

# Clark College

Board of Trustees Regular Meeting Packet

Wednesday, September 24, 2025, at 5:00 p.m.

Location: Gaiser Hall, Room 213

Virtual Option:

[Zoom Link](#)

Meeting ID: 835 5861 8811

Passcode: 432808

Dial in: (253) 215-8782

## Board of Trustee Regular Meeting Packet, September 24, 2025, at 5:00 pm

- I. Call to Order/Agenda Review – Chair Gideon
- II. Public Comment – Chair Gideon  
Public comment will be limited to two minutes per speaker. Speakers must sign up by 4:55 PM on the day of the Board meeting. [Signup Link](#)
- III. Action Items/Consent Agenda – Chair Gideon
  - a. June 11, 2025 - Work Session Meeting Minutes
  - b. June 11, 2025 - Regular Meeting Minutes
  - c. July 23, 2025 - Retreat Meeting Minutes
  - d. 2024-25 Board of Trustees Meeting Schedule
  - e. Board of Trustees Goals
- IV. Tenure Vote – Chair Gideon
  - i. Kevin Edwards
  - ii. Tina Jenkins
- V. Board of Trustees Officer and Committees – Chair Gideon
- VI. Constituent Reports
  - a. ASCC – Alijah Machida
  - b. WPEA – Jenny Shadley
  - c. AHE – Suzanne Southerland
- VII. STEM Summer Camp  
Presented by Carol Hsu, Melanie Hendry, Tina Barsotti
- VIII. Reports from Board Members – Chair Scarbrough
- IX. President’s Report – Dr. Karin Edwards
- X. Next Meeting  
The next Board of Trustees work session and regular meeting are scheduled for Wednesday, October 15, starting at 3:30 pm.
- XI. Adjournment – Chair Scarbrough

# Clark College

## Board of Trustees Work Session Minutes

Wednesday, June 11, at 3:30 pm

PUB 258-C and Zoom

### In Attendance

Denise Gideon, Chair

Marilee Scarbrough, Vice Chair

Cristhian Canseco Juarez, Trustee

Suzanne Donaldson, Trustee

Jeanne Bennett, Trustee

### Administrators

Dr. Karin Edwards, President

Dr. Terry Brown, Vice President of Instruction

Dr. Cecelia Martin, Associate Vice President of Planning and Effectiveness

Vanessa Neal, Vice President of Diversity, Equity, and Inclusion

Dr. Darcy Rourk, Interim Vice President of Human Resources

Sabra Sand, Vice President of Operations

Dr. Mark Wahlers, Interim Vice President of Student Affairs

### Other

Shelley Williams, Assistant Attorney General

Darci Feider, President's Office

Julie Taylor, President's Office

Brandon Johnson, IT

Emily Meoz, Associate Dean of Advising, Career, and Student Success

Professor Deanna Godwin, Communication Studies

Professor Toby Peterson, English

Professor Melissa Favara, English

Professor Robert Weston, Mathematics

### Call to Order/Agenda Review

Chair Gideon called the work session to order at 3:30 p.m.

### Public Comment

No public comment.

### Executive Session

Pursuant to RCW 42.30.110 (1)(g), the Board convened an executive session at 3:35 to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.

The Executive Session is expected to last until 4:00 p.m. No final action will be taken during this executive session.

The Executive Session under RCW 42.30.110 ended at 4:00 p.m. No action was taken by the Board during the Executive Session.

### Student Outcomes

Dr. Cecelia Martin, Associate Vice President of Planning and Effectiveness, and guests presented on student achievement initiatives aimed at advancing equity and improving outcomes. The presentation focused on the positive impact of co-requisite support in English and Math, particularly for historically underserved students. Data showed gains in retention and completion rates, with notable improvements among students who engaged in long-term planning with professional advisors. The team also highlighted the role of Open Educational Resources (OER) in increasing access and reducing student costs. Efforts to implement DEI-focused programming, including the upcoming state-required student training module, were also discussed.

### Adjournment

Chair Gideon adjourned the work session at 4:54 p.m.

# Clark College

## Board of Trustees Regular Meeting Minutes

Wednesday, June 11, 2025

GHL 213 and Zoom

### In Attendance

Denise Gideon, Chair

Marilee Scarbrough, Vice Chair

Jeanne Bennett, Trustee

Cristhian Canseco Juarez, Trustee

Suzanne Donaldson, Trustee

### Administrators

Dr. Karin Edwards, President

Dr. Terry Brown, Vice President of Instruction

Dr. Cecelia Martin, Associate Vice President of Planning and Effectiveness

Vanessa Neal, Vice President of Diversity, Equity, and Inclusion

Dr. Darcy Rourk, Interim Vice President of Human Resources

Sabra Sand, Vice President of Operations

Dr. Mark Wahlers, Interim Vice President of Student Affairs

### Other

Shelley Williams, Assistant Attorney General

Darci Feider, President's Office

Julie Taylor, President's Office

Brandon Johnson, IT

### Call to Order/Agenda Review

Chair Gideon called the regular Board of Trustees meeting to order at 5:02 p.m.

### Public Comment

No public comment.

### Action Items/Consent Agenda

- 1) Consent Agenda
  - a) May 28, 2025 - Work Session Minutes
  - b) May 28, 2025 - Regular Meeting Minutes
  - c) June 2, 2025 - Special Session Minutes

**Motion:** Vice Chair Scarborough moved to approve the Consent Agenda. Trustee Donaldson seconded the motion.

## Board of Trustee Regular Meeting Packet, June 11, 2025, at 5:00 pm

**Action:** The motion was approved.

### 2) FY 2025-26 College Budget

**Motion:** Trustee Bennett moved to approve the Consent Agenda. Trustee Canseco Juarez seconded the motion.

**Discussion:** Trustee Canseco acknowledged the work of Sabra Sand, President Edwards, the Executive Cabinet, and the broader team in positioning the college to manage reduced funding without needing to make difficult cuts.

**Action:** The motion was approved.

### 3) FY 2025-26 Services and Activities Fee Budget

**Motion:** Vice Chair Scarbrough moved to approve the Consent Agenda. Trustee Donaldson seconded the motion.

**Action:** The motion was approved.

## Constituent Reports

### ASCC

Gurraj Singh, ASCC President, reported on recent student activities, including the Oswald Awards, which recognized 149 students, and Spring Fest, which drew 630 participants. In May, the Penguin Pantry distributed nearly 19,000 pounds of food, supporting over 400 students and their families. Recruitment for the 2025–26 ASCC team is complete with a full leadership team.

### WPEA

Courtney Braddock, WPEA Representative, congratulated the Class of 2025 and welcomed Stephanie Hall as a new steward. Updates were provided on ongoing bargaining efforts.

### CCAHE

Suzanne Southerland, AHE President, submitted a written report; no oral report was given.

### Student Speaker

Ann West, student speaker, shared her educational journey and reflected on how her experiences at Clark College shaped her personal and professional growth.

## Reports from the Board Members

### Trustee Donaldson

Trustee Donaldson reported attending the tenure receptions and meeting with Dr. Edwards one-on-one. She expressed appreciation for the support shown to faculty during the tenure process.

## Board of Trustee Regular Meeting Packet, June 11, 2025, at 5:00 pm

### Trustee Bennett

Trustee Bennett reported meeting with Dr. Edwards and congratulated graduating students. She thanked faculty, staff, and administration for their commitment to student success.

### Vice Chair Scarbrough

Vice Chair Scarbrough reported attending the Juneteenth celebration and highlighted the powerful performances. She also attended the tenure reception and appreciated the newly tenured faculty.

### Trustee Canseco Juarez

Trustee Canseco Juarez shared reflections on recent events impacting the local community and emphasized the importance of compassion, presence, and connection. He encouraged continued support for students as they prepare for graduation and expressed appreciation for the work of faculty, staff, and administrators.

### Chair Gideon

Chair Gideon reported attending the recent Trustee Tuesday event and noted the significant work ahead in response to anticipated impacts from federal legislation. She reflected on the importance of commencement, expressed appreciation for the work of faculty, staff, ASCC, and fellow trustees, and highlighted the collaborative spirit of the Board. Chair Gideon also thanked Dr. Edwards for her support and recognized Trustee Canseco Juarez for his appointment to the Association of Community College Trustees.

