



COLLEGE DISTRICT NO.10

Green River College
Auburn, Washington
April 15, 2021

The Board of Trustees of Green River College District No. 10 held a special meeting at 4:30 p.m. on April 15, 2021 virtually via Zoom, ID #: 832 8953 0034. Board Chair Arlene Pierini presided.

4:30 p.m. Special Meeting

TRUSTEES

Arlene Pierini, Chair
Elaine Chu, Vice Chair
Jackie Boschok
Sharonne Navas
Jennifer Ramirez Robson

STUDENTS/STAFF/GUESTS

Kit Alston
Theon Alvarado
Marc Barrington
Shirley Bean
Roseann Berg
Vivette Beuster
Brenda Bindschatel
Whitney Boswell
Mark Brunke
Nicholas Budiawan
Alan Carter
Pat Carter
Deb Casey
Tsai-En Cheng
Joy Crawford
Katie Cunnion
Shaunie Decker
Philip Denman
Anne Dolan
Jennifer Dysart
Fia Eliasson-Creek

STUDENTS/STAFF/GUESTS

Megan Evans
Rolita Ezeonu
Dan Fergusson
Lisa Finnsson
George Frasier
Tsega Gaim
Jitend Gangaram
Christie Gilliland
Kirsten Higgins
Jaeney Hoene
Stephanie Hoffman
Sarah Holdener
J.Y. Ho
Seunghye Jang
Suzanne Johnson
Leslie Kessler
Angelina Krahn
Jill Krahn
Sam Krahn
Nancy Kremer
David Larsen
Aaron Leavitt
Michela Li
Chriscenterl Marcus
Tim Mason
Suzanne McCudden
Camella Morgan
James Mueller
Ruth Mueller

STUDENTS/STAFF/GUESTS

Anna Neil
David Norberg
Mary Ogorman
Mary Pat O’Gorman
Gwen Phillips
Nelson Phouphakone
Sarah Postel
Rebekah Puckett
Jane Riess
Lisa Riess
Teresa Robinson-Duane
Kenny Sarasati
Amanda Schaefer
Katy Shaw
Heidi Sheneberger
Tammy Shilipetar
Marcie Sims
Lea Ann Simpson
Sam Smith
Naja’e Stansberry
Wendy Stewart
Elaine Stricklin
Isabelle Supandji
Amanda Thomas
Mark Thomason
Susan Uland
Amanda Walsh
Catherine Wells
Sidney Weldele-Wallace

ROLL CALL

The meeting opened at 4:30 p.m. with Chair Pierini, Vice Chair Chu and Trustees Boschok, Navas and Ramirez Robson, present virtually.

Chair Pierini provided an explanation regarding the March 18, 2021 board meeting, and the need to move expeditiously through the second half of the meeting. It was explained that there were board member time constraints that Chair Pierini was made aware of during a break which would result in a lack of quorum beginning at 6:30 p.m. Due to the need for action, it was necessary to ensure motions could be acted upon during that same meeting. It was also noted that beginning with the April 15, 2021 board meeting, presentation materials would be posted to the College's website with the agenda.

CELEBRATING SUCCESS

PTK 5 Star Status & Coca Cola Silver Scholar

PTK Advisor, Megan Evans, introduced PTK Officers, Kenny Sarasati, President; and Isabelle Supandji, VP of Fellowship. Kenny and Isabelle shared about event collaboration and accomplishments, as well as their own plans for the future. Megan shared that it is difficult to receive five-star status, noting this was accomplished during a pandemic. Coca Cola Silver Scholar, Ashley Diloreto, was unable to attend the meeting.

MINUTES

It was moved by Trustee Chu, seconded by Trustee Ramirez Robson, that the Board of Trustees of College District No. 10 approve the meeting minutes of March 18, 2021 as distributed. Motion passes.

INTRODUCTIONS

Tenured Faculty

Vice President of Instruction, Rolita Ezeonu, introduced faculty members awarded tenure at the March 18, 2021 board meeting. Each faculty member had the opportunity to make a brief comment, which reflected thanks to the tenure committees, Board of Trustees, VPI office, mentors and family. A copy of the power point presentation is attached.

REPORTS TO THE BOARD

522 Budget

ASGRC Advisor/Director of Student Life, Dan Fergusson and ASGRC Vice President & Budget Committee Chair, Michela Li, presented the recommended 522 Budget for 2021-2022. Action is requested at the May 2021 board meeting to approve the recommended budget in the amount of \$1,750,000.00. Copies of the Power Point presentation and budget summary are attached.

