

**WSAC Meeting Equity Discussion Plan**  
**May 27<sup>th</sup>, 2020**  
**8:00 to 12:00**

**Objectives:**

- Deepen understanding of leading for racial equity as a Council.
- Engage in a discussion about the data for student enrollment and student success, and patterns of inequity
- Hear student perspectives and insight during the pandemic.

<b>Time</b>	<b>Agenda Activity</b>	<b>Purpose</b>
<b>8:10</b>	<b>Welcome, Agenda Overview</b>	
<b>8:15</b>	<b>Framing our Work Together</b>	Frame WSAC's equity work for the remainder of the year
<b>8:25</b>	<b>Connections Activity: Reflection</b> 1. What are you challenged by and inspired by during this pandemic? 2. How has your leadership shifted as a result? Ask one or two Council members to share thoughts.	Prepare Council members to engage in conversations about equity issues surfacing during the pandemic.
<b>8:35</b>	<b>Introduce Community Agreements</b>	Create a welcoming space that supports conversation about racial equity.
<b>8:45</b>	<b>Setting the Context:</b> 1. What is systemic racism and Targeted Universalism? 2. What does it mean to use an equity lens?	Create a foundational, shared language for the discussion about the racial disparities within student success and student enrollment.
<b>9:05</b>	<b>Pair/Share Discussion (10 minutes)</b> 1. What are you noticing about how the post-secondary education system is experienced by specific groups of students, based on race, language and income during the pandemic? 2. What important patterns are emerging that we should be paying attention to? 3. What are some of the barriers that different groups of students might be facing? 4. How might we probe for more understanding about their experiences?	Support Council members in applying their understanding of racial equity, systemic racism and equity lens.
<b>9:15</b>	<b>Large Group Share-out</b>	Hear insights from Council members and to support learning from one another.

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<b>9:25</b>	<b>Reviewing the Data: what does the data tell us about racial disproportionality?</b> Data presentation by Isaac and Heather	Understand how systemic racism is manifesting within the enrollment process.
<b>9:35</b>	<b>Data Discussion: Groups of Four</b> <ol style="list-style-type: none"> <li>1. What stands out to you in the data?</li> <li>2. What questions does this data raise?</li> <li>3. What are some of the barriers that students of color face in reaching universal goals of enrollment? Completion? Affordability?</li> <li>4. How can the Council learn more about root causes?</li> </ol> Record answers and prepare to share out.	Engage in a deeper conversation about the data in order to surface key insights, questions and potential next steps.
<b>9:50</b>	<b>Large Group Share-out</b> <ol style="list-style-type: none"> <li>1. Each group will share one important insight from their discussion.</li> <li>2. Large group discussion on overall themes.</li> <li>3. Quiet reflection: What has surfaced regarding next steps for the Council?</li> <li>4. Group will review reflections</li> <li>5. Next steps</li> </ol>	Hear insights from Council members and to support learning from one another.  Identify potential next steps.
<b>10:05</b>	<b>BREAK</b>	
<b>10:15</b>	<b>Student Panel Discussion</b>	
<b>11:00</b>	<b>Question and Answer from Council</b>	
<b>11:15</b>	<b>Council discussion:</b> <ol style="list-style-type: none"> <li>1. What did you hear about the specific challenges our students of color are facing?</li> <li>2. How does this new information inform the Council's work moving forward?</li> </ol>	
<b>11:25</b>	<b>Closing</b>	

## WSAC Equity Plan

### Proposed Equity Plan for Council (*May-December*)

**Short-term goal:** define equity, articulate vision and consider a long-term plan for Council to engage with equity champions

1. Melia LaCour, *Becoming Justice*, has been contracted to support the Council in facilitation and in developing the equity work.
2. The equity definition, equity statement, and design for the Council's ongoing engagement with equity champions will be co-developed in an *Equity Workgroup* made up of councilmembers, WSAC staff, and community equity advocates.
3. The *Equity Workgroup* will include 9 people, 4 Councilmembers, 2 WSAC staff and 3 community members.
4. The *Equity Workgroup* will meet 2-3 times in June-July
5. At the August Council meeting, Council members will continue to develop their understanding of racial equity and will engage with the *Equity Workgroup* to discuss next steps.
6. Between the August Council meeting and the November Council meeting, the workgroup will reconvene as needed to incorporate the Council's feedback into the equity statement and process for engaging with external equity champions.
7. The consultant, Melia LaCour, in collaboration with the *Equity Workgroup* and Council will help propose a set of recommendations by November 30, 2020.
8. At the November meeting, the Council will consider adopting an equity definition, statement and recommendations for engagement with external equity champions.