Minority Employees Council

Timeline Project

As part of a joint effort by faculty and staff of color and the administration, the Minority Employees Council (MEC) was established at Western Washington University (WWU) in October of 1992. The creation of the council was certainly a bottom-up endeavor. Since 1988, university employees from different ethnic backgrounds started getting together in order to discuss issues of diversity on campus, recruitment, and retention of minorities. In the spring of 1992, during President Kenneth P. Mortimer's administration, an interim steering committee was given the task of developing a proposal for a minority organization. By October of that year said organization was established as a council, and has since then remained active.

Throughout the years, the MEC has played a crucial role not only on campus but also on the community at large promoting healthy spaces for dialogue and collaboration. Council members often participate in search committees, mentor new minority employees, and organize professional development opportunities. The MEC also works in partnership with other organizations in aspects related to diversity in university handbooks, the curriculum, and cultural activities in order to develop intercultural sensitivity in which awareness and understanding are central.

Dr. Reneé Collins, Associate Dean of Students and Dr. Vernon Damani Johnson, Political Science Professor, who, among others, played an important role in the creation of the MEC, agree to say that the MEC has served two key functions. On the one hand, it serves a professional function as it offers a support network that empowers people of color to advance in their careers. And on the other, it serves a social function as it opens spaces that allow for the vital interaction of faculty and staff of color. The timeline below illustrates the impact the MEC has had on campus and on the broader community.

The Timeline

Spring 1992: An Interim Steering Committee is assigned to work on the development of a proposal for a minority organization. Committee members: Maurice Bryan and Renee Collins, Center for Equal Opportunity; Sheila Edwards, Office of the President; Violet Malone, College of Education; and Roseanne Brunton and Omar Castaneda, English Department. In June, the committee prepares a document putting forward ideas regarding the structure of an organization that would work on issues of interests to minority faculty and staff.

—Pic 1. Document titled, *University Diversity Organization Structure* 1p.

UNIVERSITY MINORITY ORGANIZATION STRUCTURE

We have agreed that there is a need for some type of structure organized around issues of interest to minority faculty and staff. The options and the pros & cons for each are presented below. The list of activities and goals and ultimately draft a sentence or two on organizational purpose can be finalized after structure has been decided.

ACTIVITIES/GOALS

- Respond to racial issues on campus
- vehicle for emerging issues/preventive
- support and mentoring for new employees on campus
- assist in recruiting and retention
- work to increase accountability in system
- advocate for upward mobility--including tenure and promotion
- work to incorporate diversity into handbooks, policy manuals, and culture of the institution
- increase applicant pool for positions
- advise the president/provost on relevant issues
- representation of different groups/liaison with student groups
- sponsor and/or support activities and events to promote diversity

ORGANIZATIONAL STRUCTURE OPTIONS

Structure options include two tiers: 1) umbrella or coordinating organizations; and 2) sub-groupings of the larger organization. An association, council, consortium, or commission are variations of umbrella organizations. A task force, steering committee, or caucus are examples of different types of subgroups. The definitions, pros, and cons of each type of organization are as follows:

—Pic 2. Document titled, *University Diversity Organization Structure,* 2p.

<u>Commission</u>

Defined as:	A select group appointed by the President to study an issue, expected to report its findings and recommendations to a decision-maker.
Pros:	possible stronger access to power structure, increased credibility
Cons:	exclusive, anointed by someone outside the group, easily dismissed

<u>Association</u>

Defined as:	organization of persons having common interests and purposes
Pros:	inclusive, self-determining
Cons:	implies social purpose, no power to take action, inward focussed rather than outward looking

<u>Council</u>

Defined as:	Group called together to discuss relevant issues. May wish to enumerate a set of principles, goals, or priorities.
Pros:	Democratic, inclusive, wide range for ventilation of ideas
Cons:	little action if not organized, difficult to reach consensus

<u>Consortium</u>

Defined as:	temporary alliance of two or more groups coming together in a common venture, partnership, or association

—Pic 3. Document titled, *University Diversity Organization Structure,* 3p.

Consortium (cont.)

Pros: combines subgroup views with larger body

Cons: temporary, requires more organization to get things done, higher likelihood of splintering energy and power

Steering Committee

Defined as: elected group representing a larger body

Pros: selects own issues, able to move quickly

Cons: may be elitist

Caucus

Defined as: private meeting of factions, social or political group

Pros: action-oriented, single issue focus, defines own strategy for resolving problems, completion of tasks a priority, highly disciplined membership

Cons: political and adversarial in nature, single issue, aggressive techniques

Task force

Defined as: A group of people appointed or gathered to study a specific issue or problem, expected to develop and work toward resolution. If appointed, may be expected to recommend solutions to a decision-maker.

Pros: sharply focussed on goals, tactical

Cons: reactive rather than proactive, implies temporary status

Last revision: 8/24/92 ara

September 24, 1992: Interim Steering Committee sends letter to various members of the campus community, inviting them to an October 9th meeting and reception for all minority staff, faculty, and administrators. The purpose: "to decide weather to establish a formal minority employee organization, and to determine what form such a group should take." The committee recommends the model of a council for this organization.

—Pic 4. Letter to Sonia Arevalo-Hayes, Admissions Office, 1p

WESTERN WASHINGTON UNIVERSITY 1893

RECEIVED
SEP 24 1992
ADMISSIONS OFFICE
W.W.U.

September 24, 1992

Sonia Arevalo-Hayes
Admissions Office
Old Main, 200 MS 9009

Dear Ms. Arevalo-Hayes:

We are pleased to invite you to attend a meeting and reception for all minority staff, faculty, and administrators on ***Friday, October 9, 1992, 4:00 - 6:00 p.m. in the Hall of Fame Room.*** The primary purpose of this gathering is to decide whether to establish a formal minority employee organization, and to determine what form such a group should take.

As you may be a aware, several faculty and staff have met from time to time since 1988. These meetings were initiated in part by concerns around ethnic diversity on campus, issues around recruitment and retention of minority faculty and staff, and a desire to establish some kind of organized minority group.

