5:20p
- 22 Workshop: Social Justice Leadership (Sophia Giegerich)
- 27 Walking with Loss and Hope, Labyrinth
- TBD Ruby Bridges (SEC/WEB/IC/President's Office)
- TBD David Nord Award Info Session (apps open 3/13)

April

- 1-8 Yom HaShoa Installations: Stories Among Us (Maxey/RSL)

Diversity & Inclusion Team

Meeting Agenda

3/5/2021

Remote 1:00 - 2:00 PM

Discussion Items:

- Reflection Question: How are you finding joy in the Spring?
- What is IC's role for the commencement? Likely limited in-person (~~top~~ secret for now) (Greg)
- Food Pantry/Clothing Closet discussion (Monica/Greg)
- Affinity/Club member recruitment/advertising ideas (Monica/Laura)
- Affinity group Q's for Kazi
 - Food spending
 - Fuel for going to tri cities
 - Apparel purchases
 - Gathering proposals EOC process

Updates:

Monday 3/8 is a spring break day, no classes!

International Students (Greg)

RSL/Greek Life (Adam)

Student Projects- Stories of Race: An Oral History Project (Alyssa, Merry); David Nord Award (Aziz); SOC Grad Celebration (Elisa); FUBU- Diving Deeper (Berty); FGWC Outreach (Alyssa, Xaaran Dolence); Social Justice Leadership Workshop (Sophia Giegerich); DEI Training for Student Athletes (Chloe Michaels)

Please Add Program Dates as soon as they are scheduled!

March

- 11 Design Thinking Workshop
- 13 Diversity & Inclusion at Whitman: Get to Know the Inclusion Fellows (Prospective students event), 12p-1:30p
- 18 How To Market Your Student Leadership Experience (SEC/IC), 4:30-5:20p
- 22 Workshop: Social Justice Leadership (Sophia Giegerich)
- TBD Ruby Bridges (SEC/WEB/IC/President's Office)
- TBD David Nord Award Info Session (apps open 3/13)

**Diversity & Inclusion Team
Meeting Agenda
2/23/2021
Remote 10:00 - 11:00 AM**

Discussion Items:

- Reflection Question: What surprised you from P and P?
- P&P Learning and Insights/Debrief
- LACRELA training report (Laura)
- Design Thinking Workshop (Monica)
- March Whitman Today DEI Content Ideas (Monica)
- Any reflections on the news regarding President Murray? (Kazi)

Updates:

International Students (Greg)
RSL/Greek Life (Adam)
Clubs & Affinities (Monica)

Student Projects- BHM takeover w/ Alumni (Berty); Stories of Race: An Oral History Project (Alyssa, Merry); David Nord Award (Aziz); Social Justice Leadership Workshop (Sophia Giegerich); DEI Training for Student Athletes (Chloe Michaels)

Please Add Program Dates as soon as they are scheduled!

February

26 Black History Month Social Media Takeover: Future

March

11 Design Thinking Workshop

18 How To Market Your Student Leadership Experience (SEC/IC), 4:30-5:20p

22 Workshop: Social Justice Leadership (Sophia Giegerich)

TBD Ruby Bridges (SEC/WEB/IC/President's Office)

TBD David Nord Award Info Session (apps open 3/13)

**Diversity & Inclusion Team
Meeting Agenda
2/17/2021
Remote 10:00 - 11:00 AM**

Discussion Items:

- Reflection Question: Changes in language on social identity
- P&P Update
- Inclusion Task Force Updates

Updates:

International Students (Greg)

RSL/Greek Life (Adam)

Please Add Program Dates as soon as they are scheduled!

February

- 17 LACRELA: Leading Productive Conversations About Racism, 9a-12p
- 17 [P&P Keynote](#) 5pm
- 17 Pause
- 18 [Power and Privilege Symposium](#) 9:30a-3:45p (with events 2/12-2/19)
- 19 CTC: Symposium Debrief
- 26 Black History Month Social Media Takeover: Future

March

- 11 Design Thinking Workshop
- 18 How To Market Your Student Leadership Experience (SEC/IC), 4:30-5:05p
- TBD Ruby Bridges (SEC/WEB/IC/President's Office)

Diversity & Inclusion Team

Meeting Agenda

2/9/2021

Remote 10:00 - 11:00 AM

Discussion Items:

- Reflection Question: What is your hope for P and P?
- Rush Weekend Report (Adam)
- Race & Identity Workshop Report (Laura)
- Consent Workshop Report (Monica)
- Fellows in person work hours Report (Laura/Monica/Greg)
- FSR Draft reports thoughts/Discussion (attend session on 2/12 @ noon and also use on line form)

Updates:

International Students (Greg)

RSL/Greek Life (Adam)

P&P, Black History Month (Laura/Monica)

[Fellows Work Schedule](#)

Financial Sustainability Review - register for staff session 2/12 @ noon

VP Search - committee meeting 2/8

Please Add Program Dates as soon as they are scheduled!

February

- 5 Black History Month Social Media Takeover: Past
- 10 Pause
- 12 Black History Month Social Media Takeover: Present
- 12 Staff FSR Forum
- 13 Diving Deeper (FUBU & Whitman So White), 2p-3p
- 17 LACRELA: Leading Productive Conversations About Racism, 9a-12p
- 17 P&P Keynote 5pm
- 18 [Power and Privilege Symposium](#) 9:30a-3:45p (with events 2/12-2/19)
- 25 How To Market Your Student Leadership Experience (SEC/IC), 4:30-5:05p
- 26 Black History Month Social Media Takeover: Future

March

- 11 Design Thinking Workshop

Diversity & Inclusion Team

Meeting Agenda

2/2/2021

Remote 10:00 - 11:30 AM

Discussion Items:

Reflection Question: how does it feel to have students on campus? What did we learn from Unity Week? What inspired you?

- Black History Month Installation Planning [flag/sign ideas and pricing](#) (Monica/Laura)
- Spring Leadership Gala (Kazi/Adam)
- Discussion about Team Meeting time and conflicts, need to reschedule? (Monica)
- Climate Survey incentive ideas for students (Monica)
- Inclusion Fellows/Ecological Justice Fellows germinating conversation (Laura/Kazi)

Updates:

International Students (Greg)

RSL/Greek Life (Adam)

[Fellows Work Schedule](#)

Office Supplies are in!

Financial Sustainability Review

VP Search

Please Add Program Dates as soon as they are scheduled!

February (Black History Month)

- 1 Campus Buildings Open to Students
- 6 Race & Identity Workshop
- 7 Consent/Title IX Presentation
- 12 Staff FSR Forum
- 18 P&P
- 25 How To Market Your Student Leadership Experience (SEC/IC), 4:30-5:05p

March

- 11 Design Thinking Workshop

Diversity & Inclusion Team

Meeting Agenda

1/26/2021

Remote 10:00 - 11:30 AM

Discussion Items:

- Daniel (Title IX) & Malia (YWCA, SAVA) Joining first 15 minutes
 - Meeting & Greet
 - What ways do you envision working with the team?
 - How can the team help you?
- Unity Week Update (Laura)
- Referrals for alumni panel (Laura)

Updates:

VP Search Update (Monica)

FSR Update (Monica)

International Students (Greg)

RSL/Greek Life (Adam)

Reflection Question: how does it feel to have students on campus? (If time allows at the end)

Reminder: Spring is the award season: Khan,(1968) Multicultural, and Leadership Gala celebration (Kazi)

Question: Any knowledge of the request for Ruby Bridges speaking at Whitman? (WTTM)

Please Add Program Dates as soon as they are scheduled!

January

25-29 Unity Week (<https://www.whitman.edu/campus-life/diversity/unity-week-2021>)

February (Black History Month)

- 1 Campus Buildings Open to Students
- 6 Race & Identity Workshop
- 7 Consent/Title IX Presentation
- 12 Staff FSR Forum
- 18 P&P
- 25 How To Market Your Student Leadership Experience (SEC/IC), 4:30-5:05p

March

- 11 Design Thinking Workshop

Diversity & Inclusion Team

Meeting Agenda

1/19/2021

Remote 10:00 - 11:30 AM

Discussion Items:

- Reflection Question: what spoke to you during any MLK activity you attended yesterday?
- MLK Day Report (Laura)
- Plan for Fellows/IC Team Meeting Tomorrow 1/20 (Laura)
 - https://docs.google.com/document/d/1B-fQ3E36D0IVIAo-pXfSo_dlbWRGRVvdFsnignCqVQzA/edit
- Black History Month Brainstorming?