### Report from the President

President Edwards expressed appreciation to the Board of Trustees for their support of the college and shared highlights from recent campus and community events, including the Tenure Reception, Oswald Awards, Juneteenth celebration, a Japanese tea ceremony, a retirement celebration for Don Appert, and a Penguin Talks presentation. She recognized the leadership and dedication of ASCC President Gurraj Singh and noted his upcoming transfer to WSUV. President Edwards shared updates on Commencement, anticipating approximately 2,000 graduates and 650 participants in the ceremony. She concluded with a clarification regarding WPEA bargaining, stating that compensation decisions are not within the college's or board's authority and confirming the college has sought legal guidance on the matter.

### Next Meeting

The next Board of Trustees meeting is the Board Retreat, scheduled for Wednesday, July 23, 2025, starting at 8:00 a.m. at Boschma Farms, Room 206.

### Executive Session

Pursuant to RCW 42.30.110 (1)(g), the Board shall convene an executive session at 5:55 p.m. to evaluate the qualifications of an applicant for public employment, or to review the performance of a public employee.

The Executive Session is expected to last until 6:25 p.m. No final action will be taken during the executive session.

## Board of Trustee Regular Meeting Packet, June 11, 2025, at 5:00 pm

The Executive Session under RCW 42.30.110 ended at 6:25 p.m. The board took no action during the Executive Session.

**Motion:** Trustee Canseco motion to approve the evaluation and contract to extend the appointment of President Karin Edwards on June 11, 2025, through midnight of June 30, 2026 with an annual salary of \$333,899 effective July 1, 2025, with a one-time contribution of \$12,000 for her retirement and state approved cost of living adjustment. Vice Chair Scarbrough seconded the motion.

**Action:** The motion was approved.

### Adjournment

Chair Gideon adjourned the regular meeting at 6:27 p.m.

# Clark College

## Board of Trustees Special (Retreat) Session Minutes

Wednesday, July 23, at 8:00 am

Boschma Farm, Room 206

### In Attendance

Denise Gideon, Chair

Marilee Scarbrough, Vice Chair

Cristhian Canseco Juarez, Trustee

Suzanne Donaldson, Trustee

Jeanne Bennett, Trustee

### Administrators

Dr. Karin Edwards, President

Dr. Terry Brown, Vice President of Instruction

Dr. Cecelia Martin, Associate Vice President of Planning and Effectiveness

Vanessa Neal, Vice President of Diversity, Equity, and Inclusion

Dr. Darcy Rourk, Interim Vice President of Human Resources

Sabra Sand, Vice President of Operations

Dr. Mark Wahlers, Interim Vice President of Student Affairs

Calen Ouellette, CEO of Foundation

### Other

Shelley Williams, Assistant Attorney General

Darci Feider, President's Office

Julie Taylor, President's Office

Brandon Johnson, IT

### Call to Order/Agenda Review

Chair Gideon called the work session to order at 8:15 a.m.

Chair Gideon announced that she will depart the meeting at 11:30 a.m., and Vice Chair Scarbrough would preside over the remainder of the meeting. Trustee Canseco Juarez will depart at 4:30 p.m.

### Public Comment

No public comment.

### 2024-2025 Goals and Self-Assessment

The Board reviewed their goals from the past three years and their self-assessment, noting high marks in collaboration, communication, and overall engagement. Trustees identified continued learning around academic programs and budgeting as priority areas for growth. They discussed the challenges of understanding external budget impacts and emphasized the value of scenario planning, regular budget reports, and grant information. Trustees expressed interest in strengthening legislative relationships. The Board affirmed their shared commitment to the College's mission and to making data-informed decisions that support student success.

### 2025-2026 Goals Setting

1. Continue to increase knowledge of college programs and services.
2. Increase contacts and strengthen relationships with legislators.
3. Implement a reporting process to inform board of new and updated college policies.
4. Recruit and onboard a new board member.
5. Implement a system to notify board members of required training, state filing requirements, and a timeline for the president's annual review.
6. Participate in a successful accreditation visit.
7. Preserve the college's mission and values, advocating for the importance of higher education.

### 2025-2026 Committee Assignments and Calendar Review

The Board discussed committee assignments and reviewed the calendar for the upcoming academic year. Trustees identified preferred committee roles and positions. Formal appointments will be made at the next regular meeting.

### Meeting Structure and Conduct

The Board reflected on college culture and the Board meeting structure, focusing on strategies to foster a respectful environment, reinforce shared values, and ensure all voices are heard.

### Policy Review Update and Accreditation Responsibilities

Dr. Cecelia Martin, Associate Vice President of Planning and Effectiveness, gave an update on accreditation planning and related responsibilities. Trustees were informed that the self-study report will be submitted by August 21 and made available on the accreditation website. Dr. Martin reviewed potential questions for trustees, emphasizing the Board's role in governance, institutional effectiveness, and alignment with key performance indicators (KPIs).

Dr. Martin also provided an overview of the college policy review process, including the roles of the Administrative Policy and Procedure Committee and Executive Cabinet. The Board requested to be kept informed of newly approved policies.

### Executive Cabinet Presentations: 2025–26 Goals and Initiatives by Area

Executive Cabinet members shared high-level goals and initiatives for the upcoming year. Each department summarized key focus areas that align with strategic priorities.

### Equitable Decision Making

Vanessa Neal, Vice President of Diversity, Equity, and Inclusion, and Alyssa Montminy, Director of Employee Equity and Engagement, led a training on equitable decision-making.

### Next Meeting

The next Board of Trustees work session and regular meeting are scheduled for Wednesday, September 24, starting at 3:30 pm.

### Adjournment

Vice Chair Scarbrough adjourned the retreat at 4:50 p.m.



Clark College Board of Trustees  
2025 – 2026 Board Meeting Schedule  
**Proposed**

| DATE               | ACTIVITY                     | START TIME        |
|--------------------|------------------------------|-------------------|
| September 24, 2025 | Work Session/Regular Meeting | 3:30/5:00 pm      |
| October 15, 2025   | Work Session/Regular Meeting | 3:30/5:00 pm      |
| November 12, 2025  | Work Session/Regular Meeting | 2:30/5:00 pm      |
| December 3, 2025   | Work Session/Regular Meeting | 3:30/5:00 pm      |
| January 28, 2026   | Work Session/Regular Meeting | 2:30/5:00 pm      |
| February 25, 2026  | Work Session/Regular Meeting | 3:30/5:00 pm      |
| March 18, 2026     | Work Session/Regular Meeting | 3:30/5:00 pm      |
| April 22, 2026     | Work Session/Regular Meeting | 3:30/5:00 pm      |
| May 27, 2026       | Work Session/Regular Meeting | 3:30/5:00 pm      |
| June 10, 2026      | Work Session/Regular Meeting | 3:30/5:00 pm      |
| July 22, 2026      | Board Retreat                | 8:00 am – 5:00 pm |

## **2025-2026 GOALS**

1. Continue to increase knowledge of college programs and services.
2. Increase contacts and strengthen relationships with legislators.
3. Implement a reporting process to inform board of new and updated college policies.
4. Recruit and onboard a new board member.
5. Implement a system to notify board members of required training, state filing requirements, and a timeline for the president's annual review.
6. Participate in a successful accreditation visit.
7. Preserve the college's mission and values, advocating for the importance of higher education.



## Clark College Board of Trustees 2025 – 26 Board Committee Assignments

| COMMITTEE   | ROLE (if applicable)               | 2025-26   | 2024-25                  |
|---|------------------------------------|---|--------------------------|
| Trustee Officers  |                                    |   |                          |
| Clark College Board of Trustees                             | Chair                              | Marilee Scarbrough                                  | Denise Gideon            |
|   | Vice Chair                         | Suzanne Donaldson                                   | Marilee Scarbrough       |
| Clark College Foundation Representatives                    |                                    |   |                          |
| Clark College Foundation Committee                          | Board (Position One)               | Marilee Scarbrough                                  | Marilee Scarbrough       |
|   | Executive Committee (Position Two) | Marilee Scarbrough                                  | Marilee Scarbrough       |
| Board Committees  |                                    |   |                          |
| Legislative Committee                                       | Primary                            | Jeanne Bennett                                      | Jeanne Bennett           |
|   | Alternate                          | Denise Gideon                                       | Suzanne Donaldson        |
| Trustee Recruitment   | Position One                       | Jeanne Bennett                                      | Denise Gideon            |
|   | Position Two                       | Denise Gideon                                       | Suzanne Donaldson        |
| College Committees  |                                    |   |                          |
| Social Equity Advisory Council                              | Primary                            | sunset  | Cristhian Canseco Juarez |
|   | Alternate                          | sunset  | Denise Gideon            |
| Board Budget Commitment                                     | Position One                       | Cristhian Canseco Juarez                            | Marilee Scarbrough       |
|   | Position Two                       | Suzanne Donaldson                                   | Suzanne Donaldson        |
| Washington Association of College Trustees (ACT) Committees |                                    |   |                          |
| Equity Committee  |                                    | Cristhian Canseco Juarez<br>Denise Gideon alternate | Cristhian Canseco Juarez |
| Legislative Action Committee                                |                                    | Jeanne Bennett                                      | Jeanne Bennett           |
| Bylaws Committee  |                                    | Denise Gideon (national)                            | Denise Gideon (national) |
| Education Committee   |                                    | Marilee Scarbrough                                  | Marilee Scarbrough       |
| ACCT WA State Regional Coordinator                          |                                    | Marilee Scarbrough                                  |                          |



## ASCC Student Government Priorities Paper 2025-2026

### **Student Involvement & Campus Climate**

The ASCC Student Government remains deeply committed to fostering a campus culture where every student feels engaged, supported, and valued. We recognize that inclusive environments contribute directly to student success and well-being. ASCC will continue to support existing initiatives while innovating new opportunities for students to connect, participate, and feel a sense of belonging.

