

## **Agenda Items August 6:**

- Review list of current goals/activities (below) – keep building
- Discuss focus groups – do we need to have one, if so establish work group?
- Decide next steps (see list of ideas below)
  
- Bradi and Gwen: Name Coach
- JJ's survey
- Rodney may have an agenda item for a community breakfast
- Campus Safety Website Feedback

## **Next Meeting: August 20**

- **Tom Hughes will bring data on student achievement for demographic groups.**

## **Immediate Goal**

**Goal:** Ensure positive relations exist between our campus police and our students

- **RESPECT:** Mike Ruddell has been designated as the liaison with the YC Police, as well as community police departments. He will be keeping tabs on their initiatives and coordinating the Respect Campaign's participation in them. It's hard to be more concrete than that right now, since we don't know what events various departments have planned. We will be part of the "Start By Believing" event.
- **RESPECT:** Redesign of the Respect Campaign website to be a "one-stop shop" for resources on equity and education, as well as information on all the Respect Campaign efforts. Thatcher has agreed to take that on.
- **CAMPUS SAFETY:** Focus on Campus Safety function rather than policing. YCPD will most likely face increased scrutiny from some returning students in the Fall. As we discussed, involving YCPD in events and gatherings that would allow for communication between YCPD team members and students will be beneficial. Student Services usually has a number of face to face events
- **CAMPUS SAFETY:** Revamp website to show pictures of campus safety staff engaging with students. Re-message from YCPD to Campus Safety.
- **CAMPUS SAFETY:** Produce a joint video message to be used at the beginning of the semester.
- **YCSA:** Added positions on YCSA Board for part-time representative and student worker to be more inclusive of all employees.

## **Shorter Term Goal**

**Goal:** Begin to enact a learning environment that promotes dialogue about equity and ensure that all members of the community feel like they belong even as we grapple, together with appreciating differences

- **RESPECT:** Monthly book club for faculty and staff to discuss a book related to race, ethnicity, equity and education – books have been chosen and Laura Cline and Mark Frederick are in the process of working out how the discussions will take place.

- **RESPECT:** BIPOC YC Group – bringing together students and faculty of color to strengthen bonds and allow for connections that will increase retention of both students and employees. Amber and Ty are leading this effort
- **RESPECT:** Debate Watch Party – Andrew is coordinating this project, the goal of which is to model respectful and reasoned debate when dealing with controversial or contested topics (YC ambassadors and Janice S)
- **RESPECT:** Exploring the adoption of NameCoach – Bradi is looking into the program NameCoach, which allows people who interact with the college software systems (Canvas, Banner, Salesforce, etc.) to ensure that their names are pronounced correctly and that their preferred pronouns are used.
- **RESPECT:** Developing a Native Lands statement of acknowledgement and information – Bradi is working on wording that can be used to acknowledge the Yavapai tribe’s contribution to YC, as well as information we can include on the Respect Campaign (or YC website) and (long-term) an informative historical/art display on the Yavapai people.
- **RESPECT:** Roughrider Roundtable – Andrew is organizing this event, bringing faculty and staff together to discuss important abstract ideas and how they apply in different disciplines and careers.
- **RESPECT:** YC Town Hall – a yearly project to invite students and community leaders together to discuss issues affecting our communities. This was cancelled last year because of the virus, but we’re looking into how it could be done virtually.
- **HUMAN RESOURCES:** Incorporating diversity, equity and inclusion competencies into the writing assistant tools in the new online performance management system annual review.
- **CAMPUS SAFETY:** Establish a student campus citation appeal committee.
- **CAMPUS SAFETY:** Implement training for Start by Believing and Mental Health First Aid.
- **HUMAN RESOURCES:** Implement de-escalation training so employees are equipped to handle difficult situations on campus.
- **HUMAN RESOURCES:** Review employee engagement survey results by ethnic populations to identify problems and celebrate strengths related to equity and campus climate.