STANDING REPORTS

Strategic Planning Update

Co-Chairs of the Strategic Planning Committee, George Frasier and Marcie Sims, provided an update on the strategic planning process. There will be an in-depth study session at the June 2021 board meeting on the strategic plan, with a request for approval to adopt the plan, at the July 2021 board meeting. A copy of the materials provided are attached.

Student Report

ASGRG President, Chriscenterl Marcus, provided the student report. A copy of the Power Point presentation is attached.

Equity & Diversity Report

GRC Black Caucus

Interim Director of Workforce Education, Amanda Thomas and Transitional Studies Instructor, Tsega Gaim, presented the Equity and Diversity Report from the Green River College Black Caucus. Trustees shared their thoughts on the incredible programming being offered. A copy of the Power Point presentation is attached.

BREAK - Chair Pierini called for a break from 5:38 p.m. until 5:48 p.m.

College Council Report

Vice Chair of the College Council, Tammy Shilipetar, shared she was proud to be a part of the onboarding process of the tenured faculty introduced at tonight's board meeting. The College Council has been discussing the shared governance model and having intentional voices involved. The College Council has also been focusing on communication, with intention to be a major processing point to bring information in, problem solve and be a communication vessel for good work. No written report was provided.

Faculty Report

United Faculty President, Jaeney Hoene, provide the faculty report. A copy of the report is attached. Trustees asked if Jaeney Hoene would like to revisit the faculty report from the March board meeting, to which Jaeney shared some thoughts and reflections, including the importance of professional development and accountability.

Classified Staff Report

No report.

President's Report

President, Dr. Suzanne Johnson, presented the President's Report. Topics included the work ahead of the College in DEI and anti-racism; Guided Pathways and the legislative session. Phil Denman was invited to share information regarding the Paragon Awards the college recently received. The following [link](#) was shared on the zoom screen. A copy of the report outline is attached.

EXECUTIVE SESSION

None

BOARD ACTION

It was moved by Trustee Navas, seconded by Trustee Ramirez Robson, that the Board of Trustees of College District No. 10 approve the expenditure of an amount not to exceed \$450,000 from the Capital Asset and Equipment fund to repair electrical grounding in Welding in the Trades Building and an amount not to exceed \$100,000 from the Capital Asset and Equipment fund to remove a wall in Science Center Room 156, as described in TAB A in the March 18, 2021 board meeting. A courtesy copy is attached. Motion passes.

Green River College
Board of Trustees Meeting Minutes
April 15, 2021
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TRUSTEES ASSOCIATION

No report.

OTHER BUSINESS/PUBLIC COMMENT

Dialogue took place between Trustee's, presenters and several members of the audience in relation to race issues and institutional racism.

ADJOURNMENT

There being no further business, it was moved by Trustee Navas, seconded by Trustee Ramirez Robson that the Board of Trustees of College District No. 10 adjourn its meeting of April 15, 2021 at 7:56 p.m. Motion passes.

Arlene Pierini, Chair
GRC Board of Trustees

Suzanne McCudden
Secretary to the Board of Trustees



New Tenured Faculty Introductions

Board of Trustee's Meeting

April 15, 2021

Brenda Bindschatel

Business Division - Accounting



Educational Background:

- Master's of Business Administration
- Certified Public Accountant

Key Accomplishments:

- Rejoining the fabulous GRC faculty after a 7-year absence!
- GRC Distinguished Faculty 2009-2010
- AAA Accounting degree review and redesign for 2021 academic year.

Tsega Gaim

Transitional Studies and Wellness



Educational Background:

- Gonzaga University
 - Masters in TESOL
 - Bachelors in Political Science, Religion and Criminal Justice

Key Accomplishments:

- Transitional Studies Dept Coordinator
- Collaboration with Washington State Board of Comm and Tech Colleges
 - Reviewed and created culturally responsive and inclusive HS+ courses
- Green River Black Caucus
 - Anti-Black Education Series
- Faculty of Color Cross-Institutional Mentorship Program

Dr. Jitend Gangaram

Math



Educational Background:

- MSc- University of South Pacific
- MBA- Keller Graduate School of Management
- PhD - NorthCentral University

Key Accomplishments:

- Assisted and advised faculty on setting up remote home offices.
- Being an introvert for the last 3 years.