#### Activities to support this priority:

1. Collaborate with student leaders across campus to promote student involvement. Explore methods of engagement used in past years and develop new formats based on student feedback.
2. Propose an event with the Clark College Executive Cabinet to create an open student forum and to create inclusivity.
3. Partner with the Office of Diversity, Equity & Inclusion to increase student engagement and advocate for systemically non-dominant students.
4. The ASCC Student Government will work to enhance opportunities for student voice and self-advocacy at Clark College.

#### Current Activity (proposed and directed by Club Coordinator Jake Markham)

Goal: To streamline the process of creating and managing student clubs on campus.

- The team has produced a series of instructional videos covering key aspects of club management. The videos will be accessible to Clark Students indefinitely.
- Topics Covered:
  1. Advertising
  2. Chartering
  3. Meetings
  4. Funding
  5. Purchases and Financing
  6. Travel and Off Campus Activities

### **Student Resource Access**



## ASCC Student Government Priorities Paper 2025-2026

The ASCC Student Government is dedicated to ensuring that all Clark College students have equitable access to the resources they need to succeed academically, professionally, and personally. Through strategic advocacy and outreach, ASCC will work to enhance the visibility, accessibility, and effectiveness of student support services across campus.

### Activities to support this priority:

1. Increase promotion of resources on campus (ex: Financial Aid, Disability Access Center, Security, ODEI, Career Services, Veterans Center of Excellence, etc.).
2. Outreach via social media, class visits, event promotional materials and other means to promote student support services.
3. Partner with Basic Needs Hub and Penguin Pantry to raise awareness of food pantries, textbook lending programs, emergency grants, and affordable transportation options.
4. Address student concerns related to campus resources and work towards effective solutions.

### **Clark College State-Wide Initiatives**

The ASCC Student Government understands the significance of partnering with groups such as College Administration, Board of Trustees and state-wide groups to develop outreach and advocate for funding in the interests of Clark College students at the state level. Additionally, the ASCC Student Government recognizes the benefits of partnering with nearby colleges to increase community involvement and student engagement.

### Activities to support this priority:

1. Partner with statewide groups to advocate for lower costs of transportation and textbooks, and improved access to mental health services at community and technical colleges.
2. Encourage student civic engagement through the *All in Democracy Challenge* to track student partnerships.
3. Foster collaboration with nearby colleges to build a stronger network of student involvement in the region.
4. Promote opportunities for students to participate in community service and civic engagement projects.

# WPEA/UFCW Local 365, Clark College Unit

*Board Report for September 2025*

## MEETINGS

WPEA Steward meeting on Mondays 11:30 AM

## COMMUNICATION

Current contact for campus stewards:

### Representational Stewards

|                              |              |
|------------------------------|--------------|
| <b>Angela Dawson</b>         | 360-992-2515 |
| <b>Becky Lindsay</b>         | 360-992-2575 |
| <b>Courtney Braddock</b>     | 360-992-2196 |
| <b>DJ Scates</b>             | 360-992-2273 |
| <b>Jillian Taylor-Valdez</b> |              |
| <b>Stephanie Hall</b>        | 360-992-2675 |

### Member Leaders

|                      |              |
|----------------------|--------------|
| <b>Jenny Shadley</b> | 360-992-2051 |
| <b>Ryan Johnson</b>  | 360-992-2075 |

## WPEA Classified Staff Updates:

We are pleased to announce WPEA's Higher Education contract was ratified by members. We now await legislative approval.

Congratulations to Patricia (Trish) Fitzsimons from Community & Continuing Education, and Manda Levie from Social Sciences and Fine Arts, for being selected as this year's Clark College Exceptional Classified Staff award recipients.

Classified staff are excited for the new academic year and are committed to supporting our students and faculty, as well as one another.



Clark College

***STEM-Licious***

A dynamic, hands-on camp blending STEM with the delicious world of culinary arts designed for systemically non-dominant high school students (women, BIPOC).

# Fusion of Science, Engineering & Culinary Arts

- Engineering – Design and 3D print cookie cutters
- Engineering – LED name tags
- Physics – Build Rockets
- Mathematics – Symmetry
- Surveying & Geomatics – Compass Reading
- Engineering – Drop tower challenge
- Biology – Bee Garden

- Baking – Make cookies
- Cuisine – Honey ?
- Baking – Pretzels
- Cuisine – Vegetable Garden





# Who Made it Happen

## Event Committee

- Tina Barsotti - Engineering
- Carol Hsu - Engineering
- Roman Lara –MESA Director
- Chef Alison Dolder – Prof Baking
- Chef Melanie Hendry – Prof Baking
- Chem Sonny DeMartini – Cuisine Management
- Chem Amanda Howell – Cuisine Management
- Lucy Winslow – MCI Service Lead

## Professors

- Baking - Chef Alison, Chef Melanie
- Biology – Steven Clark
- Cuisine – Chef Sonny, Chef Amanda
- Engineering – Gerry Lazo
- Math – Sarah Luther
- Physics – Sophie Lin
- Surveying & Geomatics – Brian Miyake

## MESA Ambassadors

- Kai W.
- Alijah M.
- Jennifer G.
- Mireille L

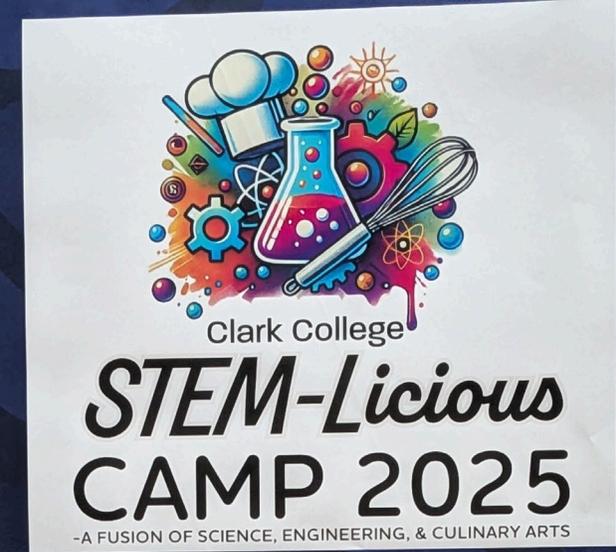
## Volunteers

- Evan U.
- Emilie C
- Grace R.
- Lisa B.
- Andrea C.



# Highlights

- A **recent high school graduate** made an appointment with Amy to begin her journey at **Clark College**. She's considering a major in **Electrical Engineering**.
- A few **sophomore campers** expressed interest in **Running Start**, showing early motivation to pursue college-level coursework.
- One camper's **parents shared** that she hasn't stopped talking about everything she learned at camp. They've noticed a **boost in her confidence** since attending.
- Our **MESA ambassadors and volunteers** said they **enjoyed the camp experience** and are eager to **return and support next year's camp**.