## Longer Term Goals

**Goal 1:** Focus on increasing access and equity for historically underserved students, faculty and staff

- **President’s Gen 1 Program**
- **RESPECT:** TLC Coordination – I will be working with Gino Romeo on exploring what the TLC committee can do to address issues of representation, equity and access in curriculum and teaching practices at YC. TLC meets in the fall, propose that a first step be a survey of faculty to see where and how issues of race, ethnicity, equity, inclusion and implicit bias are addressed across the disciplines.
- **Human Resources:** Attract diverse candidates for positions by changing the mix of advertising locations and enlisting the support of the local Hispanic population.
- **HUMAN RESOURCES:** Provide Hispanic Initiative support in creating a Spanish certification program for employees for bilingual assistance on campus.

**Goal 2:** Work on closing any equity gaps in student outcomes

- **College Outcomes Group:** Will be discussing college outcomes and may incorporate an equity outcome.

**Goal 3:** Improve campus climate for all members of the community

- **RESPECT:** Civic Engagement in the Majors project – Andrew, Jennie and I are working on an effort to promote community-based projects, assignments and efforts in our classes. The goal is to make students aware of how their education can be used to improve their communities.
- **RESPECT:** Respect Videos – Mark Shelley is the point person for this project, identifying students, faculty and staff to interview for short videos suitable for social media
- **RESPECT:** Urban Bush Women BOLD workshop – Mary Heller, our dance instructor, is working on a project to bring this group of dancers/activists/educators to campus as a way to engage the arts at YC in the conversation surrounding equity and education
- **OUTWARD MINDSET TRAINING:** A group of 16 YC employees are teaching Outward Mindset Courses for college employees. To date 300+ employees have completed the training. Follow up activities are in the planning stages. Monthly Monday Mindset publications along with a Open Mindset website (coordinated with the YC Way pages).

**Tania and Ty:** Lisa Raygoza efforts need to be added (student recruitment) to the above list.

**Ideas for future:**

- **Campus Safety/Lisa R./Tania:** Mexican Consulate meetings in the county meeting with constituents. Build on relationship.
- One-time sessions to introduce faculty and staff to equity ideas.
- Acknowledge YC History before Campus Events as a practice (honor the Yavapai Tribe Gift): I am fully supportive of acknowledging and honoring our namesake. Not to take anything away from YPIT, but I do not think they “gave us a gift.” My understanding is that they did not contest our attempt to buy the property that is now the Prescott Campus. I would suggest we work with YPIT and local museums to ensure we have the correct information to include in our tributes.
- Purchase Name Coach – so we know how to pronounce names and preferred pronouns
- Dialogue with students
- Syllabus message
- College Safety on Tania’s Student Service website
- SSS Club and Book Discussions
- ETS get into the high schools
- Implicit Bias Training
- Balanced conversation – all divisions in instructional affairs
- Look at Urban Education Frameworks
- Send out regular updates to PETF on what is going on; accomplishments
- Broaden Respect website to include equity: As RESPECT page adds resources, perhaps we can tie it in to the Gallup Poll site which has many studies on Race, Gender, sexual identity and more

[https://news.gallup.com/topic/category\\_social\\_issues.aspx](https://news.gallup.com/topic/category_social_issues.aspx);

<https://pulitzercenter.org/projects/1619-project-pulitzer-center-education-programming>

- Develop organizational commitment statement
- Need to develop resource lists of those with expertise that managers can reach out to.
- Discussion groups around different topics – encouraged rather than required
- Civic development rather than professional development (civic responsibility or engagement)
- Using Outward Mindset books for discussion as well
- Respect campaign posters to post in other locations
- Connect Outward Mindset Program
- Mini-Institute sessions on August 12
- Canvas system allows students to identify their preferred pronouns. See settings by your picture.
- Integrate into what is going on in the college: ie incorporating monthly book club themes into conversations in different departments/areas. Avoid asking people to give more time when there is none to give.
- Create list of courses that apply to this topic on the website
- National Monthly Diversity Days
- Mike Ruddell: I think we should encourage not only a respect message, but also an empowerment message. This the idea, that sometimes it only take one person for make change better for society as whole.