RP Gill

Engineering



Educational Background:

- Bachelor's of Electronics Technology
- Master's in Electrical Engineering
- Master's in Business Administration

Key Accomplishments:

- Worked as an Engineer and headed the Engineering department at TCL Communications from 2000 - 2018)
- Key member to launch first google phone, iPhone transition to traditional GSM carriers, modernization of 911 to e911, robotics testing for mobile devices, Internet of Things, 5G standards development for radiation at T-Mobile, and Kyocera (Japan).
- Faculty Member IEEE, WCERTE, and Microsoft forum for 5G and upcoming trends in Electrical Engineering
- Member of Accessibility Team at GRC helping realize equity at college level
- Launched Electrical Engineering Club at GRC.
- Presented for lecture series "Latest Trends in Electrical Engineering" with help from Dr. Mommer
- Worked on GRC NSF S-STEM Grant proposal.
- Helped GRC MESA organize Student Mingle with Boeing, Microsoft, Amazon, & Female Engineers from Microsoft.

Dr. Seunghye Jang

Engineering/Computer Science



Educational Background:

- Ph.D. student in Computer Science, Texas A&M University, College Station, TX
- M.S. in Computer Science and Engineering, Michigan State University, East Lansing, MI
- B.S. in Computer Science and Engineering, Michigan State University, East Lansing, MI

Key Accomplishments:

- Faculty Scholar, Grace Hopper 2019
- Poster Judge for ACM Student Research Competition, Grace Hopper 2019
- Undergraduate Research Showcase, Green River College 2019

Dr. Sam Krahn

Music



Educational Background:

- **University of Minnesota, Twin Cities**
Doctor of Philosophy, Music Composition, 2015
- **Roosevelt University**
Master of Music, Composition, 2007
- **Boston University College of Fine Arts**
- Bachelor of Music, Classical Guitar Performance, 2004

Key Accomplishments:

- Recording Studio in RLC 146
- 2 Faculty Excellence Awards
- Visiting Scholar Award for Duo Gelland
- 113 Composers CD Release of Violin Duos on New Focus and Naxos

Dr. Ruth Mueller

Ethnomusicology



Educational Background:

- **Ph.D.** – Ethnomusicology: University of Sheffield, United Kingdom
- **Masters of Music** – Classical Voice Performance and Music Composition – University of Nevada, Reno
- **Bachelors of Music** – Classical Voice Performance – Southern Illinois University, Edwardsville

Key Accomplishments:

- President, Association for Korean Music Research
- Created the Asian Drumming Ensemble and Global Pop courses

Anna Neil

Physical Therapist Assistant Program



Educational Background:

- Associates of Applied Science
Green River College
Physical Therapist Assistant Program 1996
- Bachelor of Science in Physical Education
Pacific Lutheran University 1992

Key Accomplishments:

- Physical Therapist Assistant for 25 years
- Current PTA Special Interest Group Chair
- APTA Credentialed Clinical Instructor
- WA PTA of the Year 2000
- American Physical Therapy Association
Member 1996-present

Dr. Samantha Smith

Mathematics



Educational Background:

- M.S. in Mathematics, Western Washington University, 2015
- PhD in Mathematics, Oregon State University, 2018

Key Accomplishments:

- Visiting the Institute for Advanced Study
- Earning a PhD
- Getting tenure!

Susan Uland

IT Software Development Instructor



Educational Background:

- Bachelor's Computer Engineering
- Master's Secondary Education
- Master's Statistics

Key Accomplishments:

- Founder of Idyllic Software, Inc.
- Raised two children (one is a Green River Grad!)
- Developed new curriculum for Green River's new AAS in Data Analytics and Software Development
- Helped increase women enrollment in Green River's BAS in Software Development (Cohort 12 – 50% male, 50% female)

2021-2022 522 BUDGET PRESENTATION

- ▶ **ASGRC Vice President & Budget Committee Chair**
- ▶ Michela Li

- ▶ **ASGRC Advisor/Director of Student Life**
- ▶ Dan Fergueson





522 BUDGET PRESENTATION

THE PROCESS

- ▶ 100% student decision-making process
- ▶ Budget forecast request from Business Office – December
- ▶ Submittals for increase, decrease, maintenance – January
- ▶ Pandemic Changes - February
- ▶ Senate Decision and voting – February/March
- ▶ Board of Trustees Presentation – Today

2021-2022 522 BUDGET PRESENTATION

Pandemic Changes

- ▶ Financial Code Update
- ▶ Use of Reserve Fund
- ▶ Budget Managers



522 BUDGET PRESENTATION

ASGRC Student Senate Approval



- ▶ 4 votes this year
- ▶ 2 Addendums
- ▶ Use of Reserve to balance
- ▶ Vote on the \$1.75 million budget
- ▶ Passed with majority vote

522 BUDGET PRESENTATION

Wins & Challenges

- ▶ W – Had very positive discussions and debates as everyone had different opinions
- ▶ W – Senators active in process and more knowledgeable about the budget
- ▶ W – Developed a process for dealing with current and future extraordinary situations

- ▶ C – Dealing with a potential deficit budget
- ▶ C – Making hard decisions in a pandemic year
- ▶ C – No room for growth in budget

TAB A 4/15/2021





522 BUDGET PRESENTATION

THE ASK

Approval of the
recommended 522
Budget for 2021-2022
from the Board of
Trustees

522 BUDGET PRESENTATION

Happy to answer
any questions!