Last Spring, an interim steering committee was assigned the task of developing a specific proposal for a minority organization. After discussing a number of possible models, the committee recommends the following:

The establishment of a Council open to all faculty, staff, and administrators of color with an elected executive committee made up of 2 staff, 2 faculty, and 2 administrators.

The Council will have the authority/responsibility to establish task forces as needs are identified (e.g. recruitment & retention, curriculum transformation, diversity, climate, etc.).

We hope this meeting will result in an affirmative decision to move forward with something specific. Please be ready to identify individuals who might be interested in participating in a leadership role.

Bellingham, Washington 98225-5996 □ (206) 676-3000
An Equal Opportunity University

—Pic 5. Letter to Sonia Arevalo-Hayes, Admissions Office, 2p.

Letter of invitation
September 24, 1992
Page two

Attached you will find a description of several structures we examined. If you are unable to attend the meeting, but have some input you would like to share before the 9th, please contact any member of the interim steering committee.

Sincerely,

Members of the Interim Steering Committee:
Maurice Bryan, Center for Equal Opportunity
Rosanne Brunton, English Department
Omar Castaneda, English Department
Sheila Edwards, Office of the President
Violet Malone, College of Education

October 9, 1992: The Minority Employees Council (MEC) is established.

October 15, 1992: Interim Steering Committee announces that during the October 9th meeting it was agreed to establish the Minority Employees Council.

—Pic 6. Memo from Steering Committee to members of the minority community at Western.

WESTERN WASHINGTON UNIVERSITY 1893

MEMORANDUM

TO: Members of the Minority Community at Western

FROM: Interim Steering Committee (Sheila Edwards, Violet Malone, Roseanne Brunton, Omar Castaneda, Renee Collins, Maurice Bryan)

DATE: October 15, 1992

RE: Summary of 10/9 meeting

Thanks to all of you who participated in the meeting on October 9th. We had a great turnout and made a number of important decisions!

Perhaps most exciting, we agreed to establish the WWU Minority Employees Council. The Council will have an elected executive committee consisting of 2 staff, 2 faculty, and 2 administrative representatives. Terms will be for two years. The role of the executive committee will be to call meetings, organize agendas, and serve as a point of contact for the Council. The Interim Steering Committee will continue to act in this capacity until a permanent committee is elected.

A nomination form for the permanent executive committee is attached. Please complete and return this to Sheila Edwards, MS-9000, before ***October 30, 1992***. All nominees will be contacted to determine their willingness to serve. Ballots will be mailed shortly thereafter.

Other decisions include the following:

- All minority faculty, staff, and administrators are members of the Council. The Council as a whole will meet twice a quarter----meetings will conclude with some type of social activity.
- The four purposes of the Council will be to provide professional, political, social, and educational support for persons of color.

Bellingham, Washington 98225-5996 ☐ (206) 676-3000

Late in 1992: The first MEC's Executive Committee is elected: Renee Collins and Raquel Vigil-Toby, staff; Lourdes Fuentes and Theodore Pratt, Administrators; Omar Castaneda and Rosanne Brunton, Faculty.

January 21, 1993: MEC's Executive Committee officially notifies Dr. Kenneth P. Mortimer, WWU President, of the formation of the council, its goals and activities.

—Pic 7. Letter to President Mortimer.

WESTERN WASHINGTON UNIVERSITY 1893

Executive Committee
Minority Employees Council
MS 9055

RECEIVED
PRESIDENT/PROVOST OFFICE
JAN 22 1993
WESTERN WASHINGTON UNIVERSITY

January 21, 1993

Dr. Kenneth P. Mortimer
President

Dear Dr. Mortimer:

Minority employees of Western Washington University have formed a Minority Council whose goals are to provide professional, political, cultural, and educational support for people of color at Western.

Our activities will include responding to racial issues; supporting and mentoring new minority employees; assisting in the recruitment and retention of minorities at all levels; working towards increased accountability in the system; advocating upward mobility such as promotion and tenure; examining the incorporation of diversity into handbooks, policy manuals, and cultural activities; advising on issues relevant to minority concerns; and supporting activities which promote diversity.

The Council has elected an Executive Committee whose members are:

Staff	Reneé Collins	OM 360	X6841	MS 9021
	Raquel Vigil-Toby	VU 207	X6132	MS 9106
Administrators	Lourdes Fuentes	MH 355	X3714	MS 9038
	Ted Pratt	OM 200	X3442	MS 9009
Faculty	Omar Castañeda	HU 301	X6104	MS 9055
	Rosanne Brunton	HU 357	X3266	MS 9055

We think that this organization, in its focus on making WWU a safe, supportive place for minority employees, can be of value to the university in achieving its goals of educating students to the multiple dimensions of diversity. We ask for your co-operation.

Sincerely,

Reneé P. Collins

Reneé P. Collins
for the Executive Committee

c: Provost

February 9, 1993: President Mortimer sends a memo to Renee Collins of the MEC's Executive Committee. Congratulates them for the formation of the Council; appoints Maurice Bryan, Director of the Center for Equal Opportunity, as contact for the MEC.

—Pic 8. Memo from President Mortimer.

WESTERN WASHINGTON UNIVERSITY **MEMO**

To Renee Collins

From Kenneth P. Mortimer K.P.M.

Date February 9, 1993

Subject Minority Employees Council

Congratulations on the formation of the Minority Employees Council. I have asked Maurice Bryan, Director of the Center for Equal Opportunity, to serve as the University's contact for the Council.

cc: Maurice Bryan
Larry Estrada
Minority Employees Council Executive Committee

1993: Roland L. DeLorme, Interim President, expresses his commitment to diversity. The MEC recognized him as one of its strongest allies on campus.

—Pic 9. Excerpt from *Community* 1992-93; a publication of the ESC.

Visions

Dr. Roland De Lorme, Acting President:

"We have made important gains in increasing the diversity of our student population and faculty. The university community presently is reviewing a Diversity Action Plan, in preparation for adoption of more specific diversity guidelines. Where possible, the administration has acted to implement recommendations of the 1991 General Harassment Committee and will seek to enact remaining recommendations in cooperation with the University governance structure.

