

# Fall Retreat Update October 2021

## Retreat Highlights

On October 21, around 73 faculty participants attended the first virtual retreat from 12:30-4:00. The retreat started with a powerful roundtable, where two continuing participants shared their experiences with this program and how it impacted what it was like being a Black, Indigenous, POC faculty at PWIs.

After a small breakout group session where faculty introduced themselves to one another and shared their own experiences, the large group then were able to self-select a breakout room on the top topics they chose on their registration forms:

After the group reflected on the day, a Virtual Social Hour and Networking was held, where 15 participants shared space with one another.

## Upcoming Retreats

Friday, January 21, 2022 via Zoom

Friday, May 20, 2022 via Zoom

# Faculty of Color Cross-Institutional Mentoring Program

## 2021-2022

## “The Transition Program”

Community colleges in the SBCTC system continued mostly remote instruction due to the COVID-19 pandemic for the fall 2021 quarter, though some institutions started to offer in-person and/or hybrid modalities.

However, the advisory board was pleased to restart the program after the 2020-2021 “pause” and offer a “transition program” that would still offer opportunities for professional development, mentorship, and collaboration for Black, Indigenous, and other faculty of color. In its 6<sup>th</sup> year, the program includes approximately 85 faculty participants. Half are returning faculty to the program, and half are new.

Quarterly retreats, group mentoring, and other activities such as social networking hours are entirely remote due to the uncertainty of the pandemic and budgetary restrictions.

## Retreats

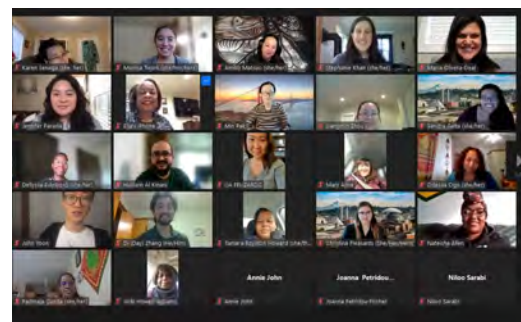
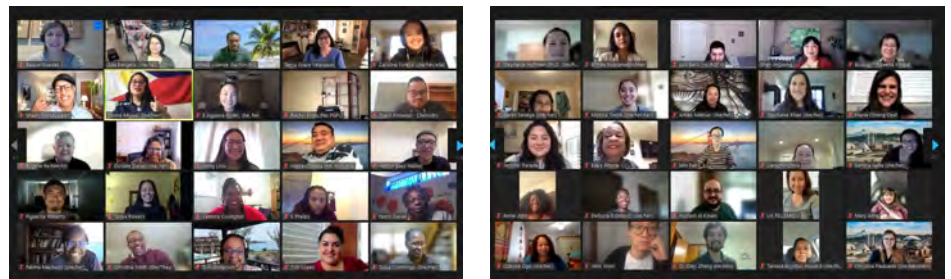


Figure 1. Fall 2021 Retreat Participants  
Photo credit: Advisory Board Member

## Program Website

[FOCCIMP Site](#)

Bridgette Agpaoa Ryder  
(Tacoma)

Gita Bangera (Bellevue)

Rachel Endo (UW-T)

Donna Miguel (Bellevue)

Tanya Powers (Highline)

Raquel Ruedas (Edmonds)

Yvonne Terrell-Powell  
(Edmonds)

Tanya Velasquez (UW-T)

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### Group Mentoring Sessions

Per recommendations and faculty feedback, the advisory board implemented a new model of mentorship: **embedded mentoring** opportunities that are offered quarterly. Faculty participants chose their top 6 topics they wanted to focus on for topic discussions in retreats and in the group mentoring sessions.

The three topics were:

- Racial Identity Development Theories
- Working and Thriving in a PWI as BIPOC
- Inclusive Teaching and Syllabus Design

Faculty participants were encouraged to form their own caucus/affinity group conversations they would lead themselves.

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### Q&A

**Q. Were the fees the same as before the pandemic?**

A. **No!** Because this was a “transition” program, the fee was reduced to \$50.00 for all annual program activities. The board was cognizant of different institutions’ safety and budgetary restrictions, which is why all program activities are held entirely online.

Note: The 2019-2020 program cohort that had been disrupted by COVID-19 disruptions in the spring did NOT have to pay this fee.

**Q. Would there still be one-on-one mentoring as prior years?**

A. As aforementioned, per the program feedback, assessment, and with the consultant’s recommendations, the advisory board implemented a group mentoring model where participants would attend any or all of the mentoring sessions moderated by the advisory board members. Faculty participants were encouraged to form their own caucus/affinity groups.