# Thank You!

- Guided Pathways
- NW Wine & Food Society
- Taco Bell Foundation
- Pacific Power Foundation

## Clark College - Budget Status Report June 30, 2025

| Sources of Funds<br>(Revenues)          | 2024-25<br>Budget  | Revenues<br>to Date | Difference       | % Budget<br>Received |
|---|--------------------|---------------------|------------------|----------------------|
| <b><u>Operating Accounts</u></b>        |                    |                     |                  |                      |
| State Allocation                        | 56,505,145         | 55,999,717          | (505,428)        | 99.1%                |
| Tuition & ABE                           | 16,707,190         | 17,133,467          | 426,277          | 102.6%               |
| Running Start                           | 14,126,788         | 15,596,674          | 1,469,886        | 110.4%               |
| Planned use of prior fund balance       | 639,989            | -                   | (639,989)        | 0.0%                 |
| Dedicated, matriculation, tech, cont ed | 5,030,770          | 5,756,897           | 726,127          | 114.4%               |
| <b>Total Operating Accounts</b>         | <b>93,009,882</b>  | <b>94,486,754</b>   | <b>1,476,872</b> | <b>101.6%</b>        |
| <b><u>Other Accounts</u></b>            |                    |                     |                  |                      |
| Grants                                  | 3,878,364          | 3,998,390           | 120,026          | 103.1%               |
| Contracts                               | 2,219,342          | 3,157,158           | 937,816          | 142.3%               |
| Internal Support & Agency Funds         | 1,106,142          | 1,213,831           | 107,689          | 109.7%               |
| ASCC                                    | 2,544,256          | 2,118,695           | (425,561)        | 83.3%                |
| Bookstore                               | 2,595,409          | 2,597,093           | 1,684            | 100.1%               |
| Parking                                 | 318,577            | 338,055             | 19,478           | 106.1%               |
| Auxilliary Services                     | 2,169,607          | 3,546,720           | 1,377,113        | 163.5%               |
| Financial Aid                           | 23,880,085         | 27,266,904          | 3,386,819        | 114.2%               |
| <b>Total Other Accounts</b>             | <b>38,711,782</b>  | <b>44,236,846</b>   | <b>5,525,064</b> | <b>114.3%</b>        |
| <b>Total Sources of Funds</b>           | <b>131,721,664</b> | <b>138,723,601</b>  | <b>7,001,937</b> | <b>105.3%</b>        |

| Uses of Funds<br>(Expenses)                      | 2024-25<br>Budget  | Encumbrances<br>Expenditures<br>to Date | Difference         | % Budget<br>Spent |
|--|--------------------|---|--------------------|-------------------|
| <b><u>Operating Accounts</u></b>                 |                    |   |                    |                   |
| President  | 2,407,060          | 1,214,012                               | 1,193,048          | 50.4%             |
| Vice President of Diversity, Equity & Inclusion  | 1,300,430          | 1,075,687                               | 224,743            | 82.7%             |
| Vice President of Instruction                    | 57,305,210         | 57,942,236                              | (637,026)          | 101.1%            |
| Vice President of Operations                     | 12,077,371         | 11,410,252                              | 667,119            | 94.5%             |
| Vice President of Student Affairs                | 10,660,691         | 10,111,845                              | 548,846            | 94.9%             |
| Chief Information Officer                        | 5,970,160          | 5,890,957                               | 79,203             | 98.7%             |
| Vice President of Human Resources and Compliance | 2,068,223          | 1,964,203                               | 104,020            | 95.0%             |
| Bank fees/cc fees/revolving funds                | 1,220,737          | 1,664,299                               | (443,562)          | 0.0%              |
| <b>Total Operating Accounts</b>                  | <b>93,009,882</b>  | <b>91,273,491</b>                       | <b>1,736,391</b>   | <b>98.1%</b>      |
| <b><u>Other Accounts</u></b>                     |                    |   |                    |                   |
| Grants   | 3,878,364          | 4,029,851                               | (151,487)          | 103.9%            |
| Contracts less Running Start                     | 2,219,342          | 2,079,596                               | 139,746            | 93.7%             |
| Internal Support & Agency Funds                  | 1,106,142          | 1,127,562                               | (21,420)           | 101.9%            |
| ASCC   | 2,544,256          | 2,427,512                               | 116,744            | 95.4%             |
| Bookstore  | 2,595,409          | 2,732,390                               | (136,981)          | 105.3%            |
| Parking  | 318,577            | 239,767                                 | 78,810             | 75.3%             |
| Auxilliary Services                              | 2,169,607          | 3,382,885                               | (1,213,278)        | 155.9%            |
| Financial Aid                                    | 23,880,085         | 27,048,526                              | (3,168,441)        | 113.3%            |
| <b>Total Other Accounts</b>                      | <b>38,711,782</b>  | <b>43,068,089</b>                       | <b>(4,356,307)</b> | <b>111.3%</b>     |
| <b>Total Uses of Funds</b>                       | <b>131,721,664</b> | <b>134,341,580</b>                      | <b>(2,619,916)</b> | <b>102.0%</b>     |
| <b>Difference - Excess (Deficiency)</b>          | <b>-</b>           | <b>4,382,021</b>                        |                    |                   |

c. Dr. Karin Edwards, Sabra Sand, Vanessa Neal, Nicole Rogers-Marcum, Julie Taylor, Terry Brown  
e. Mark Wahlers, Sudha Frederick, Darcy Rourk, Ash Kingsland, Darci Feider, Tanya Kerr

**Policy Title: Regular and Substantive Interaction (RSI) in Online and Hybrid Courses**

**Policy Number:** 320.010

Effective Date: September 1, 2025

**Executive Cabinet Area:** Instruction

**Policy Sponsor:** Vice President of Instruction - Dr. William T. Brown

**1. Policy Statement**

Clark College is committed to ensuring high-quality educational experiences across all course modalities. In alignment with federal regulations and accreditation standards, the College affirms the importance of Regular and Substantive Interaction (RSI) between instructors and students in online and hybrid courses. This policy establishes expectations for meaningful, instructor-led engagement to maintain academic integrity, student success, and compliance with regulatory requirements.

**2. Purpose of the Policy**

Online and hybrid education supports Clark College’s Vision, Mission, and Values by expanding access to learning opportunities for students unable to attend face-to-face courses. This policy outlines the minimum expectations for RSI to ensure that online and hybrid courses provide a robust, interactive, and high-quality learning environment.

**3. Scope**

This policy applies to all credit-bearing online and hybrid courses offered by Clark College, including fully online, synchronous, asynchronous, and hybrid formats.

**4. Definitions**

**Regular Interaction**

Interaction that is initiated by the instructor, scheduled and predictable, and responsive to student needs. This includes:

- Frequent and consistent instructor presence throughout the course
- Timely monitoring of student progress
- Proactive outreach to students demonstrating disengagement or lack of progress

### **Substantive Interaction**

Engagement that involves teaching, learning, and assessment activities that contribute to student learning and achievement of course outcomes. Examples include:

- Providing direct instruction (e.g., lectures, demonstrations, administering and responding to assessments)
- Facilitating discussions or engaging in academic dialogue with students about course content
- Offering individualized, content-specific feedback on student assignments
- Participating in and guiding structured learning activities

### **Non-Substantive Activities**

The following do not meet the definition of substantive interaction on their own:

- Auto-graded quizzes or exams
- Pre-recorded lectures without instructor interaction
- Student-only peer discussions or group work
- Administrative communications such as grade notifications, deadline reminders, or technical troubleshooting

## **5. Authority and References**

### **Federal Regulations**

- U.S. Department of Education, [34 CFR Parts 600, 602 and 668](#)
- “Distance Education and Innovation” Final Rules (2021)

### **Accreditation Standards**

- Northwest Commission on Colleges and Universities (NWCCU), 2020 Standards
- Standard 2.G.7: Identity verification and privacy for distance education

## **6. Policy History**

New policy approved: August 5, 2025



# Northwest Regional Equity Conference

*presented by* **CLARK COLLEGE**

6th Annual

# SUMMARY REPORT

**"FROM HEART WORK TO  
COLLECTIVE ACTION:  
CO-CREATING INCLUSIVE  
COMMUNITIES"**

February 12-14, 2025  
Clark College  
Vancouver, WA



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# LETTER FROM VANESSA NEAL, VICE PRESIDENT OF THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

---

With deep gratitude, I want to thank you for being an integral part of the 2025 Northwest Regional Equity Conference (NWREC). This year marked a significant milestone as we returned to in-person connections for the first time since 2020, and the impact was undeniably powerful. From the moment we gathered, unmistakable energy filled our spaces as we reconnected with intention, shared truths, built community, and provided nourishment in the form of joy. Gathering in this way served as an important reminder of how vital spaces like NWREC are in carrying this work forward.

As the Vice President of the Office of Diversity, Equity, and Inclusion (ODEI) at Clark College, I am incredibly proud of what we accomplished together. Our NWREC planning team worked intentionally to create a space rooted in belonging and community care. Whether you participated as a presenter, attendee, sponsor, or volunteer, your presence played a key role in shaping a conference that was both transformational and practical. NWREC continues to offer essential opportunities for dialogue, professional growth, and collective action that transcend sectors and identities. This year's in-person gathering reaffirmed how crucial this work is when we do it together in community.