"We must continue to work toward the fulfillment of our diversity goals and demonstrate our renewed commitment to diversity and equality of opportunity through the enactment of a university-wide action plan, which will set forth available approaches to the enrichment of all aspects of university life by the understanding and inclusion of diversity.

"We need to redouble our efforts to improve the teaching and learning environment and more clearly recognize the central importance of our commitment to undergraduate program excellence, and to a climate that is inclusive of all groups and points of view in the promotion and sustenance of inquiry, inventiveness, and debate."

Dr. Roland L. De Lorme Acting President

1993-2008: Karen W. Morse, President.

—Pic 10. Excerpt from *Community* 1993-94; a publication of the ESC

Answering the challenge, on campus

This is a challenging time for Western. We must continue to:

- improve the quality of education under what sometimes seem to be mutually exclusive pressures: public desire to increase access to education and the contending demand to decrease public expenditures;
- prepare students for a world in which rapidly accelerating change, economic, technological and social, may well be the only thing we can predict with certainty;
- provide an environment in which there is both respect for human differences and concern for community.

Western is not alone in its challenges, or its aspirations. *Higher Learning in the Nation's Service*, a report from the Carnegie Foundation for the Advancement of Teaching, states:

"For all the nagging doubts of the contemporary age, the belief persists that the process most capable of holding the intellectual center of society together, preventing it from disintegrating into unconnected splinters, is education. It may not have lived up to this vision of cohesion, but, at its best, the campus is expected to bring together the views and experiences of all its points and create something greater than the sum..."

When I became Western's president in August of 1993, I believed that this university was uniquely capable of meeting the challenges facing all institutions of higher education. After intensive discussions over many months with students, faculty, staff, alumni and friends of the university, this belief has been strengthened.

An important enabling factor is our commitment to encourage the widest possible cross-section of people to enrich, and be enriched by, the Western experience. Our Western community will continue to value both a multiplicity of views and a vision of our common goals and, by doing so, we can reach, together, innovative solutions to the challenges we face.

-Karen W. Morse
President, Western Washington University

"In order to appreciate and to celebrate our diversity, we must learn to listen to different voices and to value these differences. The university community should be a place where such a dialogue can flourish. Western is committed to promoting diversity, and we ask that all who share in this community join together to help Western fulfill its mission."

-Grace T. Yuan
Member, Board of Trustees

October 28, 1993: MEC holds its general meeting. Items discussed included history, changes on the Executive Committee, responsibilities, and communication with new Western president Karen W. Morse.

—Pic 11. An excerpt from the meeting minutes shows attendees' names.

Minority Employees Council
General Meeting
October 28, 1993, Mi Pueblo Restaurant

Rosanne Kanhai (Convener)/English, Raquel Vigil-Toby/Viking Union, Earl Livermore/Steam Plant, David Garcia/Public Safety, Sonia Arevalo-Hayes/Admissions, Ted Pratt/Student Support Svs., Debra Salazar/Poli Sci, Omar Castaneda/English, Ken Hong/Col. of Bus & Econ, Sheila Edwards/President's Ofc., Vernon Johnson/Poli Sci, Ernst Gayden/Huxley, Ed Burrell/Art, Marian Rodriguez/Law & Diversity, Yolanda Graham/Acad. Adv. Ctr., Christina Castorena/Financial Aid Ofc., Ning Yu/English, Reneé Collins/Human Resources Dept.

November 11, 1993: Renné Collins sends a memo to Penny Glover, from the President's Office, with an updated list of the members of the MEC's Executive Committee. (Raquel Vigil-toby and Reneé Collins, staff; Ted Pratt and Sonia Arevalo-Hayes, administrators; Rosanne Bruton and Marian Rodriguez, faculty).

—Pic 12. Memo listing names of the MEC's Executive Committee.

WESTERN
WASHINGTON UNIVERSITY
An equal opportunity university

MEMORANDUM

Bellingham, Washington 98225-5996
(206) 650-3000

TO: Penny Glover, President's Office

FROM: Reneé Collins, Human Resources Department

DATE: November 11, 1993

SUBJ: Members of the Executive Committee for the Minority Employees Council

Last month you requested a list of the members of the Executive Committee members. They are as follows:

Staff	Raquel Vigil-Toby	VU 207	X6132	MS 9106
	Reneé Collins	OM 361	X6841	MS 9021
Administrators				
	Ted Pratt	OM 275	X3083	MS 9003
	Sonia Arevalo-Hayes	OM 200	X3440	MS 9009
Faculty				
	Rosanne Brunton	HU357	X3266	MS 9055
	Marian Rodriguez	FC311	X7343	MS 9118

We look forward to a meeting with President Morse.

June 1994: The Council develops a mission statement and elects 1994/1995 Excecutive Committee: Christie Hill, Toai Phan and Camille Diaz-Hackler, staff; Sonia Arevalo-Hayes, Aster Yehdego, and Joanne Lagasse, administrators; Yunqui Shen, Maria Chavez and Marian Rodriguez, faculty.

—Pic 13. Executive Committee-1994-95.

1994 - 1995
MINORITY EMPLOYEES COUNCIL
WESTERN WASHINGTON UNIVERSITY

MISSION:

The Mission of the Minority Employees Council at Western Washington University is to provide professional, political, cultural, and educational support for people of color at Western. Our activities include responding to racial issues; supporting and mentoring new minority employees; assisting in the recruitment and retention of minorities at all levels; working towards increased and accountability in the system; advocating upward mobility such as tenure and promotion; examining the incorporation of diversity in handbooks, policy manuals and cultural activities; advising on issues relevant to minority concerns; encouraging diversity training to the university community for cultural sensitivity; and supporting a variety of activities to enhance the cultural and social support to diverse people.

EXECUTIVE COMMITTEE:

Staff:	Christie Hill Toai Pham Camille Diaz-Hacker
Administrators:	Sonia Arevalo-Hayes Aster Yehdego Joanne Lagasse
Faculty:	Yunqui Shen Marian Rodriquez Maria Chavez

August 29, 1994: The MEC and the Minority Community Advisory Committee (MCAC) plan to co-sponsor the welcome/welcome back party for minority faculty and staff.