Note: Greg needs to leave at 10:50 for intl student orientation session on Communication

Updates:

- [Quarientation](#) update
- [Unity Week](#) update (Laura)
- VP Search (Monica)
- Daniel & Malia will join us next week 1/26

Please Add Program Dates as soon as they are scheduled!

January

14-15 Faculty & Staff Training

16-17 Students Arrive on Campus

18 MLK Jr. Day Program: Whitman Teaches the Movement, 3p; MLK Peace Program, 4p

18-31 Quarientation: Greek Life Leader Retreat (1/21, 10a-3p), Greek Life (1/22, 1-2p);

FUBU(1/21, 11a); FG/WC Mentors & Mentees (1/23); International Student Sessions

25-29 Unity Week (<https://www.whitman.edu/campus-life/diversity/unity-week-2021>)

February (Black History Month)

1 Campus Buildings Open to Students

6 Race & Identity Workshop

7 Consent/Title IX Presentation

18 P&P

25 How To Market Your Student Leadership Experience (SEC/IC), 4:30-5:05p

March

11 Design Thinking Workshop

Diversity & Inclusion Team

Meeting Agenda

1/14/2021

Remote 10:00 - 11:30 AM

Discussion Items:

- Reflection Question: What does the current moment in the Nations' capitol say to you? (Kazi)
- [Quarientation](#) update (The schedule is online)
- MLK Day/[Unity Week](#) update (Laura)
- Events Attendance Sheets (Monica)
- Communications planning (Monica)
- Website Updates (Monica)

- Alliance Update (Monica)
- Food Options for Students: Cleveland Commons will be open and Jewett for limited students --athletes--. Impact on GAC food pantry as in pre-Covid practices (Kazi)

Updates:

VP Search (Monica)

Fellows kick off meeting - 1/20 at 10am

Please Add Program Dates as soon as they are scheduled!

January

14-15 Faculty & Staff Training

16-17 Students Arrive on Campus

18 MLK Jr. Day Program: Whitman Teaches the Movement, 3p; MLK Peace Program, 4p

18-31 Quarientation: Greek Life Leader Retreat (1/21, 10a-3p), Greek Life (1/22, 1-2p);

FUBU(1/21, 11a); FG/WC Mentors & Mentees (1/23); International Student Sessions

25-29 Unity Week (<https://www.whitman.edu/campus-life/diversity/unity-week-2021>)

February (Black History Month)

1 Campus Buildings Open to Students

6 Race & Identity Workshop

7 Consent/Title IX Presentation

18 P&P

25 How To Market Your Student Leadership Experience (SEC/IC), 4:30-5:05p

March

11 Design Thinking Workshop

Diversity & Inclusion Team

Meeting Agenda

1/5/2021

Remote 10:00 - 11:30 AM

Discussion Items:

- Plan for Team this Spring (Kazi) --Begin with Check in Question: What is your hope for 2021?
- Director Position (Kazi)
- Semesters Plans (Individual and Team)--Kazi
- Gaps that may exists and how we can address them (Kazi)
- Staying in touch (Kazi)
- VP for DEI search

- Inclusion Fellows (Laura)
- Process Changes (Monica) :
 - Large Listserv Email Approvals
 - Payment Approvals
- What projects are people working on? Adam, Greg, Monica, Laura
(Where do people need extra assistance?)

Reminders:

[Website Updates](#) January 10th (Monica)

Updates:

[Quarientation](#)

MLK Day/[Unity Week](#) (Laura)

Please Add Program Dates as soon as they are scheduled!

January

12 RA Training session- supporting international students
 14-15 Faculty & Staff Training
 16-17 Students Arrive on Campus
 18 MLK Jr. Day Program: Whitman Teaches the Movement, 3p; MLK Peace Program, 4p
 18-31 Quarientation: Greek Life Leader Retreat (1/21, 10a-3p), Greek Life (1/22, 1-2p);
 FUBU(1/21, 11a); FG/WC Mentors & Mentees
 25-29 Unity Week

February (Black History Month)

1 Campus Buildings Open to Students

Diversity & Inclusion Team

Meeting Agenda

12/22/2020

Remote 10:00 - 11:30 AM

Discussion Items:

[Website Updates](#) January 10th (Monica)

[Unity Week](#) (Laura)

Quarientation draft schedule (Laura)

Spring COVID policies update (Monica)

Updates:

- International Students Update (Greg)
- Greek life / RSL update (Adam)
- Director Hiring; IGD planning update (Laura)
- Spring Opening Update (Thomas)

Please Add Program Dates as soon as they are scheduled!

January

18 MLK Jr. Day Program: Whitman Teaches the Movement, 3p; MLK Peace Program, 4p
18-31 Quarientation: Geocache Course (1/19-21 & 1/23, 1p-4:30p); Greek Life Leader Retreat (1/21, 10a-3p), Greek Life (1/22, 1-2p); FUBU(1/21, 11a); FG/WC Mentors & Mentees
25-29 Unity Week

February

1 Campus Buildings Open to Students

Diversity & Inclusion Team Meeting Agenda 12/15/2020 Remote 10:00 - 11:30 AM

Discussion Items:

[Unity Week](#)

Quarientation

Updates:

- International Students Update (Greg)
- Greek life / RSL update (Adam)
- Director Hiring; IGD planning update (Laura)
- Spring Opening Update (Thomas)

Please Add Program Dates as soon as they are scheduled!

January

18 MLK Jr. Day Program

18-31 Quarientation

25-29 Unity Week

February

1 Campus Buildings Open to Students

Diversity & Inclusion Team

Meeting Agenda

12/8/2020

Remote 10:00 - 11:00 AM

Discussion Items:

- Food Pantry Stocking [Schedule](#)
- [MLK Day Program, Unity Week](#)

Updates:

- International Students Update (Greg)
- Greek life / RSL update (Adam)
- Director Hiring; IGD planning update (Laura)
- Spring Opening Update (Thomas)

Please Add Program Dates as soon as they are scheduled!

January

18 MLK Jr. Day Program

18-31 Quarientation

25-29 Unity Week

February

1 Campus Buildings Open to Students

**Diversity & Inclusion Team
Meeting Agenda
12/1/2020
Remote 10:00 - 11:30 AM**

Discussion Items:

- Priorities Discussion [Priorities Sheet](#) (Thomas)
- Discussion of process for Inclusion Task Force Item (Thomas):
 - Starting Spring 2021 the college will commit to dedicating \$10,000 of the president's discretionary budget to staff personal and professional development. This fund will be utilized to supplement what is available within departments. Staff may submit and receive funds above the offerings of departments for training, programs and experiences that have the potential to create a campus-wide impact.
- Planning During Break (Laura & Greg)
- Opening Week (Laura & Greg)

Updates:

- International Students Update (Greg)
- Greek life / RSL update (Adam)
- Director Hiring; IGD planning update (Laura)
- Spring Opening Update (Thomas)

Please Add Program Dates as soon as they are scheduled!

Woohooo!! We made it through the fall 2020 semester!

January

18 MLK Jr. Day Program

18-31 Quarientation

25-29 Unity Week

Diversity & Inclusion Team Meeting Agenda 11/17/2020 Remote 10:00 - 11:30 AM

Discussion Items:

- Kathy Murray present to answer questions
- Inclusion Fellows- work during the break (Laura)
- Student needs conversation (Thomas)
- Priorities between now-12/31(Thomas)

Updates:

- International Students Update (Greg)
- Greek life / RSL update (Adam)
- Director Hiring; IGD planning update (Laura)
- Spring Opening Update (Thomas)

Please Add Program Dates as soon as they are scheduled!