We were honored to welcome a vibrant, cross-sector audience from higher education,

nonprofits, government, and the private sector. The stories, strategies, and scholarship shared across our 22 workshops, keynote addresses, and breakout sessions demonstrated that the work of diversity, equity and inclusion is still present, necessary and resilient in the face of challenge and constantly evolving to meet present realities.



We are deeply grateful to our sponsors—our Visionary, Sustaining, and Community Builder partners—whose generous support and continued commitment to this work made this year’s event possible. Their commitment ensures that NWREC remains an accessible, impactful, and forward-thinking space.

I end my message with this thought. It is our time to construct the future and be a beacon of hope and inspiration. I invite to continue constructing that future with us and I look forward to seeing you again soon!

With Gratitude,

Vanessa Neal, VP of Diversity, Equity, and Inclusion



**OUR COLLECTIVE EFFORTS ARE MAKING A TANGIBLE IMPACT IN ADVANCING DEI PRINCIPLES AND PRACTICES ACROSS THE REGION**



This was an amazing conference! I know this took such care and coordination and I appreciate your dedication to getting this powerful event together. Thank you all!





**Northwest Regional  
Equity Conference**  
*presented by* **CLARK COLLEGE**

# EXECUTIVE SUMMARY

---

The 2025 Northwest Regional Equity Conference (NWREC) marked a significant milestone as the event returned to an in-person format for the first time since 2020. Held February 12–14, 2024, the 6th annual NWREC brought together educators, equity practitioners, community leaders, and advocates from across the country for three days of learning, connection, and action. Organized by the Clark College Office of Diversity, Equity, and Inclusion (ODEI), the conference featured 22 workshops, three nationally recognized keynote speakers, interactive networking spaces, and affinity sessions that supported participants in processing and integrating their learning.

As in years past, NWREC’s programming was rooted in community, cultural celebration, and systemic change. Our in-person engagement created a renewed sense of connection, enabling deeper dialogue and shared accountability. Participants explored key themes such as disability and LGBTQIA2S+ justice, racial equity in education, trauma-informed leadership, and climate and language justice. Workshops emphasized practical tools for implementing equity-centered policies and practices across sectors, particularly in higher education, which comprised 68.5% of attendees, alongside government, nonprofit, private sector, and K–12 education professionals.



The NWREC planning team is especially grateful for the generous support of this year’s Visionary, Sustaining, and Community Builder Sponsors, whose partnerships helped bring the conference to life. Their financial and strategic contributions reflected a shared commitment to equity and access, helping to fund key aspects of the event, including scholarships, platform infrastructure, and speaker support. In particular, the Dr. Rashida Willard Scholarship Fund—launched in 2023—enabled six students and three faculty members to attend, advancing NWREC’s goal of creating spaces that center historically excluded voices.

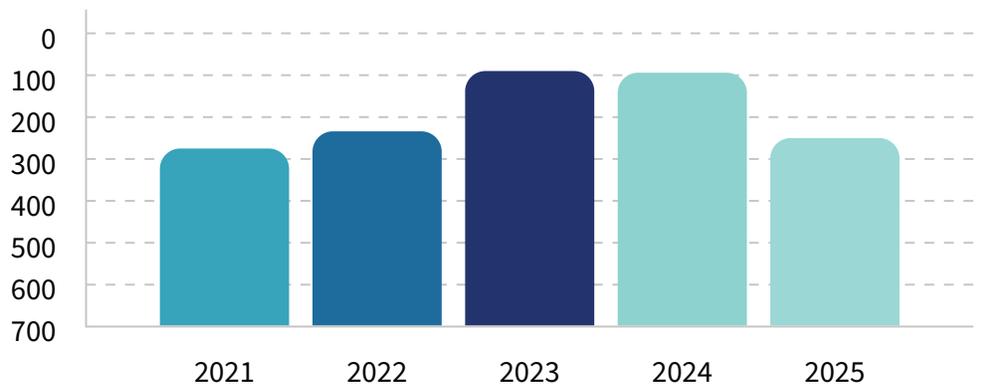
Participant evaluations reflected the conference’s effectiveness and impact. Over 93% of survey respondents agreed or strongly agreed that the workshops and keynotes were engaging, interactive, and encouraged actionable learning. All respondents indicated they would recommend NWREC to others. Attendee demographics revealed a richly diverse community, with notable representation from Black/ African American (26.7%), Latine (8.4%), Pacific Islander (6.9%), Indigenous (5.3%), Asian (6.1%), and multiracial participants—along with 5% identifying as Disabled and/or LGBTPQIA2S+.

This report captures the highlights of NWREC 2025, including findings from participant evaluations, demographic insights, and key planning considerations for the future. As NWREC continues to evolve, this year’s return to in-person gathering reaffirmed the vital role of collective presence, connection, and shared purpose in the ongoing journey toward equity and justice.

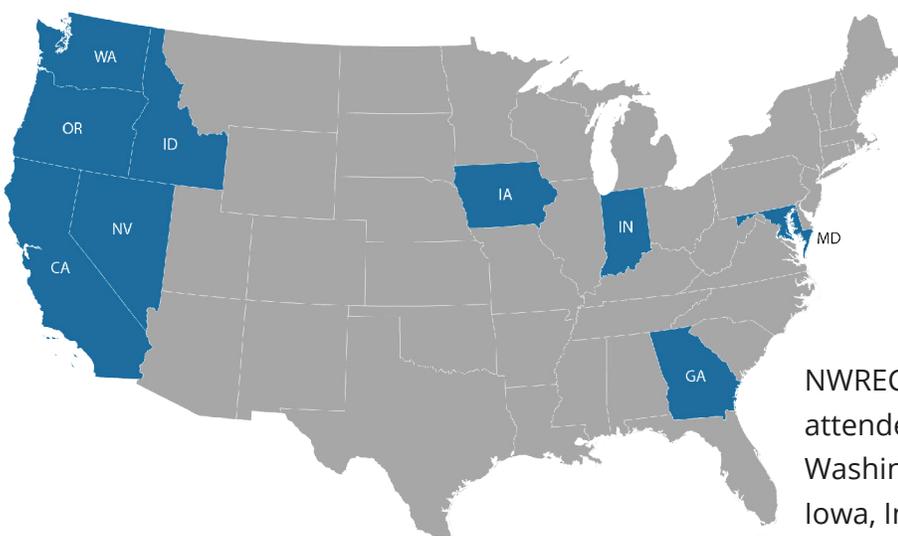
## ATTENDANCE BY THE NUMBERS

Participation in 2025 dropped back to 2022 levels, following two years of increased engagement in 2023 and 2024—likely driven by post-COVID momentum and external partnerships.

## PARTICIPATION OVER TIME



## ATTENDEES BY LOCATION



Of participants live or work 50 miles or more from the conference.

NWREC’s reach expanded significantly, drawing attendees from across the country, including Washington, Oregon, Idaho, Nevada, California, Iowa, Indiana, Georgia, and Maryland.



# Northwest Regional Equity Conference

*presented by* **CLARK COLLEGE**

## ABOUT NWREC

---

Founded in 2020, this year was the 6th annual Northwest Regional Equity Conference (NWREC). NWREC has become a touchpoint for those working towards a more just and equitable future, and continues its vision to provide innovative workshops, inspiring speakers, and motivating plenary sessions to the community.

Building on its original focus of “improving equitable, sustainable experiences and outcomes for historically underrepresented students and employees in higher education through effective instruction and anti-racist supports”, NWREC has been expanding its reach to encompass nonprofits, government and the private sector.

The NWREC is led by the Office of Diversity, Equity, and Inclusion (ODEI) at Clark College in Vancouver, Washington, with support from a leadership board and volunteers. Staff and volunteers spend 6-8 months each year in developing, hosting, and closing out the conference.

---

This year, Clark College's Office of Diversity, Equity, and Inclusion (ODEI) proudly returned to an in-person format for the 2025 Northwest Regional Equity Conference (NWREC). After several years of virtual gatherings, being together in shared physical space brought a renewed sense of connection, purpose, and momentum to our collective work.



---

**SHARED  
LEARNING,  
HEALING, AND  
ACCOUNTABILITY  
TO SUSTAIN  
EQUITABLE  
CHANGE**

---

The return to in-person convening created powerful opportunities for community building, authentic dialogue, and shared learning across sectors. Educators, students, professionals, and advocates came together to explore the ongoing challenges and possibilities in advancing equity and justice. The energy throughout the conference reflected a deep commitment to healing, collaboration, and action.