—Pic 14. Invitation to Welcome/Welcome Back Party.

The Minority Employees Council
(MEC)

and

Minority Community Advisory
Committee (MCAC)

invite you to a

WELCOME & WELCOME BACK
"POTLUCK"

for faculty and staff of color

Thursday, October 6
5:30 - 7:00
Canada House

We hope you will join us to meet new faculty and staff of color. For more information, please call Camille Diaz-Hackler 650-3480.

RECEIV
SEP 26 1994
ADMISSIONS OFF

September 22, 1994: Joint MEC and MCAC meeting. Members of both committees agree on the importance of working together to make a difference at Western.

—Pic 15. Minutes, 1p.

SEP 29 1994
ADMISSIONS OFFICE
W.W.U.

JOINT MINORITY EMPLOYEES' COUNCIL/MINORITY COMMUNITY
ADVISORY COMMITTEE - MINUTES - September 22, 1994

1. We socialized and ate for the first hour of the meeting. We then went through introductions (we had a really good turnout).

2. Sonia Arevalo-Hayes of the MEC stressed the importance of our two groups working together and Larry Estrada from the MCAC talked about how we should remain strong and united. He sees the MEC and the MCAC having a positive relationship in where together, we can make a difference at Western.

3. Announcements were made about upcoming events. These events were:

   - The NAACP is having a Freedom Fund Dinner/Dance on November 19 at the Lakeway Best Western Inn. The dinner starts at 5:30 pm and the dance starts at 8:30 pm.

   - There is a $1000.00 reward for any tip which leads to the arrest of the individual(s) who is(are) responsible for the cross burning in Lynden. Bellingham Police Chief Don Pierce and Whatcom County Sheriff Dale Brandland solicited the funds from the Trillium Safe Home Foundation.

   - On November 9 there will be a reception for President Karen Morse at Ernie & Becky Diaz' house. The reception will be honoring Dr. Morse's first year at Western.

   - On Sunday, November 20 there will be the annual Benito Juarez reception from 1:00 to 3:00 pm at Aaby, Putnam, Albo & Causey on "F" Street.

   - The ESC retreat will be from October 28 - October 29 at Camp Casey. Dr. Kim will be the keynote speaker. If anyone could participate in a discussion of what the MEC or MCAC is, please contact Joanne or Janna at 650-7271. The workshops take place on Saturday.

   - The 3rd Annual Town & Gown reception will be from 4:00 - 6:00 pm at the Leopold in the Crystal Ballroom.

   - This year's Multicultural Food Fair, sponsored by the Bellingham Herald, will be at Assumption Church. Times are uncertain as of yet. It might start at 9:00 or 11:00 am and it might end around 3:00 pm. Look for correct times in the Bellingham Herald.

   - This year's Migrant Christmas Party sponsored by The Whatcom

—Pic 16. Minutes, 2p.

Hispanic Organization and LULAC will be on December 17. Everyone is encouraged to sponsor a gifts for boys and girls of all ages. To sponsor a brand new gift for a child, contact Becky Diaz at 676-8911.

☼ The Kulshan Chorus will be singing South African, Polish, English and Spanish songs in their Fall Concert Series. On Saturday, December 10, they will be singing at 7:00 pm at Sacred Heart Church. On Sunday, December 11 they will be at the Ferry Terminal at 3:00 pm. On December 15, there will be a rehearsal at Garden St. Methodist Church. On Friday, December 16 they will be at Garden St. Methodist Church at 8:00 pm. And on Sunday, December 18 they will be at Garden St. Methodist Church at 3:00 pm.

☼ The Lummi Nation will be sponsoring the 1st Salmon Celebration at Hovander Park. It starts at 11:00 am on Saturday, October 1 and there will be a salmon barbecue, a blessing, some informational handouts and speeches.

4. The MEC's next meeting will be on Monday, October 3 at 5:30 pm in OM 200 - in the Admissions break room. Sonia has volunteered to be the one to remind all of the members about the meeting.

RECEIVED
SEP 29 1994

February 15, 1995: The MEC's Executive Committee sends an invitation for the Winter Quarter general meeting and a survey to better plan future events.

—Pic 17. Survey.

MEMORANDUM

Multicultural Services Center
Old Main 285, 650-3843
Mail Stop 9049

TO : Minority Employees Council

FROM: Executive Committee, Minority Employees Council

DATE : February 15, 1995

SUBJECT: Winter Quarter Event and Survey

We would like to invite you to join us for a Winter Quarter general Meeting/Social event on Wednesday, February 23 at the Mi Pueblo Restaurant at 5:30 p.m. We plan to discuss the process of hiring and promotion of ethnic minorities and diversity training for the council members during spring quarter.

We are also in the process of planning spring quarter events and wish to include activities that may interest you. Please take a moment to answer the following questions and return to Aster Yehdego, MS 9049.

If you are interested but not able to attend this quarter event for different reasons (child care, transportation, work, etc), please let us know how we can better accommodate you in the future. Your participation and input is very important to us.

Comments: Sorry - I was unable to make the dinner because of scheduling conflicts.

I would like to see more of the following events:

- **Social Gatherings:**

  ✓ Potluck dinners on weekdays (on campus)
  ____ Potluck dinners on weekdays (off campus)
  ____ Roundtable lunches with special topics
  ✓ Dinner at local ethnic restaurants
  Other ways to get together with others to attend campus events (such as speakers of interest to ethnic minorities.

- **Educational Workshop/Sessions:**

  ____ Presentations on special topics (please provide suggestions)

  ✓ Invite ethnic leaders as guest speakers (please provide suggestions)

March 13, 1995: A letter to the Faculty Senate is sent, expressing MEC's concerns about a proposal to modify the faculty evaluation process. This proposal was of concern, the committee stated, "because of its potential to influence the assessment of the teaching ability of faculty of color and, ultimately, their eligibility for promotion and/or tenure."

—Pic 18. Excerpt from letter to Kris Bulcroft, Faculty Senate's President.

