

Clark College
Board of Trustees Special Meeting
Tuesday, November 3, 2020
Via Zoom

In Attendance

Rekah Strong, Chair
Jeanne Bennett, Vice Chair
Jane Jacobsen, Trustee
Jada Rupley, Trustee
Paul Speer, Trustee

Absent

None

Administrators

Dr. Karin Edwards, President
Rashida Willard, Vice President of Diversity, Equity and Inclusion

Others

Kim Witherspoon, Assistant Attorney General
Alyssa Voyles, Associate Director of Employee Equity, Outreach and Engagement
Stephanie Weldy, Recorder

- I. Call to Order/Agenda Review
Chair Strong called the meeting to order at 1:31pm.
- II. Introductions
Chair Strong introduced the Board of Trustees and provided an opportunity for additional attendees to introduce themselves.
- III. Audience Statements
No audience statements at this time.
- IV. Equity Training
Ms. Willard and Ms. Voyles presented a PowerPoint on Equitable Decision Making. The presentation highlighted Clark equity areas with a focus on community perceptions, Executive Cabinet turnover, social equity plan, budget decisions, rebuilding, healing and trauma. The presentation emphasized what equitable decision making looks like to the Board as well as to the College. The presentation showcased a metrics system that encompassed representation, equity gaps and strategic decision making through the lens of equity versus equality. The presentation highlighted the definition and disaggregating data of systemically non-dominant population groups (People of Color, People with Disabilities and People from the LGBTQ+ Community). The presentation highlighted what leading with racial equity entails, including data, disparities when race is disaggregated and outcomes. The presentation emphasized framing, narratives, white supremacy culture, power and privilege,

consulted and informed (key stakeholders, who should be consulted, who is left out of the decision-making process and who is engaged and represented, has adequate time been given to meaningfully incorporate all voices in this decision, how is the message being filtered), impact of these decisions (what is the desired impact, who will benefit, who will be burdened, have all impacts been considered), considering alternatives (is there a better way or time for this decision), long-term effects of impact from the 7th generation mindset (immediate effects, short term effects and long term effects), continuous improvement (strategies that will be used to ensure the decisions have the intended impacts, how will effectiveness be measured), supporting college efforts, anti-racism lens and board strategies (acknowledgement of race and racism and implications, personal growth of equity competencies and anti-racist action), recommendations (board equity statement, board equity work plan, accessing and holding college leadership accountable, financially supporting equity initiatives and doing the personal work to ensure each board member is equipped to lean into equity work, intentionality, developing board partnerships to reflect equity, understanding historical contexts of oppression). The Board of Trustees shared their commitment to equity work from an institutional level as well as personal learning opportunities and a desire to continue engaging in this work. The Board shared that they would appreciate an opportunity to utilize the Equitable Decision Making Tool. Ms. Willard will share the tool at a future meeting.

V. Next Meeting

The next regular meeting of the Board of Trustees is scheduled for Wednesday, November 18, 2020 at 5pm via Zoom.

VI. Adjournment

There being no further business, the meeting adjourned 3:41pm.



Rekah Strong, Chair

Stephanie Weldy
Recorder
Date: November 3, 2020