November

16-21 Breaking the Closet Week

16 Title IX Virtual Update (Faculty & Staff)

16 LGBTQIA+ Panel

- 18 Ableism Training (Faculty & Staff)
- 16 LGBTQIA+ Panel
- 19 Chaplain Chat
- 19 Decolonizing Thanksgiving IPECC and PIC Town Hall
- 20 Safe Zone Training (Students)
- 21 LGBTQIA+ Virtual Hangout
- 23 Native American Heritage Month - Rosalie Fish
- 24 Last day of Classes
- 25-27 Thanksgiving Break

January

- 18 MLK Jr. Day Program
- 25-29 Unity Week

Diversity & Inclusion Team

Meeting Agenda

11/10/2020

Remote 10:00 - 11:30 AM

Discussion Items:

Coronavirus update and reopening (Thomas)
 Performance Appraisals (Thomas)
 Greek Life Meeting 11/11 (Adam)
 Winter break (Laura)
 Spring orientation (Laura)
 Spring Break Reconfiguration (Thomas)

Updates:

- International Students Update (Greg)
- Greek life / RSL update (Adam)
- Director Hiring; IGD planning update (Laura)
- Spring Opening Update (Thomas)
- Director Search Update (Laura)

Please Add Program Dates as soon as they are scheduled!

November

- 10 Visa interviewing, 8am
- 11 Club/Affinity Leaders IGD, 5p-6:30p
- 11 Greek Life Meeting
- 12 Chaplain Chat

- 13 Faculty/Staff Safe Zone Training 9-noon
- 13 Continuing the Conversation: DEI and Greek Life, Noon
- 16-21 Breaking the Closet Week
- 16 Title IX Virtual Update (Faculty & Staff)
- 18 Ableism Training (Faculty & Staff)
- 19 Chaplain Chat
- 20 Safe Zone Training (Students)
- 23 Native American Heritage Month - Rosalie Fish
- 24 Last day of Classes
- 25-27 Thanksgiving Break

**Diversity & Inclusion Team
Meeting Agenda
11/3/2020
Remote 10:00 - 11:30 AM**

Discussion Items:

Hi's and Low's

Food Pantry Stocking/Monitoring (Greg)

Spring Reopening (Thomas)

- Corona task force
- POD's
- Registration
- NCAA

What we have done so far! [Events w/numbers](#) 1388 documented interactions so far this year! (Monica)

Financial Sustainability (Thomas)

USC LAC Racial Equity Leadership Alliance (Monica /Thomas)

(<https://docs.google.com/document/d/1dSnD-77vX1HVAC1nwJWgGDfRfe7S0jnhZY-k6zkt0b0/edit?usp=sharing>)

Election Night Plans (Thomas)

Updates:

- International Students Update (Greg)
- Greek life / RSL update (Adam)
- IGD planning update (Laura)
- Spring Opening Update (Thomas)
- Director Search Update (Laura)

Please Add Program Dates as soon as they are scheduled!

November

- 4 Faculty/Staff Drop in Counseling 9-4
- 5 Native American Heritage Month Social Media Take Over
- 5 Chaplain Chat
- 11 Club/Affinity Leaders IGD, 5p-6:30p
- 12 Chaplain Chat
- 13 Faculty/Staff Safe Zone Training 9-noon
- 13 Continuing the Conversation: DEI and Greek Life, Noon
- 16-21 Breaking the Closet Week
- 16 Title IX Virtual Update (Faculty & Staff)
- 18 Ableism Training (Faculty & Staff)
- 19 Chaplain Chat
- 20 Safe Zone Training (Students)
- 23 Native American Heritage Month - Rosalie Fish
- 24 Last day of Classes
- 25-27 Thanksgiving Break

Diversity & Inclusion Team

Meeting Agenda

10/27/2020

Remote 10:00 - 11:30 AM

Discussion Items:

- Fellows- winter break (Laura)
- Spring Reopening Update
- Power and Privilege (Thomas & Laura)
- Upcoming Grant Opportunity (Thomas)
- Director Search Update (Laura)

Updates:

- International Students Update (Greg)
- Greek life / RSL update (Adam)
- IGD planning update (Laura)
- Spring Opening Update (Thomas)

Please Add Program Dates as soon as they are scheduled!

October

- 27 Whitman Impact Series, 12p
- 27 Greek Community Implicit Bias Training 4-5:30
- 28 Spirituali-TEA, 4:00-5:00
- 29 Chaplain Chat
- 30 Safe Zone Training - Students 9a
- 30 Speak Out OP/CTC Series 12p
- 30 FG/WC Mentoring Program Kick-Off 3p-4p

November

- 2 Whitman Impact Series 12p
- 3 Election Day
- 11or12 Club/Affinity Leaders IGD (2nd week of Nov), 5p-6:30p
- 13 Continuing the Conversation: DEI and Greek Life, Noon
- 14or15 FUBU Dialogue Night (3rd week of Nov), tbd afternoon
- 16-21 LGBT+/Coming Out Week

Diversity & Inclusion Team

Meeting Agenda

10/20/2020

Remote 10:00 - 11:30 AM

Discussion Items:

- Financial Sustainability Review update (Thomas)
- Spring Reopening Update (Thomas)
- Walla Walla Impact Series (Thomas /Monica)
- Director of Equity and Inclusion Search (Laura / Thomas)
 - [Position is Here](#)

- IC Orgs Retreat Follow Up - [Fall Staff Liaison Items](#) (Monica)

Updates:

- International Students Update (Greg)
- Greek life / RSL update (Adam)
- IGD planning update; Fellows- [IC assignments](#), Safe Zone- LGBTQ+ ally workshop (Laura)
- ~~Spring Opening Update (Thomas)~~

Please Add Program Dates as soon as they are scheduled!

October

- 22 Common Read Project, 4p-5p
- 22 Chaplain Chat
- 23 Safe Zone Training - Faculty/Staff/Alum 9a
- 23 Speak Out OP/CTC Series 12p
- 24 Virtual Fall Visit Scholarship Program 11:45-12:45
- 25 Sexual Assault Summit 10:30a-2:30p
- 27 Whitman Impact Series, 12p
- 27 Greek Community Implicit Bias Training 4-5:30
- 28 Spirituali-TEA, 4:00-5:00
- 29 Chaplain Chat
- 30 Safe Zone Training - Students 9a
- 30 Speak Out OP/CTC Series 12p
- 30 FG/WC Mentoring Program Kick-Off 3p-4p

November

- 2 Whitman Impact Series 12p
- 3 Election Day
 - Club/Affinity Leader IGD (2nd week of Nov), 5p-6:30p
 - FUBU Dialogue Night (3rd week of Nov)
- 13 Continuing the Conversation: DEI and Greek Life, Noon

Diversity & Inclusion Team

Meeting Agenda

10/13/2020

Remote 10:00 - 11:30 AM

Discussion Items:

- Affinity Budget Requests [request form](#) - 6 submitted (Monica)

Updates:

- International Students Update (Greg)
- Greek life / RSL update (Adam)
- Intergroup dialogue planning update (Laura)
- Spring Opening Update (Thomas)
- Sexual Violence Summit Update (Monica)

Please Add Program Dates as soon as they are scheduled!

October

- 13 Greek Narratives, Noon
- 14 Virtual Open House Diversity & Inclusion @ Whitman 2:30
- 15 Whitman Impact Series 12p
- 15 Greek Narratives, 7:00p
- 16 Speak Out OP/CTC Series 12p
- 17 Virtual Fall Visit Scholarship Program 11:45-12:45
- 8, 15, 22 Common Read Project, 4p-5p
- 23 Safe Zone Training - Faculty/Staff/Alum 9a
- 23 Speak Out OP/CTC Series 12p
- 24 Virtual Fall Visit Scholarship Program 11:45-12:45
- 25 Sexual Assault Summit 10:30a-2:30p
- 27 Whitman Impact Series, 12p
- 30 Safe Zone Training - Students 9a
- 30 Speak Out OP/CTC Series 12p
- 30 FG/WC Mentoring Program Kick-Off 3p-4p

November

- 2 Whitman Impact Series 12p
- 3 Election Day

Diversity & Inclusion Team

Meeting Agenda

10/6/2020

Remote 10:00 - 11:30 AM

Discussion Items:

- Affinity Group Funding Discussion (Laura/Monica)
- IC Orgs [Staff Assignments](#) (Monica)
 - Follow up with training completion and budget request submitted
- International Students Update (Greg)
- Greek life / RSL update (Adam)
- Intergroup dialogue planning update (Laura)
- Spring Opening Update (Thomas)
- Sexual Violence Summit Update (Monica)

Please Add Program Dates as soon as they are scheduled!**October**

- 8 Global Let's Connect - zoom chat with internationals. 7:30am-8:30am
- 9 IGD workshop hosted by Mental Health & Wellness student group, 12p
- 9 Microaggressions Tri College Wellness Call 12-1p
- 12 P&P host Continuing the Conversation, 12-1p
- 13 Greek Narratives, Noon
- 15 Greek Narratives, 7:00p
- 8, 15, 22 Common Read Project, 4p-5p
- 25 Sexual Assault Summit 10:30a-2:30p

Diversity & Inclusion Team**Meeting Agenda****9/29/2020****Remote 10:00 - 11:30 AM****Discussion Items:**

- IC Orgs Code of Conduct [Manual Page 11](#) (Laura)
- IC Fellows Work Schedule and Orientation [Outline](#) (Monica)
- International Students Update (Greg)

- Greek life update (Adam)
- Intergroup dialogue planning update (Laura)
- Spring Opening Update (Thomas)
- Sexual Violence Summit Update (Monica)

Please Add Program Dates as soon as they are scheduled!