We understand that the original faculty evaluation proposal has been modified and that the Senate will continue to seek input from faculty on this matter. As these deliberations proceed, we feel that it is extremely important that faculty of color actively participate in the discussions. As indicated herein, the issues are complex. We feel that the best way to address these concerns is to ensure that faculty of color are represented on the committees where these issues will be addressed. As members of the Executive Committee of the Minority Employee Council we can help identify faculty of color who might serve on such committees. Please feel free to contact us.

Thank you for your consideration of these comments.

Sincerely,

Minority Employee Council
Executive Committee Members:

Aster Yehdego
Multicultural Services Center

Joanne Lagasse
Ethnic Student Center

Marian Rodriguez
Fairhaven College

Sonia Arevalo-Hayes
Admissions Office

Toai Pham
Printing

Maria Chavez
Anthropology

March 29, 1995: Kris Bulcroft, Faculty Senate's President, responds to MEC's faculty evaluations recommendations.

—Pic 19. Memo from Kris Bulcroft.

WESTERN WASHINGTON UNIVERSITY

MEMO

Faculty Senate Office

Bellingham, Washington 98225-9020

(360) 650-3542 ☐ Fax: (360) 650-6514

To: Members of the Minority Employee Council

From: Kris Bulcroft, Faculty Senate, President

Date: March 29, 1995

Subject: Faculty Evaluation Recommendations

Thank you for taking the time to respond to the recent Ad Hoc Committee report regarding Student Evaluation of Faculty. I wanted to let you know that I forwarded your comments to Dr. Edward Vajda, Chair of the Ad Hoc Committee, and I also shared your concerns with the Senate Executive Council.

I share your concerns regarding evaluative processes of faculty of color, in that they often challenge our students in new ways and often deal with non-traditional materials and perspectives. I hope that the proposed forms for the evaluation of all faculty here at Western will alleviate some of the bias that is an inherent part of the process as it currently stands. For example, the proposed forms make it possible to add your own questions and have those scanned as part of the evaluation. Faculty should be encouraged to tailor the evaluation to meet their needs.

It is also the case that the proposed changes reflect a greater variety of forms. This is an attempt to distinguish between teaching styles of large lecture courses, small seminars, and other course variations across campus. This is likely to facilitate more reliable and valid evaluations of faculty of color, as well as all faculty here on campus..

Again, thank you for taking the time to share your concerns with me and the committee members who have worked so diligently on this report. While we still have room for improvement in our teaching evaluation process, I think the recommendations take us one step further toward a better and more equitable evaluation procedure.

October 27, 1995: Memo to new Minority Employee Council Members regarding the Town and Gown reception. This event was offered to welcome new students, faculty and staff of color.

—Pic 20. Town and Gown reception.

MEMORANDUM

Multicultural Services Center
Old Main 285, 650-3843
Mail Stop 9049

TO : New Minority Employee Council Members

FROM: Executive Committee, Minority Employees Council

DATE : October 27, 1995

SUBJECT: "Town and Gown" reception

We hope by now you have received an invitation for the "Town and Gown" reception on Saturday, November 11, at the Leopold Hotel. At the reception, we will also be welcoming the new faculty and staff of color. We hope that you will join us at this event. Following the Town and Gown reception there will be a social gathering for the Minority Employees Council. This gathering will give you an opportunity to meet with executive committee and other members of minority employees council.

February 29, 1996: FAST publishes a note about the MEC's goals. Executive Committee members were: Sonia Arévalo-Hayes, Marian Rodriguez, John Utendale, Camille Diaz-Hackelr, Aster Yehdego, Joanne Lagassé, Yunqui Shen, and Toai Phan.

—Pic 21. Excerpt from FAST, a WWU faculty and staff publication.

estern Washington University FEBRUARY 29, 1996

TIAA/CREF offers new account

A new TIAA/CREF real estate account is now available as an investment and payout choice for retirement and supplemental retirement accounts.

The account is a separate investment option offered by TIAA, but it operates like a CREF account. It is a variable annuity, with accumulations and returns that fluctuate with the performance of its underlying investments. The account will have the same basic transfer and cash withdrawal flexibilities as CREF accounts.

Lin Nelson of the Faculty/Staff Benefits Office said the majority of the real estate account's investments will be ownership interests in income-producing office, industrial, retail and multi-family residential properties. For more information about the account, call TIAA/CREF at 800-842-2733, X/5509, and ask for a copy of the TIAA real estate account prospectus.

Council formed for minority employees

The University's Minority Employees Council was developed to provide professional, political, cultural and educational support to people of color at Western. Activities include:

- Responding to racial issues.
- Supporting and mentoring new minority employees.
- Assisting in recruitment and retention of ethnic minorities at all levels.
- Working toward increased accountability in the system.
- Advocating upward mobility such as tenure and promotion.
- Examining the incorporation of diversity in handbooks, policy manuals and cultural activities.
- Advising on issues relevant to ethnic minority concerns.
- Encouraging diversity training to the University community for cultural sensitivity.

Committee members are Sonia Arévalo-Hayes, Admissions Office, chair; Marian Rodriguez, Law and Diversity Program/Fairhaven College; John Utendale, Woodring College of Education; Camille Diaz-Hackler, President's Office; Aster Yehdego, Multicultural Services Center; Joanne Lagassé, Ethnic Student Center; Yunqui Shen, Department of Mathematics; and Toai Pham, Copy Services.

For more information, call Arévalo-Hayes at X/3441.

Book of Quarter panel is March 6

The Book-of-the-Quarter panel discussion of *Snow Falling on Cedars*, a

March 11, 1996: The MEC sends a memo to Dr. Larry DeLorme, Provost, expressing concerns regarding the hiring of Human Resources and Center for Equal Opportunity Directors. DeLorme was described as a strong ally for employees of color.

—Pic 22. Letter to Dr. DeLorme.

WESTERN
WASHINGTON UNIVERSITY

An equal opportunity university

Bellingham, Washington 98225-5996
(206) 650-3000

March 11, 1996

To: Dr. Larry DeLorme
From: Executive Committee of the Minority Employees Council
Re: Hiring of Human Resources and CEO Directorship

"The inadequate participation of African Americans, Hispanics, Asian Americans, and American Indians in higher education leadership is well documented. Clearly, there are insufficient numbers of people of color at all levels of academe, and there are far more people of color with superior leadership abilities and requisite experience than currently [hold] senior leadership roles" (American Council on Education, 1996).