STUDENT EMPLOYMENT

522-264-1427-AM-00	Athletics	11,278.00
522-264-1428-AM-00	The Current	8,000.00
522-264-1429-AM-00	Student Government	17,495.00
522-264-1435-AM-00	KGRG Radio Stations	21,550.00
522-264-1445-AM-00	ODEI	79,341.00
522-264-1446-AM-00	Gator Activity Board (GAB)	46,654.00
522-264-1447-AM-00	Writing Center	11,104.00
522-264-1448-AM-00	Math Learning Center	13,705.00
522-264-1449-AM-00	Tutoring and Resource Center	10,387.00
522-264-1453-AM-00	Drama	3,534.00
522-264-1454-AM-00	Recreation & Athletic Center	82,950.00
522-264-1455-AM-00	Choir	1,370.00
522-264-1456-AM-00	Student Leader Summer Training	43,674.00
	Instructional Awards	48,908.00
		<hr/>
		\$399,950.00

TOTAL

\$1,750,000.00

4/15/2021 TAB A



Strategic Planning Update

Presenters:

George Frasier, Strategic Planning Steering Committee Co-Chair

Marcie Sims, Strategic Planning Steering Committee Co-Chair

Working Group Process Adjournment

Theme Area Adjournment: April 15th 2021

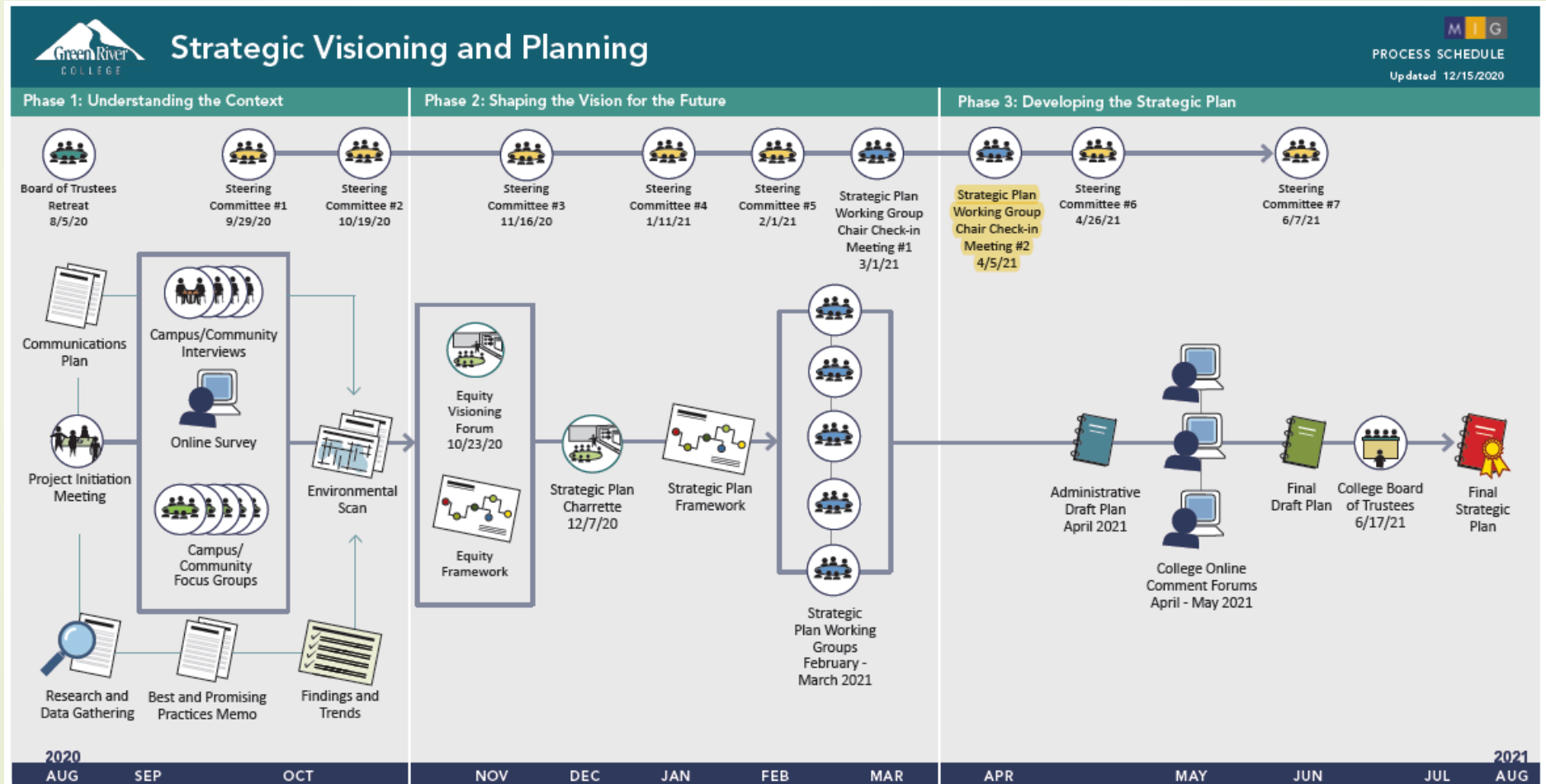


- For each Objective, create a specific, measurable, action based, realistic, and time bound goal
- For the overall goal statement, define what success looks like in 5 years
- Group facilitators will turn in their "reports" today.

Hand Off to Group G – Metrics and Coordination

- Review, accept or propose theme area goal metrics.
- Edit objectives for clarity. Consider objectives impact on the goal.