29 Structural Racism in the Workplace, 12-1p

2:30 Fellows Orientation

29 Ana Hispanic Heritage Month Speaker 5p

30 IC Orgs Retreat Session 4 Leadership Development, 4-5:30p

October

Chaplain Chat's - Thursdays (8,15,22,29)

1-2 Fall Break

1 Global Let's Connect - Chat for International Students 4:30pm

9 IGD workshop hosted by Mental Health & Wellness student group,
12p

9 Microaggressions Tri College Wellness Call 12-1p

12 P&P host Continuing the Conversation, 12-1p

8, 15, 22 Common Read Project, 4p-5p

Diversity & Inclusion Team

Meeting Agenda

9/22/2020

Remote 10:00 - 11:30 AM

Discussion Items:

- Help to meet with clubs/orgs this semester please sign up [Here](#) (Laura & Monica)
- IC Orgs Leaders Retreat Outline & Team Involvement (Laura & Monica)
- Election Programming ideas and supports (Thomas)
- International Students Update (Greg)

- Greek life update (Adam)
- Intergroup dialogue planning update (Laura)
- Spring Opening Update (Thomas)
- Need to know Programming for October - Whitman Today (Monica)
- Sexual Violence Summit Update (Monica)

Please Add Program Dates:

Chaplain Chat's - Thursdays (3, 10, 17, 24)

22 IC Orgs Retreat Session 1 Implicit Bias-Thomas, 4-5:30p

24 IC Orgs Retreat Session 2 Leadership Development, 4-5:30p

25 Latinx Social Media Take Over

28 IC Orgs Retreat Session 3 Active Listening- Charisse, 4-5:30p

29 Structural Racism in the Workplace, 12-1p

29 Ana Hispanic Heritage Month Speaker 5p

30 IC Orgs Retreat Session 4 Leadership Development, 4-5:30p

October

Chaplain Chat's - Thursdays (1,8,15,22,29)

1-2 Fall Break

8, 15, 22 Common Read Project, 4p-5p

Diversity & Inclusion Team

Meeting Agenda

9/15/2020

Remote 10:00 - 11:30 AM

Discussion Items:

Inclusion Fellows Hiring Recommendation (Laura & Greg)

[Application Questions Responses](#)

[All Applicants and Final Nominations](#)

International Students Update

Greek life update

Intergroup dialogue planning update

Diversity and Inclusion final: Mission, Vision, Values and Approach

Election Programming ideas and supports

Spring Opening Conversation

Next Meeting:

Outline of Clubs & Affinities Retreat?

Sexual Violence Summit

Please Add Program Dates:

22,24,28,30 IC Orgs Retreat, 4-5:30p

29 Structural Racism in the Workplace, 12-1p

October

8, 15, 22, 29 Common Read Project, 4p-5p

Diversity & Inclusion Team**Meeting Agenda**

9/8/2020

Remote 10:00 - 11:30 AM

Discussion Items:

- Inclusion Taskforce Work Discussions (Thomas)
- Hearing Panel Certification (Thomas)
 - [Hearing Panel Google Form](#)

- Job Posting Update (Monica)
- IC Orgs Retreat Planning Update (Monica & Laura)
- Greek Life Report - Title IX questions (Adam)

Next Meeting:

Final Approval of Hires

Please Add Program Dates:

8&9 P&P External Review

11 P&P Fall Kickoff Panel, 5-6:30p

12: Team BBQ 5:30 Greg's house

22,24,28,30 IC Orgs Retreat, 4-5:30p

29 Structural Racism in the Workplace, 12-1p

**Diversity & Inclusion Team
Meeting Agenda
9/1/2020
Remote 10:00 - 11:30 AM**

Discussion Items:

- Club Listserv Updates & Discussion (Laura and Monica)
- New date for IC Orgs Leaders Training (Laura & Monica)
- IC Fellows and Peer Mentors job posting update (Monica)

Please Add Program Dates:

- [D&I/IC Events 2020-2021](#)

Faculty and Staff: Let's talk about the Symposium

Time: Sep 4, 2020 04:00 PM -5:30 Pacific Time (US and Canada)

Join Zoom Meeting <https://whitman.zoom.us/j/97012811018>

Structural Racism in the Workplace- Sep 29 at 12 pm PT

**Diversity & Inclusion Team
Meeting Agenda
8/25/2020
Remote 10:00 - 11:30 AM**

Discussion Items:

- Activities Fair Update
- International Student Update
- Greek Life Update
- Taskforce update
- [D&I/IC Events 2020-2021](#) list and Calendar (reminder to fill out document as you start to nail down events/activities)
- Review the 2020 Planning document by the end of the day today!

[2020 Fall Planning Document](#)

Please Add Program Dates:

**Diversity & Inclusion Team
Meeting Agenda
8/18/2020
Remote 10:00 - 11:30 AM**

Discussion Items:

- Introduction of Team to RD's
- Activities Fair Staffing Saturday 8/22 9-1
- Orientation Session Rehearsal
- <https://docs.google.com/presentation/d/1hWUQ2mLv1P2NgTR7RbLWCDcSyoj2g7oi/edit#slide=id.p1>
- Inclusion Fellows
- GAC Fall Hours
- International Student Orientation Update
- Greeklife update
- Fall Programming conversation Friday
- Taskforce update

Please Add Program Dates:

- 14-19 International Student Orientation
- 20-23 New Student Orientation (Opening Week)
- 20 D&I Team Orientation Session 6-7:30
- 21 D&I Team Orientation Session 1:30-3:00
- 22 9a-1p Student Activities Fair (Gather.Town)
- 24 First day of classes

Diversity & Inclusion Team
Meeting Agenda
8/5/2020
Remote 1-2pm

Discussion Items:

- Check-Ins
- [D&I/IC Events 2020-2021](#) list and Calendar - Monica
- Change in Team Meeting Times Tuesdays 10-11:30
- New Student Orientation [Orientation draft](#)- Laura
- Lending Library
- New RDs (8/18 meeting)- Laura

Please Add Program Dates:

August

10 Team Retreat (we can do it at Greg's backyard, he just built a picnic table and a fire pit. Also, he has various lawn chairs to keep distance.

Additionally, he is just really cool!)

