



## Board of Trustees – Special Meeting/Retreat

Hybrid Special Meeting: Board Room (I-204) / Zoom link: <https://rtcedu.zoom.us/j/6959649663>

Join by phone: +1 253 215 8782 US (Tacoma) Meeting ID: 695 964 9663

June 7, 2023

8:30 A.M.

**FACILITATORS:** James and Kristen Whitfield, [BeTheCulture.com/about](https://www.betheculture.com/about)

### Objective:

- Deepening Trustee impact on behalf of the College.
  - Shared understanding of RTC’s historical background.
  - Level-set understanding of the Board’s role at RTC and how to move forward together.
  - Build working relationships among Trustees.

## MEETING MINUTES

### 1. CALL TO ORDER

- A. Board Chair Debra Entenman called the meeting to order at 8:30 a.m. and noted a quorum.
- B. Public Comments There were no public comments.

### 2. WELCOME AND AGENDA

In attendance were Dr. Yoshiko Harden, Board Chair Debra Entenman, Board Vice Chair Frieda Takamura, Trustee Tim Cooper, Trustee Jessica Norouzi, and Trustee Bob Zappone.

Dr. Harden and Board Chair Entenman thanked Mr. and Ms. Whitfield of Be Culture for HOSTing the agenda.

### 3. INTRODUCTIONS AND CHECK-IN

Participants interviewed and introduced a fellow Trustee. Included ‘What is one thing they like to do for fun?’ and ‘What is their personal/professional “superpower” and how does that show up in their work as a Trustee for RTC?’

### 4. EXPECTATIONS

- A. Be Culture HOSTing shared the framework as working expectations for the retreat.
  - i. HOSTing: Our collaborative commitment to building an equitable, thriving growth environment.
    1. H: Honorable Collaboration: Differences are appreciated and built upon for collective progress.
    2. O: Openness to Learning and Adaptation: Prioritize collectively learning from, and with one another to find new ways of being and doing.
    3. S: Shared Accountability: We collectively own our successes, challenges, and learnings.
    4. T: Tend to Relationships: We actively build and deepen trusting relationships as we work together.

- ii. What else would be helpful for you to engage fully today (Working Agreements)?
  - Have a collective understanding of Equity.
  - Appreciate the role of conflict, especially as it relates to advancing Diversity, Equity, and Inclusion (DEI).
  - Assuming good intent that we are coming from a place of living out the values of RTC.
  - Address the tension inherent in the status quo and DEI goals.
  - Open to challenging the status quo.

**B.** RTC historical context was used throughout the day.

**3. SHARED FRAMEWORK AND LANGUAGE FOR BOARDS AND DIVERSITY, EQUITY AND INCLUSION (DEI)**

- A.** Understanding Systems: systems are made up of people, relationships, and rules/structures.
- B.** Discussions advancing understanding of the Board’s role related to DEI at RTC.

**4. THE PRESIDENT’S VISION FOR THE COLLEGE**

- A.** Transform the college, ourselves, and communities by diversifying the career and technical education and skilled trades.

**5. PURSUING THE VISION: STRATEGIC PLANNING AT RTC**

- A.** Discussions about the role of the Board of Trustees in Strategic Planning.
- B.** Trustees expressed desire to collaborate with the Cabinet and connect with the broader community during the process.

**6. NEXT STEPS**

- A.** The President will clarify the strategic planning process and timeline then share it with the Trustees.

DEBRA ENTENMAN, Board Chair  
Board of Trustees

YOSHIKO HARDEN, President  
Renton Technical College



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