Grounded in our values of belonging, community care, and accountability, NWREC continues to serve as a catalyst for transformation—both personal and institutional. It aligns with Clark College's mission to foster a socially just and equitable college community, as outlined in our Strategic and Social Equity Plans. The conference also furthers ODEI's commitment to serving systemically non-dominant groups and cultivating an inclusive environment for students, faculty, and staff.

As NWREC evolves to meet the needs of our communities, this year's conference stands as a celebration of reconnection and resilience. We continue to build on the wisdom of past convenings, embracing the power of community as we advance toward a more equitable future.

# NWREC PLANNING TEAM



**Vanessa Neal**

*she/her*

VP of Diversity, Equity & Inclusion/Diversity and Equity Officer

## Office of Diversity, Equity, and Inclusion



**Degundrea Harris**

*she/her*

Executive Assistant to the VP of Diversity, Equity & Inclusion



**Mike Law**

*he/him*

Director of Student Equity and Inclusion



**Alyssa Montminy**

*she/her*

Director of Employee Equity & Engagement



**April Pereira**

*ile/they/she*

Director of DEI Revenue and Partnerships



**Rosalba Pitkin**

*she/her/ella*

Associate Director of Student Equity and Inclusion



**Andra Spencer**

*she/her*

Equity Professional Development Manager



**Jennifer Tracy**

*she/her*

Founder, J Tracy  
Consulting



**Michael Tuncap**

*he/him*

Vice President of Instruction  
Relevant Engagement  
Consulting



**Vashti Boyce**

*she/they*

Founder, Wild Iris  
Consulting



**Heather Daniel**

*she/her*

Founder Carbon  
Footprint Designs

**THANK YOU TO THE  
PLANNING DREAM TEAM!**

**The Dr. Rashida Willard  
Scholarship fund, launched in  
2023, enabled six students and  
three faculty to attend NWREC.**



**Dr. Rashida Willard**

# OUR SPONSORS

We extend our heartfelt gratitude to our sponsors for their generous support and partnership, which played a vital role in the success of NWREC.

## Visionary Sponsors

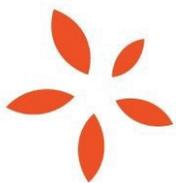


CareOregon®



PeaceHealth

## Sustaining Sponsors

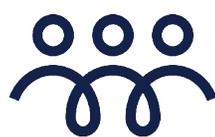


COMMUNITY  
FOUNDATION  
SOUTHWEST  
WASHINGTON



college spark  
washington

## Community Builder Sponsors



Partners  
in Diversity

“

“I have so many take aways from the presentation - honor feelings and use them and information, control my actions not other people's minds, we are programmed to debate not enter in dialog.”

“

“I truly felt connected and could relate, it gave me a new perspective and her story telling truly touched my heart. Loved all of it!”

“

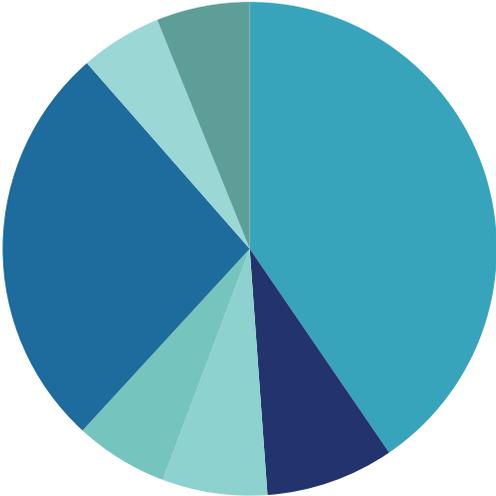
“Thank you for challenging us to think about these conversations and how we best need to ensure that we have space created for people to come together. Even though this can be a difficult task.”

“

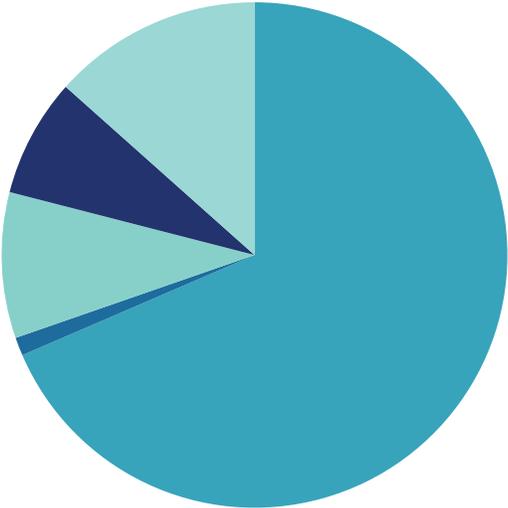
“I'm dealing with lots of internalized fat phobia and I was scared to go to this session. But I'm glad I did.”

# ATTENDEE DEMOGRAPHICS

NWREC 2025 welcomed a richly diverse group of participants, with 40.5% identifying as White and 26.7% as Black/African American. Additional representation included Latine (8.4%), Pacific Islander (6.9%), Asian (6.1%), Biracial/Other (6.1%), and Indigenous (5.3%) attendees. Notably, 5% of participants identified as Disabled and/or LGBTQIA2S+, reflecting the conference's commitment to centering historically marginalized identities. This broad spectrum of representation highlights NWREC's ongoing efforts to foster an inclusive and equitable learning space.



- White (40.5%)
- Pacific Islander (6.9%)
- Black/African American (26.7%)
- Biracial/Other (6.1%)
- Latine (8.4%)
- Asian (6.1%)
- Indigenous (5.3%)



- Higher Ed (68.5%)
- Government (9.3%)
- Private (13.4%)
- K-12 (1.2%)
- Nonprofit (7.6%)

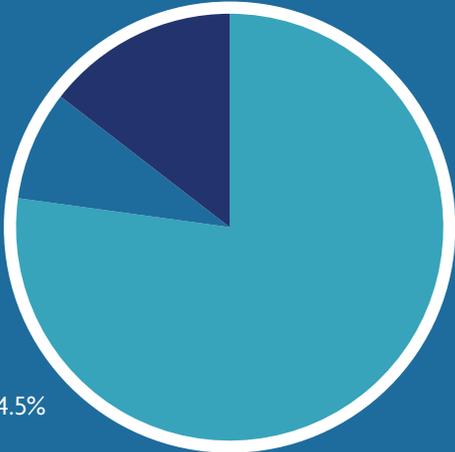
The majority of NWREC 2025 participants came from higher education institutions, making up 68.5% of total attendance. Additional sectors represented included the private sector (13.4%), government (9.3%), and nonprofit organizations (7.6%), with K-12 education contributing 1.2%. This cross-sector participation underscores NWREC's broad appeal and its growing impact beyond academia. The range of professional backgrounds reflects the conference's relevance across diverse institutional contexts committed to equity and inclusion.

## Returning Attendees



**100%**

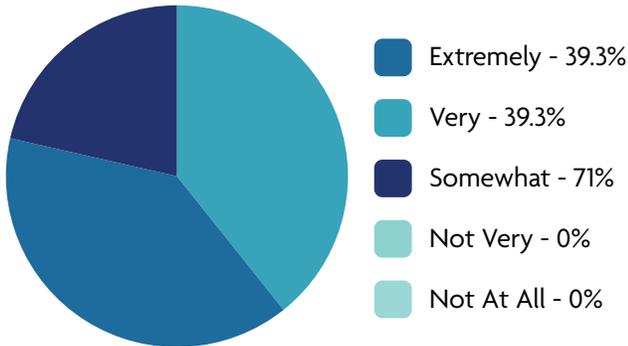
All survey respondents would recommend NWREC to other.



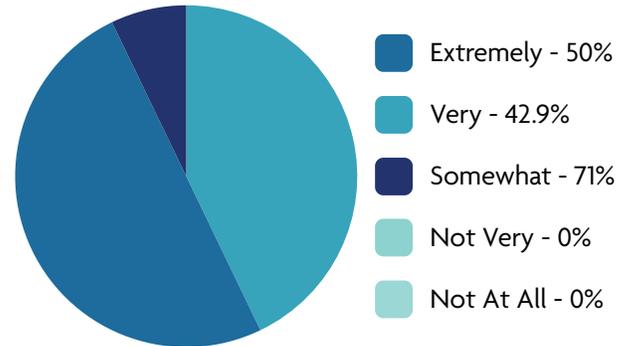
- First Year - 77.2%
- Third Year - 8.3%
- Fifth Year or More - 14.5%

# EVALUATION SUMMARY

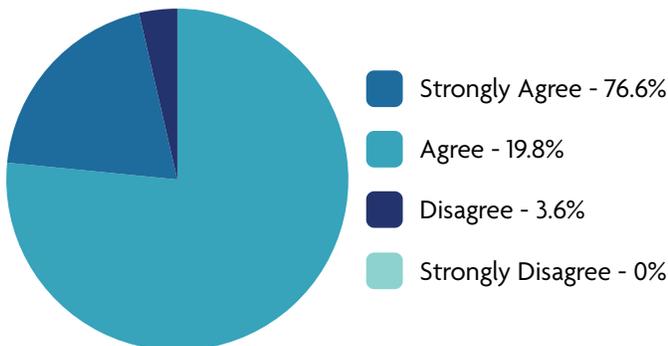
The evaluations overall showed that participants found the workshops and keynote speakers met expectations, the facilitators were effective, the sessions were interactive and the facilitators were knowledgeable.



