



Commissioner Franklin Donahoe  
Representing Snohomish County

Commissioner Sara Franklin – Phillips  
Representing South King County

Commissioner Al Herron  
Representing King County

Commissioner De'Sean Quinn  
Representing South King County

Commissioner Sheila Reed Trahan  
Representing Tri-Cities

Commissioner Dr. James Smith  
Representing King County

Commissioner Dorian Waller  
Representing Pierce County

Commissioner Sandra Williams  
Representing Eastern Washington

Commissioner Dolly England  
Representing Southwest Washington

Executive Director Edward O. Prince

## Public Commission Meeting Minutes Olympic College, Bremerton Washington 98337 May 12, 2017, 1:00 p.m. to 4:00 p.m.

Members Present: Chair Donahoe, Commissioners Reed-Trahan, England, Franklin-Phillips, Smith, Herron, Executive Director Edward Prince and Executive Assistant Charlotte Kerney

Absent: Commissioners Quinn, Waller, Williams

**1:30 PM** – Meeting called to order.

**1:35 PM** – Motion to accept previous meeting minutes as written. Motion passed.

**1:40 PM – Director's Report** Motion to accept Director's report. Motion passed

- Nothing passed by the legislature regarding deadly force this session. A signature gathering campaign has started by two groups for two separate initiatives. A unified gathering process is hoped for to keep the process going.
- Combined quarterly meetings of the three ethnic commissions were suggested by the governor's staff, but Ed suggested meeting individually so everyone has a chance to talk about the issues they are concerned with.
- Ed met with WSAC's new director, Michael Meotti, to discuss his plans for the agency. He wants to attend a future commission meeting.
- Ed will meet with the Early Learning Advisory Council meeting; meet with Earl Key of WSDOT for an update regarding their disparity study and contracting efforts and attend the Black Student Success Forum.

**1:50 PM – Presentation Community of Practice Andrea Caupain & Edward Prince**

- NW Area Foundation's funder started philanthropy that funded poverty-related issues. Notices their priorities after discovered two groups not moving forward; Native Americans and African Americans. An assessment in 2015 yielded a set of priorities. To be able to see what was happening to African Americans across the state a quantitative view yielded data gathered by ourselves for ourselves:
  - Only 68% of black registered voters voted with 1 and 5 blacks having served incarcerated in Washington State we can see the bearing on social justice. African Americans hold 6 of 10 of the lowest paid jobs in the state; 1 and 5 black Washingtonians are on Obamacare.

- The COP works to hold multiple perspectives. Working to rebuild interpersonal relationships between groups within the black community. Seeking true collaborations between these groups. Also teaches the up-and-coming leaders to work together.
  - Funders only provided seed money. This is a capacity-building grant –strengthen the relationships between entities in the community of practice. Strengthen the infrastructure of existing organizations and build proficiency and capabilities to work better moving forward in this work. Efforts are being documented as a curriculum to be used in training.
- Funding paid for the two studies; *The State of Black Washington & Rising Voices*. Part of the new Rising Voices report yielded:
  - It would take 228 years ( nine generations) for the black community to catch up to the wealth of the average 2017 white family
- Seeking to create a model to drive solutions for our community. Using sound data, gathering data for ourselves from the people who are living these experiences because it needs to be authentic. Three areas of work have been identified:
  - Entering into a land trust conversation with the Liberty Bank Building. Unified Black Agenda
  - Meet with folks around the state to discuss items for the Unified Black Agenda over the summer.

**2:10 PM – Presentation Cheryl Nunez, Vice President for Equity & Inclusion / Title IX Coordinator, Olympic College**

We are quickly approaching 2044 where this country will be a plurality nation. Any strategies that seek to elevate this country, in all measures of well-being, have got to be targeted on those who are today underrepresented and underserved in all of our institutions. The number of workers with post-secondary credentials have declined. Racial gaps have persisted. The issue of equity was on the nation’s mind in 1983 when the report *A Nation at Risk* (published by Ronald Reagan’s National Commission on Excellence in Education) highlighted twin goals of equity and high quality schooling. According to the report, closing the opportunity gap is essential if we want future generations of African Americans to succeed and states that without African American success, the country will fail.

Equity and inclusion are now framing a number of initiatives the college is now undertaking to serve all of their students and better serve stakeholders as a whole. A disproportionate number of students attend community colleges. African Americans do so at a disproportionate rate so all 34 community colleges have a part to play to correct an unsustainable gap in opportunity and achievement. Completion rates after 6 years were 26% compared to rates in the 40<sup>th</sup> percentile for Whites and Asian Americans. The gap widens as students move through the educational pathway. In the past, the pathway, construed as a straight line, has been strewn with obstacles. More access isn’t necessarily better -- the nature of the access should be qualified.

- It’s been shown that we can identify strategies that lift the tides for everyone. The return on investment on attendance at Olympic College. Found that in lifetime earnings, the return on a student’s lifetime earnings is 3 -1, the return, the return to taxpayers is 3-1, but the societal return is 9-1. Not specific to only taxes, but lowered societal costs as in lower crime and incarceration rates and other social ills. An investment in closing the opportunity gaps generates this type of return and Cheryl feels the community needs to be reminded of these benefits. Olympic College has a diversity Advisory Committee has been doing a lot of evolutionary and

multi-faceted work to strengthen the environment for equity. Brings students of color onto the college each summer to make the college experience more accessible and hosts an annual conference to explore scholarly and artistic ideas about equity.

- President Mitchell will be retiring soon, but his legacy is to position the future of equity at the college.
- Established a new initiative – the Presidential Equity and Excellence Lecture Series. They go into the community and bring in high profile scholars and activists to talk about prosperity from their disciplinary perspectives. The first in the series was launched by an event featuring Angela Davis earlier this year where 800 people attended. And that was followed by Barbara Ransby from the University of Illinois at Chicago. Looking forward to keep this work going as it is galvanizing new conversations sometimes you have to bring in prophets from outside to talk about these things. Says people seem hungry and relaxed to talk about these things.
- Campus climate discussions that talk about the diverse students they serve. They brings in experts to network, build relationships without redeveloping the wheel in developing strategies that will lead to student success.
- Recently completed faculty development utilizing Intergroup Dialogue. Faculty and administrators learned how to unpack the implications of all the political divisiveness in their work. This helps faculty and administrators process in ways that make them feel safe and gives them courage to invite such dialogue in their classrooms. Considered adapted work and the ability to support their students requires the alignment of these initiatives, requires their sustainability and we need groups such as the Commission who notice, applaud and prod us so together we can achieve the goals we share.

**3:30 pm – Public Comment**

**4:00 pm - Adjournment**