20-23 New Student Orientation (Opening Week)

22 9a-1p Student Activities Fair (Gather.Town)

24 First day of classes

Diversity & Inclusion Team
Meeting Agenda
7/29/2020
Remote 1-2pm

Discussion Items:

- Campus Updates - Thomas
- Summer Fly-in update Laura
- Task Force Update Laura
- [Lending Library Fall Plan](#)- Dorothy
- Cyber Bullying and Student Code of Conduct - Dorothy
- [D&I/IC Events 2020-2021](#) list and Calendar - Monica
- Additional Check-in's

Please Add Program Dates:

Summer Fly-In- week of July 19 & July 26

July 29 Tri College Community Wellness Call

July 30 Departmental Inclusion Action Plan Webinar - Staff

July 31 Departmental Inclusion Action Plan Webinar - Faculty

Diversity & Inclusion Team
Meeting Agenda
7/8/2020
Remote 1-2pm

Discussion Items:

- Reflection Thomas
- Campus Updates - Thomas
- [Inclusion Fellow Job Description](#) update Monica
- Task Force Update Laura
- International Student Updates Greg
- Summer Fly-in update Laura
- ~~Transition process and update Dorothy~~
- Additional Check-in's

Please Add Program Dates:

Summer Fly-In- week of July 19 & July 26

**Diversity & Inclusion Team
Meeting Agenda
6/24/2020
Remote 1-2pm**

Discussion Items:

- How to be an Anti-Racist Chapter 11 Discussion
- Campus Updates - Thomas
- Check-in
- [JPMC Receipt Procedures](#) (Monica)
- No team meeting next week July 1st (Monica)
- Team retreat moved from August 6&7 to August 10th (Monica)

Please Add Program Dates:

Summer Fly-In- week of July 19 & July 26

**Diversity & Inclusion Team
Meeting Agenda**

6/17/2020
Remote 1-2pm

Discussion Items:

- How to be an Anti-Racist Chapter 10 Discussion
- Campus Updates - Thomas
- Check-in

Please Add Program Dates:

Summer Fly-In Leader Training- week of June 15 & June 16

Summer Fly-In- week of July 19 & July 26

Diversity & Inclusion Team
Meeting Agenda
6/10/2020
Remote 1-2pm

Discussion Items:

- How to be an Anti-Racist Chapter 9 Discussion
- Campus Updates - Thomas
- Check-in
- Orientation Script (Thomas)
- Everyone's 3 ideas for social media engagement over the summer (Laura)
 - Welcome to Walla Walla get to know what's here (places to eat, places to hike, things to do)
 - Office staff highlights
 - Photos of campus with campus highlights
 - Dorm room suggestions (how to make your room homey and keep it clean)
 - August (prep for coming to campus), things to do before you arrive, things to pack
 - Poll students on campus events and activities (What was your favorite activity, this or that)
 - Meet the IC Fellows

Please Add Program Dates:

Summer Fly-In Leader Training- week of June 15 & June 16

Summer Fly-In- week of July 19 & July 26

Diversity & Inclusion Team**Meeting Agenda**

6/3/2020

Remote 1-2pm

Discussion Items:

- How to be an Anti-Racist Chapter 8 Discussion

- Campus Updates - Thomas
- Check-in
- Social media posts- [com calendar](#)

Please Add Program Dates:

Summer Fly-In Leader Training- week of June 15 & June 16

Summer Fly-In- week of July 19 & July 26

Diversity & Inclusion Team

Meeting Agenda

5/27/2020

Remote meet.google.com/wuk-frvr-qvp

Discussion Items:

- How to be Anti-Racist Chapter 7 Discussion (Greg)

- Campus Updates - Thomas
- Check-in
- Training Opportunities
- GAC Donations (Dorothy)

Please Add Program Dates:

Summer Fly-In- week of June 15 & June 22

Diversity & Inclusion Team

Meeting Agenda

5/20/2020

Remote meet.google.com/wuk-frvr-qvp

Discussion Items:

- How to be Anti-Racist Chapter 6 Discussion (Adam)
- Campus Updates - Thomas
- Check-in

- Student Employees Fall (Thomas)

Please Add Program Dates:

5/21 Final Chaplain Chat for Seniors

Diversity & Inclusion Team

Meeting Agenda

5/13/2020

Remote meet.google.com/wuk-frvr-qvp

Discussion Items:

- Campus Updates - Thomas
- Check-in
- Geocaching (Greg)
- Friendship Family Event/Plan (Greg/Dorothy)

- Rebrand office hours into coffee time. Promote this as an interactive, relaxing opportunity to connect, not an official meeting (Greg)
- Students and Colleagues appreciation (Sonja)
- Student Employees Fall (Thomas)
- Activity (Monica)
- Gifts/Goodbyes

Please Add Program Dates:

5/14 Chaplain Chat

5/14 Home Alone Conversation Group -continue thursday throughout summer

*5/19-- Virtual Friendship Family Gathering (4pm)

5/21 Final Chaplain Chat for Seniors

Diversity & Inclusion Team

Meeting Agenda

5/6/2020

Remote meet.google.com/wuk-frvr-qvp

Discussion Items:

- How to Be Anti-Racist Chapter 5 discussion (Sonja)
- Check-in
- Campus Updates
- [Continuing our work](#): virtual campus (fall semester online) vs. in-person with social distancing (Laura)
- Summer Support International Students (Greg)

Please Add Program Dates:

5/6- PNNL Digital Discussion 2.0 (Professionals of Color & Women in STEM)

5/7 Chaplain Chat

Diversity & Inclusion Team

Meeting Agenda

4/29/2020

Remote meet.google.com/wuk-frvr-qvp

Discussion Items:

- How to Be Anti-Racist Chapter 4 discussion (Laura)
- Check-in
- Campus Updates
- Team discussion of senior students recognition (Sonja)

Please Add Program Dates:

4/29 Game Night

4/30 Equity Reading Series Discussion

4/30 Chaplain Chat
4/30 Home Alone Discussion Group
5/1 STEM Pre-major Advising Session
5/3 Relaxation & Meditation
5/5 Spirituali-TEA
5/6 Digital Discussion
5/7 Chaplain Chat

**Diversity & Inclusion Team
Meeting Agenda
4/22/2020**

Remote meet.google.com/wuk-frvr-qvp

Discussion Items:

- How to be Anti-Racist Discussion Chapter 3 Power
- Check-in
- Campus Updates
- Friendship Family events?
- Student Affairs/Other Department Award Nominations/Recognizing Students (Laura/Sonja/Thomas)
- Thank yous from the IC to other departments/individuals (Sonja)

Please Add Program Dates:

4/22 Understanding Loans Workshop

4/23 Chaplain Chat
4/23 Home Alone Discussion Group
4/24 FG/WC Jeopardy Night
4/28 Spirituali-TEA
4/29 Game Night
4/30 Equity Reading Series Discussion
4/30 Chaplain Chat
4/30 Home Alone Discussion Group
5/3 Relaxation & Meditation
5/5 Spirituali-TEA
5/6 Digital Discussion
5/7 Chaplain Chat

**Diversity & Inclusion Team
Meeting Agenda
4/15/2020**

Remote meet.google.com/wuk-frvr-qvp

Discussion Items:

- Warm-up: we start with the game. You will need your laptop to see the game board via Meet and a phone to control the game.
- Check-in
- Campus Updates
- 1986 Multicultural Student Leadership Award nominations (Laura)
- Student Affairs/Other Department Award Nominations (Dorothy)
- Friendship Family events?
- Thank yous from the IC to other departments/individuals (Sonja)
- Wiser (Laura)
- Potential Safe Outdoor Activities (Dorothy & Laura)

Please Add Program Dates:

4/16 Chaplain Chat

4/16 Home Alone Discussion Group
4/17 CTC: Healthcare Disparities
4/17 Digital Discussion with Dale Walker from PNNL
4/19 Relaxation & Meditation
4/21 Spirituali-TEA
4/21 Holocaust Speaker
4/22 Understanding Loans Workshop
4/23 Equity Reading Series Discussion
4/23 Chaplain Chat
4/23 Home Alone Discussion Group
4/24 FG/WC Jeopardy Night
4/28 Spirituali-TEA
4/29 Game Night
4/30 Chaplain Chat
5/3 Relaxation & Meditation
5/6 Digital Discussion

Diversity & Inclusion Team
Meeting Agenda
4/8/2020
Remote

Discussion Items:

- Check-in
- Campus Updates
- Class of 1986 Multicultural Student Leadership Award- [form](#) (Laura)
- Family Orientation 2020- Diversity & Inclusion session (Laura)
- Check in on [2019-2020 IC Events](#) document update (Monica)

Please Add Program Dates:

4/9 All Students Netflix Party
4/9 Home Alone Conversation Faculty & Staff
4/9 Chaplain Chat
4/14 Spirituali-TEA
4/14 Seniors of Color Webinar
4/16 Chaplain Chat
4/19 Relaxation & Meditation
4/21 Spirituali-TEA
4/23 Equity Reading Series Discussion
4/23 Chaplain Chat
4/28 Spirituali-TEA
4/29 Game Night
4/30 Chaplain Chat
5/6 Digital Discussion