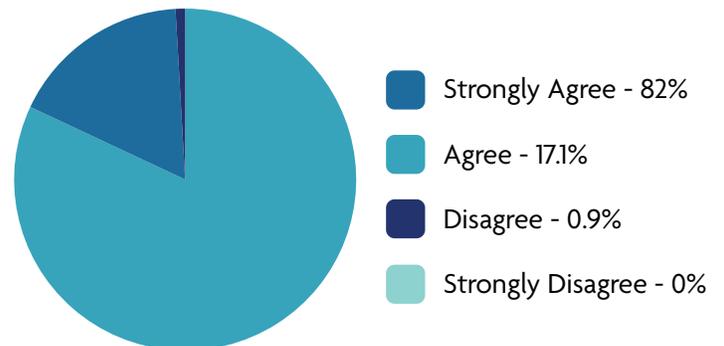
HOW SATISFYING WAS YOUR EXPERIENCE USING THE CONFERENCE PLATFORM (WHOVA)?



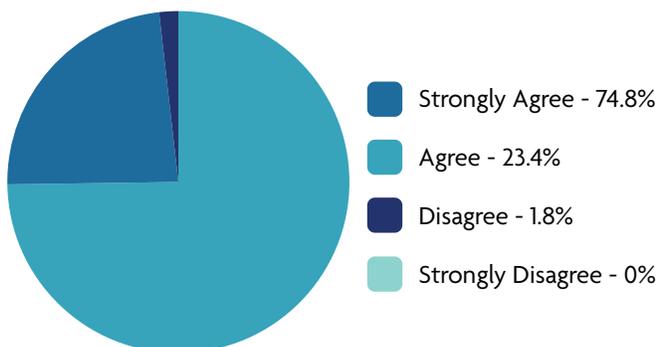
HOW SATISFIED DO YOU FEEL ABOUT THE COMMUNICATION FROM THE EVENT ORGANIZERS?



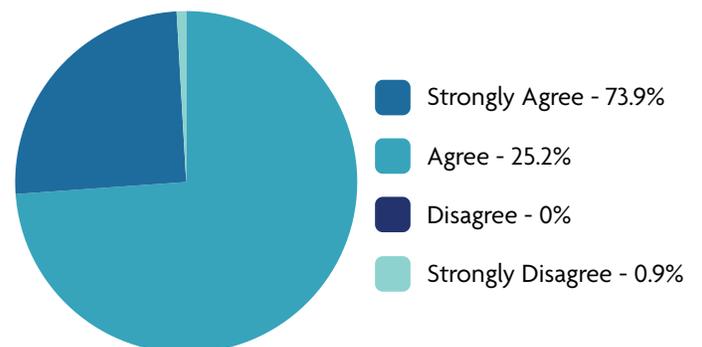
THE SESSION WAS INTERACTIVE AND ENGAGING.



THE WORKSHOP PROVIDED CLEAR AND WELL-SUPPORTED INFORMATION ON THE TOPIC.



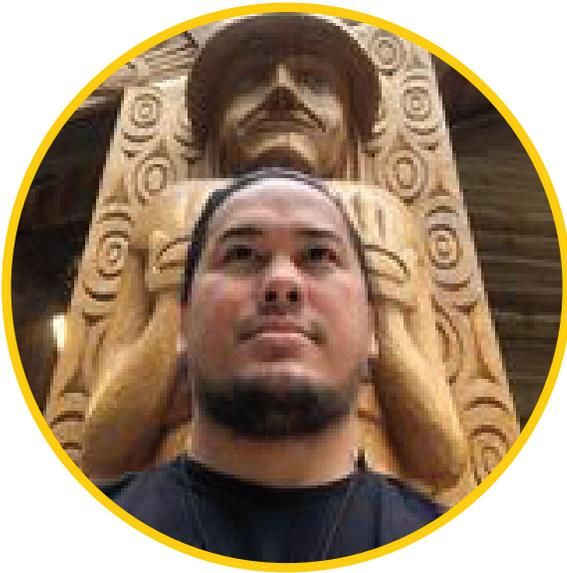
THE SESSION PROMPTED ME TO THINK ABOUT WAYS THAT I MIGHT PUT EQUITY INTO ACTION.



THE TECHNICAL ASPECTS (CHAT, CAPTIONS, SCREEN SHARING, INTERPRETING), IF APPLICABLE, WORKED WELL.



# MASTER OF CEREMONIES



## MICHAEL TUNCAP

CHamoru abolitionist, professor, consultant and researcher (DEHPD, MOCA, FSOCCWA, DEIWACTCS, SOCCWA)



*"They made it feel personal. It was family. I was there with my cousins."*



*"[Ijeoma Oluo's] authority on the subject of activism and radical activism. Her presence was truly inspiring. She was magnificent."*



*"Every answer Dr. Love provided was so poignant and insightful, I wrote down so many quotes!"*



*"I felt encouraged and seen in ways I didn't even know that I needed and I can credit that to [Dr. Torres's] authenticity and intentionality."*

# KEYNOTES



Take another deep breath, Cousins.  
And tell me why you're here when you came



## IJEOMA OLUO

Ijeoma Oluo is a Seattle-based writer, speaker, and internet yeller. She is the author of the #1 New York Times bestselling first book, *So You Want To Talk About Race*, *Mediocre*, and *Be a Revolution*. Her work on race and gender has been published in the New York Times, the Washington Post, and NBC News; and she has been featured on The Daily Show and NPR's All Things Considered. Named on the TIME 100 Next list and The Root 100, she's been awarded the Harvard Humanist of the Year Award, the American Humanist Association's Feminist Humanist Award, Gender Justice League's Media Justice Award, and the Equal Opportunity Institute's Aubrey Davis Visionary Leadership Award.



## DR. BETTINA LOVE

Dr. Bettina L. Love is the William F. Russell Professor at Teachers College, Columbia University, and author of the New York Times bestseller *Punished for Dreaming: How School Reform Harms Black Children and How We Heal*, which earned her the Stowe Prize for Literary Activism. Named a Kennedy Center Next 50 Leader and honored with the Truth Award for Excellence in Education, Dr. Love empowers educators and parents to combat injustice. A sought-after speaker, she addresses abolitionist



## DR. JASMINE MAGENO TORRES

"JT" has over 17 years of experience in higher education, focusing on advancing equity and supporting minoritized and economically disadvantaged students. Her lived experiences as a mixed-race CHamoru and Mexicana, formerly incarcerated and neurodivergent, deeply inform her work in dismantling systemic barriers and advocating for transformative change.

# WHOVA EVENT PLATFORM



**521**

compared to 14 as the average

COMMUNITY BOARD MSGS

**1,069**

compared to 1,204 as the average

MESSAGES BY PARTICIPANTS

**8/62**

14 MEET-UP GROUPS CREATED WITH 116 ATTENDEES

**33,560**

SPONSOR IMPRESSIONS

**84%**

OF ALL REGISTERED ATTENDEES DOWNLOADED THE WHOVA APP

For a fifth year in a row, the conference utilized the Whova App, an all-in-one event platform that supports registration and engagement. The Whova App provides agenda management, ticket sales, direct messaging, community spaces, information hosting, and attendee profiles. The messaging and community boards showed above average participation.

“

I appreciated the more casual format with lots of different resources, videos, graphics, words, etc. It was very welcoming and appreciated. I yearn to learn more and share more to others!

”



NWREC utilized social media to promote the conference and workshops

**Northwest Regional Equity Conference**  
2025

6TH ANNUAL NWREC CONFERENCE

**Save the Date**  
February 12-14, 2025

Ticket Sales Begin Monday, Dec 9th!