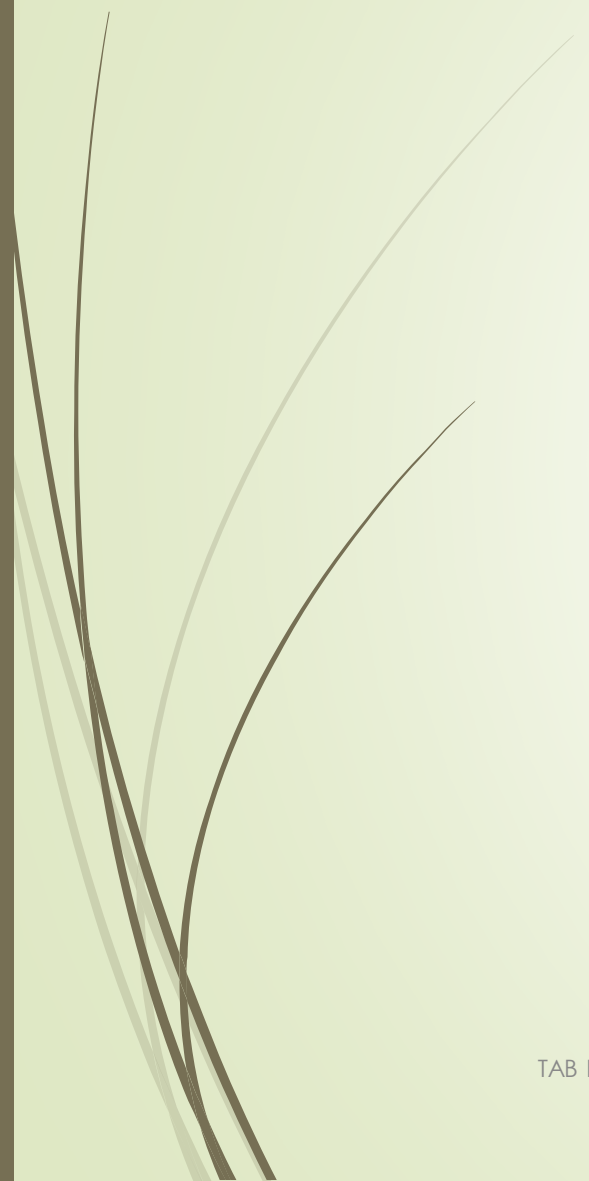
Task Timeline: Input – Revise - Adopt





Upcoming Opportunities to Participate

- Steering Committee Meeting 4-26, 2-4
- Town Hall #2 May 4th, Noon – 1:30



Q&A Time

Student
Report

April 15, 2021



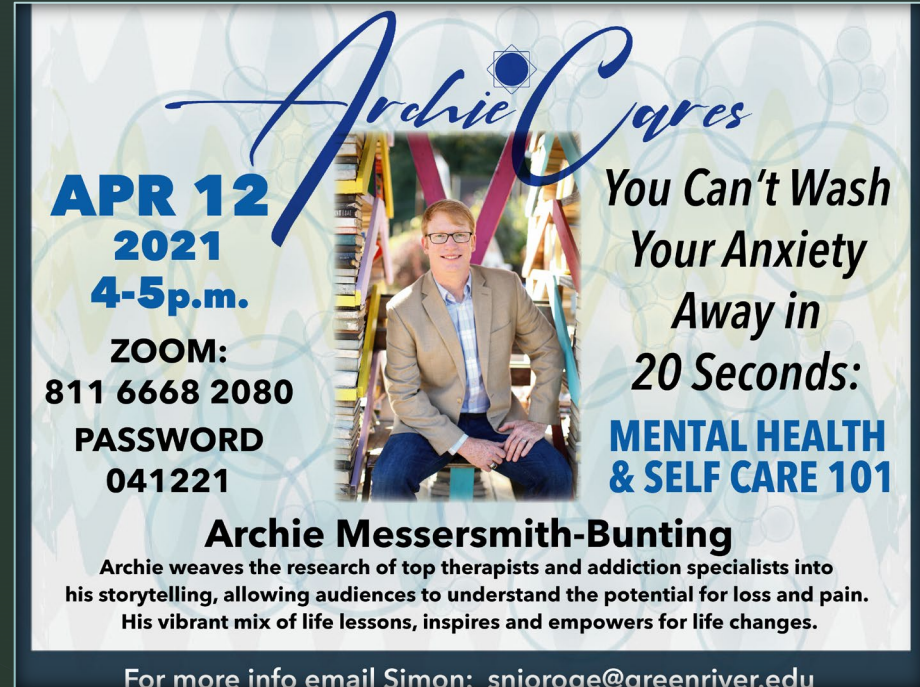
Executives



- Elections right now
- Concert – JEJ
Vinson, May 7th
- Student
Commencement
Speaker Selection

Gator Activities Board (GAB) Events

- Monday Hosted a speaking on dealing with anxiety.
- April 29th – Musician NiCo
- SpringFest: May 17-21

A promotional poster for an event titled "Archie Cares". The background features a man sitting on a wooden structure, possibly a playground piece, with colorful ribbons. The text is arranged as follows:

Archie Cares

APR 12
2021
4-5p.m.

ZOOM:
811 6668 2080
PASSWORD
041221

*You Can't Wash
Your Anxiety
Away in
20 Seconds:*

**MENTAL HEALTH
& SELF CARE 101**

Archie Messersmith-Bunting
Archie weaves the research of top therapists and addiction specialists into his storytelling, allowing audiences to understand the potential for loss and pain. His vibrant mix of life lessons, inspires and empowers for life changes.

For more info email Simon: snioroge@greenriver.edu



Sponsored by International Programs



**Find Friends, Practice English, and
Connect with Other Students!**

7-8p.m. Pacific Standard Time

~ Each TUES & THURS ~

Zoom ID: 916-0839-3287 Password is 316598

Melanie: Mkaneshiro@greenriver.edu or **Martha:** Mkoch@greenriver.edu

International Programs

KAHOOT TRIVIA NIGHT

**Have fun! Learn something new!
You might even win a Prize!**