Diversity & Inclusion Team

Meeting Agenda

4/1/2020

Remote

Discussion Items:

- Check-in
- Campus Updates
- [Potential IC Club Events Brainstorm](#) (Laura & Dorothy)
- Google Hangouts Tips & Tricks (Monica)
- Ideas for game night (Greg)
- VPN access in China (Greg)
- Reminder to send fun photos to Monica for IG/FB posts

Please Add Program Dates:

3/31 Spirituali-TEA
4/2 Snax & Tax Workshop
4/2 FG/WC Netflix party
4/2 Chaplain Chat
4/3 Millennium Workshop
4/9 All Students Netflix Party
4/14 Seniors of Color Webinar
4/23 Equity Reading Series Discussion
4/29 Game Night
5/6 Digital Discussion

Diversity & Inclusion Team

Meeting Agenda

3/24/2020

Remote

Discussion Items:

- Check-in
- Campus Updates
- Spring semester IC programming, who is doing what, when (Monica)
- Family Orientation (Laura)
- [IC Events 2019-2020](#) document check in (Monica)
- [Website Update](#) Check In (Monica)
- Program/Events Docs (Laura)

Please Add Program Dates:

**Diversity & Inclusion Team
Meeting Agenda
3/11/2020
Reid 110**

Discussion Items:

- Who is an individual at Whitman, not on our team, with whom you've had a really productive collaboration - a person who impressed or impresses you, and why? (1-2 minutes each)
- What you need to know right now is..(Team check in, ok to pass)
- Chapter 1 & 2 discussion of How to be AntiRacist
- Minor Policy comments
- Spring Break Activities for Students Plans
- Staffing during Spring Break
- Food Pantry
- Covid-19 update

Please Add Program Dates:

3/11: Books available for Equity Reading Series
3/12: Memorial Reception for Rick Martinez
3/12: Snax and Tax Workshop for International Students
~~3/17: SB Movie Trip~~
~~3/19: SB Tri Cities Trip~~
~~3/24: SB Palouse Falls Trip~~
~~3/25-26: IGD Student Session~~
4/2: Equity Reading Series Discussion
~~4/3: Lunch & Learn Session 5: Restorative Justice~~
~~4/3: IC Team Restorative Justice Training~~
~~4/4: Faculty/Staff Restorative Justice Training~~
~~4/5-7: P & P External Reviewers~~
4/9: Equity Reading Series Discussion 2
4/15: Dragtastica
4/19: Interfaith Gathering (Collaboration with WWIRC and Whitman Archives)
4/20: Summer Fly-In Pinning Celebration
4/24-4/26: SAoCC Conference/Alumni of Color Reunion
4/24-4/25: Queer Students of Color Conference (PDX)
4/27: Opening Reception in Stevens Gallery for "Stories Among Us" - Holocaust Story
4/30: Yom Hashoah Speaker: <https://www.holocaustcenterseattle.org/karen-treiger>
~~5/4: Leadership Gala~~
5/21: Lavender Graduation
5/23: Baccalaureate

Diversity & Inclusion Team**Meeting Agenda****3/4/2020****MEM 324****Discussion Items:**

- Individual Report of Current Happenings
- Pie Chart Project (Adam)
 - Homework from last week - bring pie chart related to your job
- [Millennium Fellowship](#)
- Spring Break Activities
- COVID-19 Update
- Review of the Minor Policy
- Power and Privilege External Review Discussion

Please Add Program Dates:

3/5: FUBU Dinner & Discussion

3/10: Whittie Allies 102

3/11: Books available for Equity Reading Series

3/12: Memorial Reception for Rick Martinez

3/25-26: IGD Student Session

4/3: Lunch & Learn Session 5: Restorative Justice

4/15: Dragtastica

4/19: Interfaith Gathering (Collaboration with WWIRC and Whitman Archives)

4/20: Summer Fly-In Pinning Celebration

4/24-4/26: Alumni of Color Reunion

4/27: Opening Reception in Stevens Gallery for "Stories Among Us" - Holocaust Story

4/30: Yom Hashoah Speaker: <https://www.holocaustcenterseattle.org/karen-treiger>

5/21: Lavender Graduation

5/23: Baccalaureate

Diversity & Inclusion Team**Meeting Agenda****2/26/2020****MEM 324****Discussion Items:**

- Cara Setchell - Performance Eval Process in Bamboo
- Individual Report of Current Happenings
- Adam Activity (20-30 minutes)
- P & P Debrief
- Underrepresented in STEM survey: Lindsay Szramek (Korin) - invite
- PAB Discussion
- Spring Break Vacation and Programming Conversation

Please Add Program Dates:

2/28: Lunch & Learn Session 3: Actively Mitigate Bias 3-4:30

2/29: Just Mercy Film Screening 4pm Hunter
3/3: Lunch & Learn Session 4: FG/WC Listening & Feedback Session
3/3: Whittie Allies 101
3/3: Tri College Faculty & Staff of Color Mixer
3/3: Midterm Study Session (mentorship program)
3/9: Books available for Equity Reading Series
3/10: Whittie Allies 102
3/12: Memorial Reception for Rick Martinez
3/25-27: IGD Student Session
4/3: Lunch & Learn Session 5: Restorative Justice
4/15: Dragtastica
4/24-4/26: Alumni of Color Reunion
4/27: Opening Reception in Stevens Gallery for "Stories Among Us" - Holocaust Story
4/30: Yom Hashoah Speaker: <https://www.holocaustcenterseattle.org/karen-treiger>
5/21: Lavender Graduation

Diversity & Inclusion Team

Meeting Agenda

2/19/2020

Reid 207

Discussion Items:

- Individual Report of Current Happenings
- Learning Moment - Introduction of How To Be An Antiracist
- [Affinity Group Documents Listening and Feedback Session](#) (Monica + Jen)
- David Nord Award updates (Korin)
- What is going on in our student community? (updates and discussions)
- P&P (Laura)

Please Add Program Dates:

2/19-2/21: Governing Board
2/19: P&P Keynote
2/20: P&P Symposium
2/23: Friendship Family Gathering
2/28: Lunch & Learn Session 3: Actively Mitigate Bias 3-4:30
2/29: Just Mercy Film Screening
3/3: Lunch & Learn Session 4: FG/WC Listening & Feedback Session
3/3: Whittie Allies 101

3/3: Tri College Faculty & Staff of Color Mixer
3/9: Books available for Equity Reading Series
3/10: Whittie Allies 102
3/25-27: IGD Student Session
4/3: Lunch & Learn Session 5: Restorative Justice
4/15: Dragtastica
4/24-4/26: Alumni of Color Reunion
5/21: Lavender Graduation

**Diversity & Inclusion Team
Meeting Agenda
2/12/2020
Reid 207**

Discussion Items:

- Individual Report of Current Happenings
- Learning Moment
- [Student employee training debrief](#) (Korin, Sonja, Jen)
- [P&P](#) (Dorothy, Laura)

Please Add Program Dates:

2/13: Lunch & Learn Session 2: Social Media
2/19-2/21: Governing Board
2/19: P&P Keynote
2/20: P&P Symposium
2/23: Friendship Family Gathering
2/28: Lunch & Learn Session 3: Actively Mitigate Bias 3-4:30
3/3: Lunch & Learn Session 4: FG/WC Listening & Feedback Session
3/3: Whittie Allies 101
3/10: Whittie Allies 102

4/3: Lunch & Learn Session 5: Restorative Justice
4/15: Dragtastica (Reid Ballroom)
4/24-4/26: Alumni of Color Reunion
5/21: Lavender Graduation

Cancelled!