It is important to give careful consideration to key positions which are critical to the delivery of the university's mission statement of diversity. Given this, we recognize the importance of the hiring processes for the Director of Human Resources and the Director of the Center for Equal Opportunity. It is imperative that the individuals who fill these positions act upon the mission statement of the university to diversify its staff.

September, 1997: The MEC elects its new Executive Committee.

—Pic 23. Executive Committee Members.

1997
MINORITY EMPLOYEES COUNCIL
EXECUTIVE COMMITTEE MEMBERS

Administrators (3):			
Chair:	Sonia Arevalo-Hayes	Multicultural Affairs	MS 9019
	Debbie Young- Gibson	Conference Services	MS 9042
	Meesha Martin	Admissions	MS 9009
Staff (3):			
	Camille Diaz-Hackler	Special Events	MS 9043
	Rita Sotelo Sinclair	Purchasing	MS 9012
	Toai Pham	Copy Duplicating	MS 9117
Faculty (3):			
	Dr. Yunqiu Shen	Mathematics	MS 9063
	Dr. John Utendale	Adult & Higher Ed.	MS 9087
	Dr. Larry Estrada	American Cult. Studies	MS 9000

November 11, 1997: The MEC expresses its interest in collaborating in the search for the Executive Director of CEO and Diversity.

—Pic 24. Email to President Morse.

MEC

From: Sonia Arevalo-Hayes
To: Karen Morse (President)
Subject: MEC PARTICIPATION
Date: Tuesday, November 11, 1997 1:43PM

Good afternoon President Morse:

I am writing to express the MEC's interested in working collaborately with you to assist with diversity efforts on campus and in the community. We are currently working closely with Harriett Wender and Michael Becker to inform all staff and faculty of color about the Executive Director of CEO and Diversity interviews. We (the executive council) are very interested in participating on searches, committees, being a sound board to you and Dr. Ojikutu. In addition, I am currently working with Dr. Ojikutu to assist with our upcoming MEC social. We hope to welcome new staff, discuss the Town and Gown, relay current searches, and hear concerns.

Please let me know if we can assist you with your efforts. Diversifing our campus with staff, faculty, and students of color is not an easy task. Please know, President Morse, that you're not alone. We're here to help and make things happen. The recruitment and retention of staff, faculty, and students of color is critical to us all. If you need another committee member to join your Advisory Group or a planning committee, please let me know. I would be very interested.

Thank you so much for your time.

Sincerely,
Sonia Hayes, MEC President

October, 1998: The MEC takes an active role in discussions about initiative I-200—which passed the following month—and how would it impact Western's diversity efforts.

— Pic 25. Invitation from President Morse.

November 13, 1998 WESTERN WASHINGTON UNIVERSITY MEMO

Office of the President 650-3480 Fax 650-6141

To Minority Employees' Council
From Elizabeth "Buff" Schoenfeld Buff Schoenfeld
Date November 13, 1998
Subject Meeting of the Minority Affairs Council

President Morse invites you to attend a meeting of the Minority Employees Council, to be held on November 20 at 3:00 PM for in the Board Room on the 3rd floor of Old Main. An agenda, which will include discussion of Western's approach to maintaining and improving campus diversity after I-200, will be distributed before the meeting.

Buff Schoenfeld
Executive Assistant to the President
Western Washington University
Bellingham, WA 98225-9000
360-650-3472

1998-1999: Some members of the MEC are appointed to the Kaleidoscope Project-a diversity initiative under President Morse, seeking to "gain advice what Western needs to do to meet the goals of having a more diverse campus."

— Pic 26. Diversity initiatives-the Kaleidoscope Project.

WESTERN WASHINGTON UNIVERSITY

About Western

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Update on WWU Diversity and Safety Initiatives

This report gives a brief update on progress made during 1999-2000 on selected diversity and safety initiatives that were started during the 1998-1999 academic year. This report does not address all university or departmental efforts. Updates will be provided on a regular basis.

DIVERSITY INITIATIVES

Kaleidoscope Project

Initiated at the beginning of winter quarter, the Kaleidoscope Project will focus campus attention on what we can do as a community to nurture an environment where people can work and study and learn together without concern for artificial boundaries caused by differences. The project steering committee is comprised of faculty, staff and students charged to: 1) advise the president on the role of diversity in teaching and learning; 2) assess current status of issues and approaches related to diversity; and 3) continue to review and develop Western's efforts to promote an environment in support of the shared values of civility, community, diversity, security and equity for the Western Community. As we proceed through the conversation, members from each of the constituent groups will be asked to lead discussions among peers and seek feedback from the campus community.

May 17, 2000: President Morse reports to the MEC.

— Pic 27. Agenda.

AGENDA

MINORITY EMPLOYEES COUNCIL

May 17, 2000
11:00 am Old Main 340

1. President's report
   - Diversity Web Page
   - Enhanced MAP scholarships
   - Kaleidoscope Project
   - Annual Diversity Report
   - Council of Presidents' diversity initiatives
2. Racial identification, aggregation and allocation (Robbi Ferron)
3. Affirmative Action Plan (Robbi Ferron)
4. College and departmental efforts
5. Other

October 18, 2001: The MEC announces its Executive Committee for 2001-2003: Sonia Arevalo-Hayes, president; Michael Vendiola, vice-president; Camille Diaz-Hackler, secretary; Larry Estrada and Cecilia Poon, faculty; Yolanda Mingé and Ted Pratt, exempt; and Judy Stanley and Demetree Robinson, classified.

—Pic 28. Excerpt from FAST.

Questions regarding shared leave should be directed to Human Resources.

University training

New class locations. Administrative Center 2, 405 32nd St. Information technology is in Room 341, professional development is in Room 342.

For registration and class information, see www.acadweb.wwu.edu/hr/training/ or call X/4998.