Thursdays 8-9p.m. (PDT)

For ZOOM Info and instructions
on how to join our Trivia events

International Activities

- Campus Talk, Every Tuesday & Thursday
- Kahoot Trivia, Every Thursday

ASGRC Asks



- This month we asked 2 questions of students:
 - What are you most looking forward to during the spring quarter?
 - What are your Goals for the Spring Quarter and for the year 2021?



ASGRC Asks



What are you most looking forward to during the spring quarter?



ASGRC Asks



What are your Goals for the Spring Quarter and for the year 2021?

GRC BLACK CAUCUS

Focus on Amplifying Black Voices


Black Caucus Educational Series

- The virtual Educational Workshop Series highlights various Black/African American topics including both current and historical events.
- Black/ African American voices will be amplified and celebrated to showcase the resilience, strength, and contributions made in the US and globally.
- Everyone is welcome and encouraged to participate and learn in our workshops.

Winter Quarter Educational Series

- **Anti-Blackness Series for Month of January**
 - 77 Average for participants
 - 72 median for participants
 - 103 largest for participants
- **Black History Month February**
 - 69 Average & Median for participants
 - 97 largest for participants
- **Celebrating for Black Womxnhood**
 - 63 Average & Median for participants
 - 68 largest for participants
- **Overall**
 - 8% Community Member
 - 15% Faculty
 - 69% Staff
 - 8% Student
 - 72 Average
 - 71 Median

TAB D 4/15/2021



BLACK CAUCUS EDUCATIONAL SERIES

History Context on Wednesday, January 20th
11:00 am-1:00 pm.