**Diversity & Inclusion Team
Meeting Agenda
2/5/2020
MEM 324**

Discussion Items:

- Individual Report of Current Happenings
 - Korin: [Survey for students about faculty exp.](#)
- Learning Moment
- Student employee training debrief (Korin, Sonja, Jen)

Please Add Program Dates:

2/8 IC OP Outing
2/10: Whittie Allies CTL
2/19: P&P Keynote
2/20: P&P Symposium
3/3: Whittie Allies 101
3/10: Whittie Allies 102
4/15: Dragtastica (Reid Ballroom)
4/24-4/26: Alumni of Color Reunion
5/21: Lavender Graduation

**Intercultural Center Staff
Meeting Agenda
1/29/2020
MEM 324**

Discussion Items:

- Individual Report of current happenings
- [Learning Moment](#) (Laura)
- Unity Week Debrief (Laura)
- Affiliated Groups Document Discussion (Monica)
- Friendship Family get together Feb 23, 3-5pm (Greg)
 - IC members that will participate
 - Coffee or dinner?
 - Number of people expected
 - Event outline
 - Room layout
- Stationary and letterhead paper
- Student employee training debrief (Korin, Sonja, Jen)

Please Add Program Dates:

1/28: Whittie Allies 102
2/8 IC OP Outing
2/19: P&P Keynote
2/20: P&P Symposium
2/10: Whittie Allies CTL
3/3: Whittie Allies 101
3/10: Whittie Allies 102
4/15: Dragtastica (Reid Ballroom)
4/24-4/26: Alumni of Color Reunion

5/21: Lavender Graduation

**Intercultural Center Staff
Meeting Agenda
1/16/2020
MEM 324**

Discussion Items:

- Learning Moment - case studies continued from team retreat (Thomas)
- Individual Report of current happenings
- [Unity Week Task List](#)/Update (Laura)
- Winter break activities debrief
- Sprintax TDS (Greg)

Please Add Program Dates:

1/17-1/18: Sophomore Summit
1/20-1/24: Unity Week
1/22: Whittie Allies 101 (Unity Week)
1/25: Student staff training 12:30 - 3:00pm
1/28: Whittie Allies 102
2/8 IC OP Outing
2/19: P&P Keynote
2/20: P&P Symposium
2/10: Whittie Allies CTL
3/3: Whittie Allies 101
3/10: Whittie Allies 102
4/15: Dragastica (Reid Ballroom)
5/21: Lavender Graduation

**Intercultural Center Staff
Meeting Agenda
12/18/2019
Reid 207**

Discussion Items:

- [Unity Week Task List](#) (Laura)
- Winter Break Communication (Laura)
- Winter Break Plan update (Dorothy)
 - [Google form](#)
 - [Resource List](#)
- Thomas (30 minutes)

Please Add Program Dates:

1/7 & 8: IC Team Training Retreat

1/17-1/18: Sophomore Summit

1/20-1/24: Unity Week

1/22: Whittie Allies 101 (Unity Week)

1/25: Student staff training 12:30 - 3:00pm

1/28: Whittie Allies 102

2/8 IC OP Outing

2/10: Whittie Allies CTL

3/3: Whittie Allies 101

3/10: Whittie Allies 102

4/2: Dragtastica Film Screening (Kimball) - I will need someone to facilitate this while I'm at NASPA

4/3: Dragtastica (Reid Ballroom)

5/21: Lavender Graduation

**Intercultural Center Staff
Meeting Agenda**

12/11/2019

Reid 207

Discussion Items:

- Welcome Greg!
- David Nord Award Proposals (Korin): [Proposal 1](#), [Proposal 2](#), [Proposal 3](#)
 - Please be prepared to let Korin know your top 2 picks
- IC Team Training
 - January 25th Student Staff Training
 - January 7th & 8th Team Training
 - January 16th Training
- Unity Week (Laura)
- Discuss plan for [supporting students](#) who are not traveling (Monica/Dorothy)
 - Other Offices and people to help and support these efforts

Please Add Program Dates:

1/7 & 8: IC Team Training Retreat

1/17-1/18: Sophomore Summit

1/20-1/24: Unity Week

1/22: Whittie Allies 101 (Unity Week)

1/25: Student staff training 9 am-12 pm

1/28: Whittie Allies 102

2/8 IC OP Outing

2/10: Whittie Allies CTL

3/3: Whittie Allies 101

3/10: Whittie Allies 102

4/2: Dragtastica Film Screening (Kimball) - I will need someone to facilitate this while I'm at NASPA

4/3: Dragtastica (Reid Ballroom)

5/21: Lavender Graduation

Intercultural Center Staff

Meeting Agenda

12/04/2019

MEM 324

Discussion Items:

- In Other Shoes Booklet Discussion
- Food pantry fridge (Korin)
- Recap: Thanksgiving Activities (Thomas/Korin/Jen)
- David Nord Award Proposals (Korin): [Proposal 1](#), [Proposal 2](#), [Proposal 3](#)
- Rev. Crystal Zerfoss (Laura)
- [Presence](#) (Laura)
- [Cultural Celebration/Heritage Month Support](#) (Laura)
- Faith Space Discussion (Thomas)
- Budget Follow-up (Recap)

Please Add Program Dates:

12/6 5pm @ Reid G02 Student Staff Dinner

1/7 & 8: IC Team Training

1/17-1/18: Sophomore Summit

1/20-1/24: Unity Week

1/25: Student staff training 9 am-12 pm

2/8 IC OP Outing

4/3: Dragtastica (Reid Ballroom)

Intercultural Center Staff

Meeting Agenda

11/20/2019

MEM 324

Discussion Items:

- IC Team Educational Moment: (Laura)
<https://www.chronicle.com/article/How-Chasing-Prestige-Is/247545?cid=wcontent-grid>

- End of Semester Student Staff Celebration Update (Monica)
- [Unity Week Update](#) (Laura)
- [Presence conversation](#): IC page (Jen + Dorothy)
- Final Updates: Thanksgiving Break Activities (Dorothy)
- Friday Meeting (Dorothy)
- IC student staff training (Laura) -> Korin to create Doc, share with team (outline, goals, objectives 1/25 9-12 tentative)
- Cultural celebration/heritage months support (Laura)
<https://drive.google.com/file/d/1hkQ2cGTcb3gIgl4B9S6dVDYt7mErpqO/view?usp=sharing>
- Food pantry update (Korin)

Time-Off Request:

Laura : December 6th-December 9th

Sonja: November 25-November 27; January 14th-January 17th

Jennifer: November 27th; January 29th-January 31st; February 3rd

Adam: On leave as of November 18th

Dorothy: ½ day November 27th; January 2nd-January 3rd

Monica: Dec 3rd and 4th (potentially)

Thomas: January 2nd - 3rd

Please Add Program Dates:

11/26: IC Movie Theatre Trip

11/29: IC Friendsgiving Potluck

1/7 & 8: IC Team Training

1/16: Faculty/Staff Diversity Training

1/17-1/18: Sophomore Summit

1/20-1/24: Unity Week

1/25: Student staff training 9 am-12 pm

2/8 IC OP Outing

4/3: Dragtastica (Reid Ballroom)

Intercultural Center Staff

Meeting Agenda

11/13/2019

Reid 207

Discussion Items:

- Supreme Court takes up DACA discussion: [Inside Higher Ed Please Read](#) (Thomas)

- Budget Update (Thomas)
- Calendaring Events and Advertising Events (Sonja)
- [IC Club/Group systems and policies](#) (Jen)
- [Thanksgiving](#) (Dorothy)/ [Thanksgiving Break Plan](#)
 - [Pre-cooked food Purchased](#)
 - Items to Purchase: [Food Pantry](#)
- Associate Director Update (Thomas)
- Student Staff Training and End of Semester Celebration (Laura)
- Unity Week Update (Laura)
- Recap: National First Generation College Celebration (Jen)
- Recap: Freedom Songs Event Dorothy
- Diversity Audit Site Testing (Team)

Please Add Program Dates:

Mentor Program Print Making Event — 11/15

11/15: Shabbat gathering at Adam's house

11/18: Whittie Allies 101

11/26: IC Movie Theatre Trip

11/29: IC Friendsgiving Potluck

1/17-1/18: Sophomore Summit

1/20-1/25: Unity Week

1/25: Student staff training

4/3/20: Dragastica (Reid Ballroom)

Intercultural Center Staff

Meeting Agenda

11/6/2019

Reid 207

Discussion Items:

- Discussion: Interfaith Summit / Shared Sacred Space Update - invitation for feedback (Adam)
- Retention Work (Thomas)
- [Thanksgiving](#) (Dorothy)/ [Thanksgiving Break Plan](#)
- November is Native American Heritage Month: supporting IPECC? (Korin)
- Friday Meeting (Dorothy)
- Associate Director Update (Thomas)
- Lori Mackenzie events to attend Friday:
 - Student Affairs Meeting 8:30 - 10am Reid G02