**Northwest Regional Equity Conference**  
presented by CLARK COLLEGE

6TH ANNUAL NWREC CONFERENCE | FEBRUARY 12-14, 2025

**Northwest Regional Equity Conference**  
February 12-14, 2025

6TH ANNUAL NWREC CONFERENCE

NWREC 2025 is a hybrid conference, with in-person sessions at Clark College and virtual over Zoom through Whova!

Keynote Speaker NWREC 2025 Workshop

**IJEOMA OLUO**  
#1 New York Times bestselling author, speaker, internet yeller

**Northwest Regional Equity Conference**  
presented by CLARK COLLEGE

6TH ANNUAL NWREC CONFERENCE | FEBRUARY 12-14, 2025

Keynote Speaker NWREC 2025 Workshop

**DR. BETTINA LOVE**  
Author of Punished for Dreaming, Speaker, Professor, Abolitionist

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6TH ANNUAL NWREC CONFERENCE | FEBRUARY 12-14, 2025

Keynote Speaker NWREC 2025 Workshop

**JASMINE MARIE MAGENO TORRES**  
TRIO Director @ West Valley College, Professional Development Facilitator

**Northwest Regional Equity Conference**  
presented by CLARK COLLEGE

6TH ANNUAL NWREC CONFERENCE | FEBRUARY 12-14, 2025

Book Signing NWREC 2025 IN-PERSON DAY

**IJEOMA OLUO**  
#1 New York Times bestselling author, speaker, internet yeller

**Northwest Regional Equity Conference**  
presented by CLARK COLLEGE

6TH ANNUAL NWREC CONFERENCE | FEBRUARY 12-14, 2025

Master of Ceremonies

**MICHAEL TUNCAP**  
CHamoru abolitionist, professor, consultant, researcher, professional development leader, NWREC MC for the 6th year in a row!

**Northwest Regional Equity Conference**  
presented by CLARK COLLEGE

6TH ANNUAL NWREC CONFERENCE | FEBRUARY 12-14, 2025

Got an idea for a workshop at NWREC 2025? We're taking proposals!

**Northwest Regional Equity Conference**  
presented by CLARK COLLEGE

6TH ANNUAL NWREC CONFERENCE | FEBRUARY 12-14, 2025

**Thank you!**

To all of our sponsors, presenters, moderators, and participants! You made NWREC 2025 an amazing event! All our love goes out to you.

#NWREC #NWREC25 #DEI #DEIB #JUSTICE #DIVERSITY #EQUITY #INCLUSION #BELONGING

**Northwest Regional Equity Conference**  
presented by CLARK COLLEGE

6TH ANNUAL NWREC CONFERENCE | FEBRUARY 12-14, 2025

Calling All Black, Indigenous, People of Color (BIPOC) Artists and Entrepreneurs!

**Northwest Regional Equity Conference**  
presented by CLARK COLLEGE

6TH ANNUAL NWREC CONFERENCE | FEBRUARY 12-14, 2025

7TH ANNUAL NWREC CONFERENCE

**February 11-13, 2026**

**Save the Date!**

**Northwest Regional Equity Conference**  
presented by CLARK COLLEGE

7TH ANNUAL NWREC CONFERENCE | FEBRUARY 11-13, 2026

# 2025 Workshops

“ *Loved the  
breadth of topics!* ”

Protecting Vasa: Pacific Climate Justice to Protect Sacred Space  
Makerusa Porotesano

Leading and Learning with Love at the TLC  
Sandra Bush; Lindsey Schuhmacher

Photovoice: Amplifying Youth Voices for Equity in Schools  
Jenny Hooper & Jodie Stasi

The Business Case for Cultural Awareness in the Workplace  
Joy Fowler

Unpacking White Supremacy Culture in Team Dynamics  
Michelle Strange

Transgender Equity Issues Now  
Aaron Raz Link

Affirming Diversity: A Discussion with the Washington State Diversity & Equity Officers Commission (DEOC) MarcusAntonio Gunn; Vanessa Neal; Iesha Valencia; Dr. Maribel Jimenez; D'Andre Fisher; Doris Martinez; Dr. Consuelo Grier

Ethnic Studies & American Indian Studies in WA CTCs  
Michael Tuncap; LaToya Johnson; Victor Begay; Diego Luna

Cultural Soul Wounds in Professional Mental Health Trainee Experiences: BIPOC, LGBTQ+, and Disabled Voices Elevated in Research  
Dr. Bevyn Rowland

Lived experience leading to new class curriculum  
Imran Haider

The Power of Language: Shaping Cultures of Belonging  
Hannah Nacu; Traci Fordham

Effective Communication: Working with the Deaf & Hard of Hearing  
Timothy Vander Ploeg

Integrating Inclusive Practices to Elevate Heart and Collectivity  
Liu Yang; Shawna Freeman Lane

Daring to Dismantle: Addressing Race and Caste in Betrayal Trauma  
Debra Jenkins

How to Create an Inclusive Environment  
Briana Nathanielsz; Mia Osborne

Defining Allyship in Action: Uprooting Oppression through Trauma-Informed Practices and Healing  
Molly O. Kennedy; Mila Rodriguez-Adair; Donnell Adair

Implementing a system of accountability for your organization's DEI initiatives  
Barry Johnson-Smith

Inclusive Teams in the STEM Classroom: What Teaching Practices Lead to More Engaging and Effective Group Work for Underserved Students?  
Aleya Dhanji; Matthew Graham

Increasing Historically Underserved and Underrepresented Student Completion in STEM Pathways at a Hispanic-Serving Institution: An Action Research Study  
Osure Brown; Inez Olive

Etiquette to a T  
Bellamy Holt

Addressing Linguistic Bias  
Russell Hugo; Alex Panicacci; Betsy Evans

Accommodating My Disabled Body to the Medical System  
Rachel Jordan

Dis/ability Justice in Higher Education: Dis/mantling ableism in the Academy  
Jaime Cale

The -ismo effect: Insights into Machismo, Familismo, and Colorismo in Education  
Dr. Luz Garza

Puertas Abiertas Leadership Academy: Re-Centering Latinx Student Experiences for Equitable Learning & Leadership  
Jim Garcia

Fat is Not a Bad Word: Fat Liberation, Body Positivity, and Everything In Between  
Heath Hayden

Unlearning and Addressing Antiracism, White Supremacy, and Racism  
Dante King

Methods on Growing a Culture of Collaboration for Disability Inclusivity  
Nancy Peterson

Reimagining Space: Turning Everyday Places into Community Hubs (CM | 1.5 EQ | 1)  
April Pereira

Adopting A Skills-Based & Trauma-Informed Approach to Effectively Navigating Conflict  
Durryle Brooks

Gen AI & EDI: Bridging Gaps or Building Barriers?  
Christina Y. Nakada-Alm; Christi Rose; Jessica Ramirez

Decarbonized & Decolonized Housing  
Suneeta Eisenberg

Advancing Equity through Courageous Leadership  
Rashida Willard & Tréon McClendon

Beyond Microaggressions: Unveiling the Ugly Truth of a World That Never Intended to Accept Us as Equals  
Nickeia Hunter

Neurospicy: Notes on Neurodivergent Culture from Two AuDHDers  
Jenée Stanfield; Raman Kaur

A.L.O.H.A. in Activism: From Heart Work to Transformative Action  
Dr. Gerry Ebalagoza-Tunnell

Racialized Trauma and Student Success  
Lauriel Elsa-Gordon

Understanding the Ukrainian Student Experience  
Valentina Pishchanskaya-Cayanan; Yulia Brockdorf

Healing the Colonized Mind: Tools for Personal Resilience & Organizational Coherence  
Jeremy Tunnell

Teaching change and complexity: Exploring emergent strategy in education  
Emareena Danielles; Ámbar Edith Martínez Escobedo

The Way of Belonging: Reimagining Allyship Beyond Adversarial and Performative Approaches  
Parfait Bassalé

Decolonizing Our Institutions: It's Not a Metaphor  
Arwen Spicer



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“I am so grateful and proud to share space with everyone I've listened to today.”

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“The dancing, music, and speeches were all impactful and push me to do the right thing for my community, neighbors, and students.”

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“The education I received was top-notch. I was grateful for this learning opportunity, as I learned things that I should have learned in K-12, but now I understand why I did not and that is a problem.”

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# Northwest Regional Equity Conference

*presented by* **CLARK COLLEGE**

CLARK COLLEGE OFFICE OF  
DIVERSITY AND EQUITY GAISER  
HALL 214

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About the Office of DEI:

The [Office of Diversity, Equity & Inclusion](#) supports Clark College's goal of fostering a social and equitable college community as outlined in Clark College's [Strategic Plan](#) and helps insure the college's [Social Equity Plan](#) is implemented across the college.