White Supremacist/ Liberalism on Thursday, January 21st
12:00pm-2:00pm

Anti-Blackness in Latinx Communities on Tuesday, January 26
12:00 pm-2:00 pm

Anti-Blackness in Asian Communities on Thursday, January 28
12:00 pm -2:00 pm

Listening Session on Wednesday, February 3
9:00 am-11:30 am

Please join us on Zoom

If you have any questions please contact Black Caucus Chair Amanda Thomas at athomas@greenriver.edu

GRC BLACK CAUCUS PRESENTS

CELEBRATING BLACK WOMXNHOOD

12:00 - 2:00 PM
MARCH 8, 2021
VIRTUAL EVENT

Queen

Leader

Boss

A workshop series dedicated to recognizing uplifting and celebrating black womxn




BLACK HISTORY MONTH


Let's Celebrate & Honor Black Excellence

February 10th
12:30pm -1:15pm

February 16th
12:00pm -2:00pm

Virtual

If you have any questions please contact Black Caucus Chair Amanda Thomas at athomas@greenriver.edu



"Caring for myself is not self-indulgence, it is self-preservation and that is an act of political warfare"
Audre Lorde.


HOSTED BY BLACK CAUCUS

SELF-CARE SESSION

Hosted by Almetta Pitts MSW

Thursday, March 11th, 12:00-2:00 pm
On Zoom

If you have any questions please contact Black Caucus Chair Amanda Thomas at athomas@greenriver.edu

BLACK CAUCUS EDUCATIONAL SERIES

WINTER QUARTER EVENTS

MONTHLY THEMES:
JANUARY - ANTI-BLACKNESS
FEBRUARY - BLACK EXCELLENCE
MARCH - BLACK WOMEN

Please join us on Zoom

If you have any questions please contact Black Caucus Chair Amanda Thomas at athomas@greenriver.edu

Spring Quarter Educational Series

GRC Black Caucus Educational Series

BLACK LGBTQ+

LIVING IN THE IN BETWEEN
On April 13th at 12:00pm-2:00pm
Being Black LGBTQ+ Affirming in Cultural Humility
On April 27th 12:00pm-2:00pm



Workshop will be on Zoom

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT GRC
BLACK CAUCUS AT
GRCBLACKCAUCUS@GREENRIVER.EDU.

Green River College Black Caucus Educational Series

Recognize, Dismantling Your Anti-Blackness

Listening Session "Respect & Protect Black Woman"
On Wednesday, April 28th, 10:00 am -12:00 pm
Dismantle Anti-Blackness Before Anti-Racism
On Tuesday, May 11th, 11:00 am-1:00 pm
Going Beyond Anti Blackness
On Tuesday, May 18th, 12:00 pm-2:00 pm

Workshops will take place over Zoom
If you have any questions, please contact GRC Black Caucus at
grblackcaucus@greenriver.edu.

GRC BLACK CAUCUS EDUCATION
SERIES

BLACK INTERSECTIONALITY

← →

MONTH OF APRIL
BLACK LGBTQ+
MONTH OF MAY
BLACK MOTHERHOOD
MONTH OF JUNE
BLACK MEN/FATHERHOOD

Workshop Will be over Zoom
If you have any questions please contact GRC Black
Caucus at GRCBlackCaucus@greenriver.edu

Thank You

April 15, 2021



Faculty Report

The United Faculty Board and Instructional Council

UF Board

- Elected by United Faculty members to provide union leadership.
- Workload, compensation and working conditions, including governance.
- IC is established in the CBA

Instructional Council

- An elected council of instructional division chairs, led by an elected IC Chair.
- Voice of faculty on matters related to instruction: technology needs, classroom space, professional development, curriculum oversight, learning outcomes, assessment, e-Learning

Anti-Racism and Equity Work UF Board

- CBA Bargaining
- Outreach and Connection to Affinity and Cohort Groups
- Safer Spaces for Discussion
- Leadership Recruitment
- Faculty Hiring Forums
- Questions about representation and internal union governance: how our practices have silenced Black and POC voices and what we must do to change this.

Anti-Racism and Equity Work Instructional Council

- Instructional Council
 - Standing caucus, IDC, and GDEC report
 - *Representation from Black Caucus, GDEC, IDC and other groups at the IC and Deans leadership tables
 - Quarterly update and report on DEI/Anti-racism initiatives
- Spring In-service day
 - Coordinate with Guided Pathways Advisory Team
 - student panel with reflection hour around DEI and anti-racism
- Dean/Chair/VPI Working meetings
 - Add additional meeting for spring quarter with DEI/Anti-Racism/Anti-Black Racism focus
 - Include as standing agenda item in future meetings



Forward together...

- Together, IC and the UF Board are working together to address the ways our faculty culture needs to grow and change. We are grateful especially to the colleagues who have led us to this place and continue to inspire us.

Thank you!

Questions?

Discomfort leads us out of
safe environs with no future
into a future where unknown
environs are scarily awesome.

