Call to Order
Lori Banaszak called the meeting to order at 3:07 p.m. Minutes of the last meeting and site visit were accepted into record as written.

I. Access (in relationship to new student process)

The site visit generated some challenging and sometimes uncomfortable discussion, according to Lori, about access and the registration process for students. In addition to procedural changes that may arise from the discussions, the pending redesign of Student Services and adjoining areas—where prospective and new students enter the process—is also expected to positively impact access for students.

Sharon Freeman shared a story about a student veteran who expressed his gratitude for the process through his tears, saying how much the journey has helped him. Lori reminded members that this sort of response reinforces our efforts to improve on what we're doing right—to replicate our successes. To this end, it is important to evaluate data and build on or "scale up" current interventions and initiate new ones, as necessary.

Discussion ensued about offering a series of focus groups and how best to facilitate and identify these groups. A diverse team which reflects college demographics would be ideal. It was agreed that the facilitators should have familiarity with the College's workings but should have enough "distance" to remain unbiased. Possible facilitators could be community leaders with relevant expertise.

Attendance
Lori will ask Mark Figueroa if he would be willing to serve as, or knows of, a facilitator. Shema Hanebutte will contact Morgan Santa for recommendations. Other sources may be the UWT, Equity Office Gerald DeGnan at the Puyallup School District and Stan Freeman who works in training at the State of Washington Department of Enterprise Services.

II. Equity

Teresa Greene recommends defining the difference between equity and diversity. She said it is important to determine if barriers are a result of existing processes or of "life" and to set up the environment on the needs of students. Jamilyn Penn suggested that we act on the data that is currently available (i.e. African American male focus group data) and build on it. Lori will forward the revised data set to Teresa and will take the equity conversation to Cabinet. She will advocate for an Equity Officer position.

Lori stressed the importance of the role of the Diversity Committee. The committee's structure and its responsibilities need to be refined. In other words, the College needs to "give teeth" to the committee's influence in equity issues and provide training to its members. This should also be reflected in the College's developing vision, mission and values, according to Tawny Dotson.

III. Future Meeting Topics

- Budget impact
- Data use/collection
- Understanding data

IV. Homework

- Teresa Greene will prepare/lead a data discussion at the next meeting
- Identify names of possible focus group facilitators
- Lori emailed an updated strategy grid. Members should review and provide feedback on current and proposed strategies (effectiveness, scalability)

Good of the Order

Shema Hanebutte announced that effective March 29 she is resigning to take a Strategy Team Lead position at Tacoma Community College. June Stacey-Clemons will name Shema's ATD Core Team and as Strategy Team Lead replacements.

Adjournment

The meeting was adjourned at 4:30 p.m.

1 University of Washington Tacoma
2 The April 11 meeting was canceled.