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Minutes

I. SPECIAL SESSION   11:00 A.M.

1. <u>Call to Order</u>
   Chair Frieda Takamura called the meeting to order at 11:02am and noted a quorum.

2. <u>Public Comments</u>
   There were no public comments.

3. <u>Strategic Equity Planning Process Overview</u>
   James and Kristen Whitfield of Be Culture welcomed the group. Be Culture has been supporting RTC's Strategic Equity Planning (SEP) process. In September, Be Culture and the Board met to receive direction around the SEP. The next time Be Culture and the Board meet, Be Culture will have further points on the SEP.

   The group discussed the centering of diversity, equity, and inclusion (DEI) in regard to the SEP. This is a new aspect of the strategic plan, not only for the Board, but also for the campus community. The group also talked about the need to break down silos. There has been a historical context of employees feeling that their input has not been utilized or valued, which leads to disengagement. This can include employee involvement with other institutions. Chair Frieda requested that the Campus Climate Survey and Accreditation feedback be integrated into the SEP. Trustee Entenman shared that external personal and business perceptions of graduates and students of community and technical colleges. The group talked about the stigma that some put on technical colleges.

   The goal of the SEP is to increase organizational success over the next five years. Be Culture is gathering data because there is strategy needed in order to execute a plan. Part of data gathering involves internal partner (such as student government, shared governance, and faculty and staff) feedback and external partner (such as community members via Trustee engagement, Executive Cabinet outreach, business partners, etc.) feedback. Be Culture is working on a draft plan for trustee review in early May. All-College feedback will be solicited again in Spring, with a final plan for Board review in June. Summer and fall of 2024 will be plan implementation in partnership with shared governance.

   Be Culture synthesizes information from all sources. Focusing on quantity of feedback over where the feedback is coming from gives an appearance of statistical validity that may not be present, makes it easy to overlook experience on the margins of the group, and conflates preference with need. Chair Takamura reiterated that students should be at the center of decision-making.

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The group reviewed Dr. Harden's vision statement: Transform the college, ourselves, and communities by diversifying career and technical education and skilled trades. Strategy needs to address potential existential threats as well as future indispensability, the need to bring industry partners along, and widening pools of understanding.

The trustees have a fiduciary responsibility to RTC. Executive Cabinet has been in internal conversations about what the locus of control is for RTC leadership. Strategy requires insight and commitment to specific direction. The board needs to consider how to navigate plans in relation to their specific fiduciary duties. The Revised Codes of Washington (RCWs) regarding trustees states that trustees must do what is in the best interest of the organization they have been appointed to lead and the community that organization serves.

    A.   Next Steps

II. Meetings   Information

1. Special and Regular Board Meeting – April 17, 2024 at 1:00 P.M.

2. Adjournment
   There being no further business, Vice Chair Norouzi moved to adjourn the Board of Trustees meeting at 1:00 p.m. Trustee Zappone seconded, and the motion carried.

Reminders:
- **April 2 – June 20 – SPRING QUARTER**
- April 17 – BoT
- April 22-23 – NWCCU Mid-cycle Accreditation Visit*
- May 1 – Industry Connections Dinner*
- May 2 – Speaker: Dante King*
- May 15 – BoT
- May 22 – Exceptional Employee Awards*
- June 12 – BoT
- June 21 – President's Reception & Commencement
  - 4pm-5pm, Showare Center Dining Area / 6pm-8:30pm, Showare Center

* indicates FYI