E-mail messages may be sent

Faculty notes

Joyce D. Hammond (anthropology) attended "Perspectives on Women in a Central American Society," an international faculty development seminar, in Costa Rica June 10-21.

Charles Sylvester (physical edu-

An online registration form is available at www.acadweb.wwu.edu/hr/training/forms/tdforms.htm. This E-sign form replaces the previous registration form to be used for either free classes or classes with fee (requiring budget approval and signature).

Review the form instructions link at the top of the form and at the bottom buttons indicated by question marks.

Classified, exempt staff forum today

All Western classified and exempt staff are invited to a fall staff forum at 3 this afternoon, Oct. 18, in the PAC Mainstage.

President Karen W. Morse will speak about the State of the University and current concerns. A reception will follow.

ham Review Northwest Edition, MS-9053, or visit www.wwu.edu/~bhreview.

For more information, see the Web site, send an e-mail message to bhreview@cc.wwu.edu, or call X/4863, TTY (800) 833-6388.

Minority council executive committee named

New representatives of the Minority Employees Council Executive Committee are: president, Sonia Arévalo-Hayes, Office of Student Life; vice president, Michael Vendiola, Ethnic Student Center; secretary, Camille Hackler, Special Events; faculty committee members Larry Estrada (director, American Cultural Studies) and Cecilia Poon (librarian); administrator committee members, Yolanda Mingé (Academic Advising) and Ted Pratt (Office of Student Life/dean of students); and classified committee members Demetree Robinson (Equal Opportunity Center) and Judy Stanley (Space Administration).

The Minority Employees Council consists of all employed staff and faculty of color at Western. The council was formed in 1992 to provide professional, political, cultural and educational support to employees of color at Western.

Representatives are active members of campus who are responsible for listening, understanding, and voicing staff of color issues and concerns to the executive council. The council will then make decisions that address current issues and/or concerns, as well as recommend strategies that promote recruitment and retention of students and staff of color.

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Office of Student Life

FAST
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Western Washington University
BELLINGHAM WA 98225

VOL. 35, NO. 4 — A Faculty/Staff Publication of Western Washington University, 516 High St., Bellingham, WA 98225 — October 18, 2001

Events

Oct. 18
- Topics in Environmental Studies

Oct. 25-26
- Western will host the "Border

General Education reform Web site up

A Web site devoted exclusively to Western's current General Education reform work is now online. From the site, one can link to individual "Dia-
Issue Working Groups" and see meeting schedules and meeting notes.

May 21, 2003: The MEC has a meeting with President Morse to collaborate in the generation of ideas to "enhance multiculturalism on campus." Some of the points of discussions included: Curricular transformation and integration, campus climate, and the Kaleidoscope initiative.

—Pic 29. Excerpt from meeting minutes.

MEC 5/21/03

Present: Joan Ullin; Val Berry, Sonia Arevalo-Hayes, Ted Pratt, Renee Collins, Yolanda Graham, Tom Nerini, Bill Demmert, Judy Stanley, Larry Estrada, Joe Garcia, Kunle Ojikutu, Buff Schoenfeld, Karen Morse

Purpose of meeting: to discuss a variety of MEC questions concerning employment at WWU and to generate ideas and suggestions concerning partnerships to accomplish our shared goals. Sonia opened discussion.

Campus Climate

Larry Estrada asked President Morse to present her perspective on the university climate and gains we have achieved. President Morse noted several specific programs, such as the Diversity Fellowships, support for curricular development, the Multicultural Advisory Board, lectures, review of university processes and training related to diversity, diversity training, curriculum enhancement, the diversity website. Kunle added that there has been progress in the recruitment and retention of faculty and staff. He and Ted have

May 23, 2006: The MEC goes through some re-structuring and revision of its goals. An interim steering committee is established. The MEC organizes Brown Bag Discussions.

—Pic 30. Discussion minutes.

Minority Employees Council
Brown Bag Discussion Minutes
May 23, 2006

Members present: Joan Ullin, Lafayette Baker, Tom Nerini, Ted Pratt, Rosanne Kanhai, Renee Collins, Ana Selvidge, and Angela Dittmar

The purpose of this meeting is to establish an organizational structure for the restoration of the Minority Employees Council. We collectively elected the following members based on their interest to volunteer for the interim steering committee:

Joan Ullin	Jesse Moore	Ted Pratt
Tom Nerini	George Booker	Joe Garcia
Roseanne Kanhai	Ana Selvidge	Toi Pham
Judy Stanley	Angela Dittmar	Lafayette Baker

The interim steering committee will strive to meet three times during the summer to identify a date, location and agenda for a reception held in the fall open to faculty and staff of color. In previous years the Provost's Office has hosted a reception for new faculty of color. The MEC hopes to extend the invitation for this reception to ALL divisions including faculty, professional staff, and classified staff in order to build a stronger community for underrepresented people at WWU. The committee will draft a proposal to request for funding from the Provost's office for this event. We agreed that this plan will be most effective if the MEC takes charge of organizing the reception.

We will need a firm commitment from members interested in serving on a future steering committee of elected members. MEC meetings are opportunities for people to connect with other faculty and staff of color but should also serve as a forum to identify and voice concerns over issues pertaining to faculty and staff of color. One goal includes addressing the need to recruit and retain faculty and staff of color. Meetings will always be open to the entire council for dialogue.

Next meeting will be June 26th from 12 to 1 pm in the Viking Union 464

April 2008: Bruce Shepard is named Western's new President.

—Pic 31. From, *The Oregonian*

Western Washington University board picks Wisconsin chancellor as choice for president

Published: Wednesday, April 23, 2008, 10:26 PM Updated: Wednesday, April 23, 2008, 10:31 PM

AP By The Associated Press
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BELLINGHAM -- Western Washington University's trustees have picked the chancellor of University of Wisconsin-Green Bay as their preferred candidate for their next president.

Trustees have called a special meeting for Friday to take a vote and authorize university officials to agree on a contract with Bruce Shepard, who says he is looking forward to returning to the Pacific Northwest.