@STFichan

[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

Board of Trustees April 2021 Meeting

President's Report

At this month's Board of Trustees meeting I will provide updates on the following topics:

1. Reflections on the progress and work ahead in equity, diversity and inclusion
2. A look ahead at our strategic plan and building capacity for equity and excellence in teaching and learning.
3. Brief updates on the legislative session

Board of Trustees April 2021 Meeting

President's Report

I'm going to build off of information that has been shared with you this evening from the Black Caucus, the faculty report from Jaeney Hoene and Leslie Kessler and my recent communications to the college. Recent events on campus show our progress in DEI knowledge and practice AND it also demonstrates the significant work that we have ahead in DEI and anti-racism.

- a. There is growth in our capacity to hold the discomfort that occurs in dialogue about racism and anti-racism
- b. Learning is occurring among all who are engaged in these conversations
- c. We see the imperative for perspective taking to honor and understand the different lived experiences our college community has
- d. We all see the need for much more learning moving ahead in:
 - i. Anti-racist growth mindset and DEI education
 - ii. And in critical race theory
- e. Our strategic plan and the supporting environmental scan for this plan couldn't come at a more critical time – I'll say more about that in just a moment
- f. We are committed to do this work – no matter how uncomfortable and challenging it may be
- g. We have the ability to lean into the discomfort, truths, and the unfamiliar to some
- h. We have the ability to give grace; learn facts and information before passing judgment
- i. Our commitment grows stronger in addressing equity and anti-racism with urgency and the importance of "getting it right"
- j. We are all recognizing the importance of accountability on an individual and institutional level: accountability is an invitation and opportunity to address and correct inequitable systems together; shaming is not a social justice tool and shuts down the very conversations that must occur
- k. We are demonstrating resiliency and wisdom in not allowing ourselves to be distracted from our overall goal of equity even in the face of conflict
- l. We are showing courage in the discomfort of making errors and learning the impact and harm words can carry – even if unintended, the impact must be acknowledged
- m. We are gaining in perspective taking and awareness of just how diverse the knowledge, lived experiences and world views really are in our college of nearly 1,000 employees; and we are recognizing the timing of our strategic plan and the information revealed in our environmental scan couldn't come at a more critical time for the college, our communities and, frankly, our country

- n. The need for education equity and excellence in teaching and learning as themes in the strategic plan, and illustrated in our environmental scan as critical to our communities' future is clear - as I pointed out in my recent communication to the college on April 5th
 - o. Education equity is our mission and our social justice for our students and communities we serve
 - p. Excellence in teaching and learning is how we will achieve that for our students and for ourselves
 - q. This call to action – education equity and excellence in teaching and learning - could not be clearer
 - i. We are now a majority students of color college and this will only continue to increase moving into the future;
 - ii. the communities in our service area are diversifying most rapidly in historically underserved communities
 - iii. this growth is expected through 2040
 - iv. I urge everyone to review our environmental scan to see the clarity of our work moving forward and to gain an understanding of why the strategic plan contains the goals and priorities outlined thus far
2. I'm eager to see the completion of the strategic plan and adoption by the Board so we can move forward.
- a. We will be building capacity for education equity and excellence in teaching and learning through the growth of several college elements which I outlined in my April 5th communication, specifically:
 - i. Center for professional learning
 - ii. Office of VP of EDI
 - iii. Growth in Human Resources
 - b. AND we will be fully embracing the many elements of what guided pathways refers to, i.e. the entire education to career eco-system. Guided pathways is not just about what students do while they are with us – it is also about more impactful partnerships with K-12 & 4 year colleges and universities, business and industry, communities and community based organizations, and leads to successful transfer and career placement for all students
 - c. Education equity, excellence in teaching and learning and integrating guided pathways elements comprehensively at the college are all delineated in the strategic plan and the imperative for all of these elements are illustrated in our environmental scan
3. This college is actively transforming to being a college of the 21st century, not a college of centuries past. AND the strategic plan for 2021 – 2026 is the road map / a phase one

of the college intentionally and directly addressing the targeted needs of all of our diverse communities of learners.

4. This work is not easy; no work of value ever is. This will not be without conflict, debate and challenges; but this is the forever work and responsibility of this college. This is, once again, a defining moment among many in the past year for Green River. And, I know, that the heart and soul of this college – all of us who work here – can't wait to achieve the goals we are setting for ourselves.

Before I conclude my remarks this evening I want to also add that the legislative session is quickly coming to a close. It is on track to end on April 25th and all indications are that budget allocations will be far better than what anyone could have predicted a year ago. Stay tuned for the final outcomes.

And, last but not least, I would like to ask Phil Denman, our Director of College Relations to share some exciting news with all of you.