- Leaders as Curators of Culture Talk for Faculty and Staff Friday 2-3:30
- Students for Lunch events Friday (Monica)

Please Add Program Dates:

National First Generation College Celebration — 11/8

Freedom Songs Event -- 11/8 & 11/9

Mentor Program Print Making Event — 11/15

11/15: Shabbat gathering at Adam's house

11/18: Whittie Allies 102

1/17-1/18: Sophomore Summit

1/20-1/25: Unity Week

4/3/20: Dragtastica (Reid Ballroom)

Intercultural Center Staff

Meeting Agenda

10/30/2019

Mem 324

Discussion Items:

- TEDx - Anthony Jack, Access Ain't Inclusion (Laura)
- Family Weekend/ [Thanksgiving](#) (Dorothy)
- WIDE Committee Work 2019-2020 (Thomas)
- Interfaith Summit / Shared Sacred Space Update - invitation for feedback
- Friday Meeting (Dorothy)
- Nov 8th Training & Associate Director Update (Thomas)
- Reminder: send holiday/break time-off requests by Nov. 1

Please Add Program Dates:

10/31 FUBU Get Out Film Screening
Change Now Conference (Willamette University) -- 11/1-11/3
11/1 Interfaith Summit
11/2 Equity Workshop: Religion and Spirituality
11/2 BSU/WASA Halloween Party (Open to IC Clubs)
Freedom Songs Event -- 11/8 & 11/9
11/15 Shabbat gathering at Adam's house
Whittie Allies 102 -- 11/18
1/17-1/18 Sophomore Summit
1/20-1/25

**Intercultural Center Staff
Meeting Agenda
10/23/2019
Mem 324**

Discussion Items:

- Reading Discussion
- IC Goals, Objectives, and Vision statement (Laura)
- Family Weekend/ [Thanksgiving](#) (Dorothy)
- Friday Meeting (Dorothy)
- Unity Week (Laura) Jan 20 -25th
- Nov 8th Training & Associate Director Update (Thomas)

Please Add Program Dates:

Family Weekend IC Community Lunch -- 10/26
Change Now Conference (Willamette University) -- 11/1-11/3
11/1 Interfaith Summit
11/2 Equity Workshop: Religion and Spirituality
Freedom Songs Event -- 11/8 & 11/9
Whittie Allies 102 -- 11/18
1/17-1/18 Sophomore Summit

**Intercultural Center Staff
Meeting Agenda
10/16/2019
Mem 324**

Discussion Items:

- Team Discussion
- Diversity Audit Conversation
- Budget Development and Rational Follow-up (Due date 10/23 prior to Team meeting)
- IC Training Jan (leading through a diversity lens)
- Friendship Family Program, Four Day event, Next Breaks (Dorothy)
- Family Connections update (Jen)
- No Friday Meeting (Dorothy)

Please Add Program Dates:

Whittie Allies 101 -- 10/17

Friendship Family Fall Gathering -- 10/18

Mentor Program Event: Pumpkin Patch Adventure -- 10/19

WISE Reunion -- 10/19

Equity Workshop: SES + First Gen -- 10/20

Change Now Conference (Willamette University) -- 11/1-11/3

11/1 Interfaith Summit
11/2 Equity Workshop: Religion and Spirituality
Freedom Songs Event -- 11/8 & 11/9
Whittie Allies 102 -- 11/18
1/17-1/18 Sophomore Summit

Intercultural Center Staff
Meeting Agenda
10/9/2019
Mem 324

Discussion Items:

- Family Connections Selection Process (Jen)
- IGen Book Discussion Chap. 7 (Jen)
- Budget Updates (Thomas)
- Break Plan for Students & Friendship Family program update (Dorothy)
- Associate Director Search update (Laura)
- IDI Follow-up (Monica)
- Team Retreat (1/7 & 8, 9am-4pm) Brainstorm (Thomas)
- Friday's Meeting (Dorothy)

Materials to Order: (Sonja)

Please Add Program Dates:

Bowling Alley Friday-- 10/11

Whittie Allies 101 -- 10/17

Mentor Program Event: Pumpkin Patch Adventure -- 10/19

WISE Reunion -- 10/19

Equity Workshop: SES + First Gen -- 10/20

Change Now Conference (Willamette University) -- 11/1-11/3

11/1 Interfaith Summit

11/2 Equity Workshop: Religion and Spirituality
Freedom Songs Event -- 11/8 & 11/9
Whittie Allies 102 -- 11/18
1/17-1/18 Sophomore Summit

Intercultural Center Staff
Meeting Agenda
9/25/2019
Mem 324

Discussion Items:

- I-Gen Discussion Chapter 5 (Adam)
- Friday Morning Meeting Recap
- UWC Scholars Information for Kathy (Monica)
- Language for Departmental Donation Principles
- 2020-2021 Budgeting Cycle Conversation
- WIDE 2019-2020 Focus
- Schedule Changes (Team meetings, Oct. 9th)
- IC Club Leaders (Thomas, Jen)

Materials to Order: (Sonja)

-

Please Add Program Dates:

IC Student Leader Dinner 9/25

LGBT+ Family Dinner 9/27

CTC 9/27

Davis UWC Scholars Reception -- 10/1

Change Now Conference (Willamette University) -- 11/1-11/3

Freedom Songs Event -- 11/8 & 11/9

**Intercultural Center Staff
Meeting Agenda
9/18/2019
Mem 324**

Discussion Items:

- I-Gen Discussion Chapter 9 (Korin)
- International Student Training Takeaways (All Staff)
- Friendship Family Program (Dorothy)
- The Alumni Coalition Event (Jen)
- Conferences (Jen)
- Laura's First Week (Monica)
- PAB, WIDE, FUBU, and Social Media update (Thomas)
- Programs and Activities update (All)

Materials to Order: (Sonja)

-

Please Add Program Dates:

WIDE Welcome Back Dinner 9/23

LGBT+ Family Dinner 9/27

CTC 9/27

Mentor Program Meet & Greet Event -- 9/19

Davis UWC Scholars Reception -- 10/1

Change Now Conference (Willamette University) -- 11/1-11/3

**Intercultural Center Staff
Meeting Agenda
9/10/2019
Mem 324**

Discussion Items:

- I-Gen Discussion Chapter 1 (Monica)
- Feedback FG / WC Roadmap (Jennifer)
- Budgeting update (Thomas)
- Programs and Activities update (All)

Materials to Order: (Sonja)

-

Please Add Program Dates:

International Student Training at Walla Walla U 9/13

Presidents Advisory Board Meeting 9/13 -14

International Students Welcome Back Part 9/13 (5:30pm-7pm)

Davis UWC Scholars Reception 10/1

**Intercultural Center Staff
Meeting Agenda
9/4/2019
Mem 324**

Discussion Items:

- Director Search / International Director Search update
- I-Gen Discussion
- Student Worker Discussion
- Budgeting & Business Cards
- Semester / Year Programming Doc
- Opening Week/ Month Program
- International Student Breaks
- Memorial Service Update

Materials to Order: (Sonja)

- [Plastic Stand](#) for Paper (3 pc)

Please Add Program Dates:

Memorial Service - 9/8

International Students Training 9/13

**Intercultural Center Staff
Meeting Agenda
8/14/2019
Reid 207**

Discussion Items:

- International Student Orientation
- International Student Enrollment Updates Generally
- Director Search
- Website Sections
- Memorial Service Update
- WIDE - Strategic Plan Tactics & Membership
- Budgeting

Please Add Program Dates:

Whittie Allies 101 for Staff - 8/28, 1:30-3:30pm @ Reid 207 (5 people registered)

Event for parents/guardians of FG/WC first-years - 8/29, 6:30-7:30pm @ GAC

LGBTQIA+ Brunch - 9/1, 11am-2pm @ GAC

FG/WC Kickback Event - 9/1, 4pm-? @ GAC

Activities Fair IC tabling - 9/2, 10am-1pm on Cordiner Sidelawn

Voices of Whitman - 9/2

Memorial Service - 9/8