Institutional Equity Plan (2018-2019)

Meeting Notes

NAME OF COUNCIL/TEAM: Institutional Equity Plan (2018-2019)	
OBJECTIVE OF MEETING: Social Justice Training Editing of Charter	
DATE: 09/21/2018 **TIME:** 8:30am-4:30pm	**LOCATION/ROOM #:** CLT Conference Room **CALL-IN NUMBER:** **CALL-IN CODE:**

FACILITATOR(S): Joshua Moon Johnson and Pam Chao
TIMEKEEPER:
ASSISTANT: Cesar Reyes
MEMBERS PRESENT: Tanya Anderson, Kathleen Jaques, Joshua Johnson, Lisa Lawrenson, Kelvin Burt, Pamela Chao, Thubten Davis, Martin Gomez, Marianne Harris, Judy Mays, Angela Milano, Christopher Olson, Jessica Pressley, Cesar Reyes, Faryal Said, Sara Smith, William Zangeneh-Lester,
SUPPORTING RESOURCES (ITEMS READ IN PREPARATION FOR AND/OR BROUGHT TO MEETING):

UPDATES AND BRIEF REPORTS:

Topic	Person(s) Responsible	Notes
Introductions - Name, Pronouns, Titles	Joshua Moon Johnson	

ACTION ITEMS:

Question	Person(s) Responsible	Notes and Decision(s)	Next Steps
Social Justice Training	Gabe Javier	• Points in life create interactions to inform experiences • Goals: o Review differences between division and inclusion. Social Justice as a concept & practice o Reflection on identities, points of view, and privileges. o Understand the elements of "inclusion Lens" o Design and practice personal intervention against macroaggressions (CLARA) • Learning Agreements: Northwest Network • Working Assumptions: o Crafting a vehicle that gets to authentic, intersectional spaces o Do not confuse safety and comfort o Self-system skills ⌂ Understand complacencies, and the so'what, now'what. o Risk is inherent o Learning Chart: To get people to learn what they don't know. • Group Activity: Zoom – Tell a story with pictures • Politically Correct vs. Inclusive o PC is an external factor o Inclusive is an internal factor • Social Identity: How society perceives you o Whether a factual or perceived notion o Includes race/ethnicity, sexual orientation, age, gender, ability, class, etc. • Group Activity: Pieces of the pie. o Within a pie chart identify, with a percentage, how you weigh your identity. • Discussion on salience, interconnectivity, privilege, and conflict/tension. • Activity: Oppression, Privilege, Ally, Equity. o Wrote down how each of associate these words. • Triggers: CLARA o Calm Down o Listen o Affirm o Respond o Add Information • Triggers: AWC	

| | | o Anticipate – What are the expected outcomes
o Withstand – When it happens how are you going to withstand?
o Cope – How are you going to bounce back?
• CLARA does not always work. It is another tool to add to the toolbox
• Take Away: it is hard to unlearn. It is long game process not a short term goal. People are not disposable. | |
| | | | |

DISCUSSION ITEMS:

Question	Person(s) Responsible	Notes and Next Steps
Charter	All	o Editing of "Project Background and Need" o Editing of "Project Purpose and Scope" o Editing of "Project Objectives" o Editing of "Project Deliverables" o Editing of "Success Indicators" o Editing of "Project Assumptions" o Editing of "Project Charter" o Editing of " Project Risks, Constraints, or Dependencies" o Editing of "Other Considerations" o Review of "Project Organizations, Roles, Responsibilities" o Review of "Project Stakeholders"
Check-Ins	All	o Appreciation, excitement, hopefulness, Ready!

ITEMS FOR FUTURE CONSIDERATION:

Topic	Contact Person