

Cross-Institution Faculty of Color Mentorship Program Winter Retreat

Friday, January 26, 2018

LaQuinta Inn & Suites, 1425 E 27th St, Tacoma, WA 98421

8:30 to 9:00 AM

Check in

Coffee service & light refreshments

9:00 to 9:15 AM

Welcome from the Advisory Board/Faculty Lead

9:15 to 10:50 AM

Opening Plenary:

“Adaptive Leadership with a Racial/Equity Focus”

Education as a system was built to exclude, assimilate or oppress people of color. Now that we are in the system, what leadership moves do we need to make to transform it into one that is humanizing for all of us, including our underserved students? The Puget Sound Educational Service District has been applying the theories of Adaptive Leadership to its mission to “Eliminate the Opportunity Gap by Leading with Racial Equity.”

- Nikum Pon, Director of Educational Equity, PSESD
- Eileen Yoshina, Equity Manager, PSESD

10:50 to 11:00 AM

Break

11:00 to 12:15 PM

Concurrent Breakout Sessions

Session 1: How Racial Identities are Perceived and Negotiated on Campus - main meeting room

Our racial, ethnic and cultural identities are just one of many aspects of who we are as individuals. Yet, as faculty of color in predominantly white institutions, being a racial minority becomes central to our work experiences based on interactions with others and their (mis)perceptions about race. This introductory session will focus on racial identity development theories and how we negotiate interpersonal dynamics. We will differentiate between ideas about race, ethnicity and culture and consider how to minimize tokenism in the workplace where the politics of identity are ever present.

- Eileen Yoshina, Puget Sound Educational School District
- Phyllis Esposito, The Evergreen State College

Session 2: Men of Color: The Intersectionality of Racial/Ethnic Identity with Gender (Masculinity) Expectations - Alder room [main floor near hotel check-in area]

This interactive session will provide men of color the opportunity to discuss potential contradictions when it comes to our lived experiences and the concept/idea of masculinity, which leads us to be uncomfortable when we feel vulnerable. How do we navigate our college spaces authentically when we face these barriers/challenges? This will be a safe space where we, self-identified men of color can share our experiences and have an open dialogue in an effort to dissect these complexities.

- Eugene Shen, Renton Technical College
- Angel Reyna, Renton Technical College
- Al Griswold, Bates Technical College

Session 3: Dismantling Whiteness in Higher Ed - Oak room

This intermediate session will guide participants through an exploration about how whiteness is structuring interactions in higher education for faculty of color. Participants will read and discuss Salvador Vidal-Ortiz's essay, "Dismantling Whiteness in the Academe," (Inside Higher Ed, November 10, 2017). Problematic dynamics of conditional acceptance, benign acts of inclusion, white entitlement and watered-down diversity will be challenged with liberatory ideas that encourage academic transformative engagement.

- Dr. Rachel Endo, University of Washington Tacoma
- Tanya Velasquez, University of Washington Tacoma

12:15 to 1:00 PM

Lunch With Mentor/Mentee/Admin Guests

1:00 to 2:15 PM

Administrators of Color Panel

- Dr. Denise Bill, Executive Director of Higher Education, Muckleshoot Tribal College
- Dr. Rachel Endo, Dean, School of Education, UWT
- Debrena Jackson Gandy, Board of Trustee member, Highline College, Speaker, Author, Success Coach
- Angel Reyna, Vice President of Instruction, Renton Technical College
- Dr. Warren Brown, President, North Seattle College

2:15 to 2:30 PM

Break/Transition

2:30 to 3:30 PM

Mentor/Mentee/Administrator Breakout Sessions

Mentors - Stay in main room

Mentees - Oak room

Administrators - Alder [main floor near hotel check-in area]

3:35 to 4:00 PM

Fish Bowl Activity; Q&A

- Advisory Board/Faculty Lead members

4:00 to 4:15 PM

Final Assessment; Beacons of Strength Closing

- Advisory Board/Faculty Lead members

Spring Retreat: May 11, 2018

Check out the new
Faculty of Color Mentorship Program Web Page

<https://www.sbctc.edu/colleges-staff/programs-services/assessment-teaching-learning/faculty-of-color-mentorship/>

Keep current on retreat dates, details about the upcoming meeting, handouts from past retreats, & program participants.