May 1, 2009: Provisional officers are appointed. Co-chair: Ramiro Espinoza and Janis Farmer; Secretary/Publicity: Shar Sarte-Prince; Treasurer: Shaunte Rouse; PSO Rep: Leah Keegan.

—Pic 32. Meeting minutes.

Minority Employee Council
Executive Council Meeting
Friday May 1st, 2009 OM 435

Interim MEC Board members present: Tom Nerini, Shaunte Rouse, Lise Fitzpatrick, Debbie Gibbons, Leah Keegan, Yolanda Graham, Ramiro Espinoza

Motions:
MEC-09-1 Provisional approval of MEC Charter and Temporary Appointments of Executive until election of permanent members by the General Council.

Ramiro Espinoza called meeting to order 11:40

MOTION to approve the Minority Employee Council Charter provisionally as a working document to be submitted and discussed by the General Council and for feedback and revisions. Provisional officers shall be appointed as follows to fill executive committee positions until permanent replacements are elected by the General Council.

Co-Chair	Ramiro Espinoza
Co-Chair	Janis Velasquez-Farmer
Secretary/ Pubilcity	Shar Sarte-Prince
Treasurer	Shaunte Rouse
PSO Rep	Leah Keegan

Proposed by *Shaunte Rouse*
Second *Yolanda Graham*

No other business at this time,

Meeting is adjourned at 11:43 by acclamation.

May 4, 2009: The MEC invites all faculty and staff of color to discuss the Charter and election process.

—Pic 33. Invitation to a meeting on May 8t.

Page 1 of 1

Joan Ullin

From: Shar Sarte Prince
Sent: Monday, May 04, 2009 2:52 PM
Subject: Minority Employee Council Meeting
Follow Up Flag: Follow up
Flag Status: Red
Attachments: Minority Employee Council Charter.doc

Dear Faculty and Staff of Color,

You are invited to come to a Minority Employee Council Meeting:

Friday, May 8, 2009 at 3:30pm in VU 567

Agenda-

- **Provisional Charter**
- **Process of election to the Executive Council**
- **June 5th meeting for election**
- **Name of the MEC.**

May 28, 2009: Executive Board members are elected: Ramiro Espinosa, Tom Nerini, Yolanda Graham, Shar Sarte-Prince, Krysta Walia, Shaunte Rouse, Janis Velasquez-Farmer, and Kendra Jackson.

June 25, 2009: The MEC contacts Dr. Kunle Ojikutu, Special Assistant to the President for Diversity, to communicate their recommendations regarding recruitment and retention of faculty and staff of color.

—Pic 34. MEC's recommendations.

Minority Employee Council

To: Dr. Kunle Ojikutu

From: Minority Employee Council, Interim Executive Board

CC:

Date: 6/25/2009

Re: Recommendations from the MEC

Dr. Ojikutu:

The Executive Board (Interim) of the Minority Employee Council, by request of President Shepard performed a preliminary review of the Best Practices: Recruiting & Retaining Faculty and Staff of Color and Attachment A: Matrix of Recruitment and Retention Initiatives documents.

This review has highlighted several important issues that must be addressed if effective and sustained support is to be achieved in making Diversity a priority on this campus. The MEC recommend these following actions:

1. **Provide an adequate infrastructure and practices for current staff and faculty to participate in diversity initiatives (including activities like the MEC).**
   a. Provide official recognition of the MEC and/or other committees related to diversity through encouragement and education of these activities and their importance to supervisors and department chairs of participating staff.
   b. Allocate a specified amount of time each month that can be dedicated to diversity initiatives and grant release time for classified staff to participate without fear of jeopardizing their performance evaluations.
   c. Reform and evaluate work related to diversity and how they are counted towards faculty tenure promotions.
2. **Focus primarily on developing a comprehensive Campus Climate Assessment in support of the creation of a Comprehensive Diversity Plan.**
   a. The University is expected to provide the MEC with specific diversity goals and outcomes so we can appropriately support initiatives developed from this plan.
   b. Demonstrate a conscious effort to balance diversity initiatives among constituency groups that will limit historical biases based on constituency groups and job classes.

These actions represent a first step to improving diversity on Western's campus, and we appreciate the willingness of both President Shepard and yourself in requesting our input and look forward to continued collaboration in the future. Thank You.

Janis Velasquez Farmer
Co-Chair
Minority Employee Council

Ramiro Espinoza
Co-Chair

May 7, 2010: The MEC and the LGBT Advocacy Council hold their first joint social.

—Pic 35. From, *Western today.*

Westerntoday
ACTIVE MINDS CHANGING LIVES

NEWS FEATURES TOPICS EVENTS CONTACT ABOUT WWU HOMEPAGE

Minority Employee Council, LGBT Advocacy Council to hold joint social downtown Friday

Published: Thu, 05/06/2010 - 09:23

community | LGBT Advocacy Council | Minority Employee Council | off-campus events

WESTERN TODAY STAFF

The Minority Employee Council and the Lesbian, Gay, Bisexual, Transgender Advocacy Council at Western Washington University are holding their first joint social at 5:15 p.m. Friday, May 7, at New York Pizza and Bar at 902 North State St. in Bellingham.

October 29, 2010: The MEC holds a board meeting. The need for the development of a website and a brochure is discussed. The MEC starts working on its strategic plan.

January 13, 2011: The MEC co-sponsors Martin Luther King Jr. candlelight vigil.

—Pic 36. From*, Western today.*

On campus

Western senior Lahaji Thomas helps the crowd light their candles during the Martin Luther King Jr. candlelight vigil; an event co-sponsored by the Ethnic Student Center and the Minority Employee Council, Thursday, Jan. 13, in Red Square. Photo by Alex Roberts | University Communications

2011-2012: Executive Board Members are: President, Joan Ullin; Vice President, Kristen French; Secretary/Publicity, Lise Fitzpatrick; Treasurer, Shurla Thibou; Vernon Johnson, Faculty Representative; Janis Velasquez Farmer, Professional Staff Representative; and Lisa Zuzarte, Classified Staff Representative.

March 2012: The MEC launches its website.

October 5, 2012: The MEC holds its first social of the academic year and celebrates its 20th year.