As part of a joint effort by faculty and staff of color and the administration, the Minority Employees Council (MEC) was established at Western Washington University (WWU) in October of 1992. The creation of the council was certainly a bottom-up endeavor. Since 1988, university employees from different ethnic backgrounds started getting together in order to discuss issues of diversity on campus, recruitment, and retention of minorities. In the spring of 1992, during President Kenneth P. Mortimer's administration, an interim steering committee was given the task of developing a proposal for a minority organization. By October of that year said organization was established as a council, and has since then remained active.

Throughout the years, the MEC has played a crucial role not only on campus but also on the community at large promoting healthy spaces for dialogue and collaboration. Council members often participate in search committees, mentor new minority employees, and organize professional development opportunities. The MEC also works in partnership with other organizations in aspects related to diversity in university handbooks, the curriculum, and cultural activities in order to develop intercultural sensitivity in which awareness and understanding are central.

Dr. Renée Collins, Associate Dean of Students and Dr. Vernon Damani Johnson, Political Science Professor, who, among others, played an important role in the creation of the MEC, agree to say that the MEC has served two key functions. On the one hand, it serves a professional function as it offers a support network that empowers people of color to advance in their careers. And on the other, it serves a social function as it opens spaces that allow for the vital interaction of faculty and staff of color. The timeline below illustrates the impact the MEC has had on campus and on the broader community.
The Timeline

Spring 1992: An Interim Steering Committee is assigned to work on the development of a proposal for a minority organization. Committee members: Maurice Bryan and Renee Collins, Center for Equal Opportunity; Sheila Edwards, Office of the President; Violet Malone, College of Education; and Roseanne Brunton and Omar Castaneda, English Department. In June, the committee prepares a document putting forward ideas regarding the structure of an organization that would work on issues of interests to minority faculty and staff.


UNIVERSITY MINORITY ORGANIZATION STRUCTURE

We have agreed that there is a need for some type of structure organized around issues of interest to minority faculty and staff. The options and the pros & cons for each are presented below. The list of activities and goals and ultimately draft a sentence or two on organizational purpose can be finalized after structure has been decided.

ACT! VITIES/GOAL S

- Respond to racial issues on campus
- vehicle for emerging issues/preventive
- support and mentoring for new employees on campus
- assist in recruiting and retention
- work to increase accountability in system
- advocate for upward mobility-including tenure and promotion
- work to incorporate diversity into handbooks, policy manuals, and culture of the institution
- increase applicant pool for positions
- advise the president/provost on relevant issues
- representation of different groups/liaison with student groups
- sponsor and/or support activities and events to promote diversity

ORGANIZATIONAL STRUCTURE OPTIONS

Structure options include two tiers: 1) umbrella or coordinating organizations; and 2) sub-groupings of the larger organization. An association, council, consortium, or commission are variations of umbrella organizations. A task force, steering committee, or caucus are examples of different types of subgroups. The definitions, pros, and cons of each type of organization are as follows:
<table>
<thead>
<tr>
<th><strong>Commission</strong></th>
<th>Defined as: A select group appointed by the President to study an issue, expected to report its findings and recommendations to a decision-maker.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Pros:</strong> possible stronger access to power structure, increased credibility</td>
</tr>
<tr>
<td></td>
<td><strong>Cons:</strong> exclusive, anointed by someone outside the group, easily dismissed</td>
</tr>
<tr>
<td><strong>Association</strong></td>
<td>Defined as: organization of persons having common interests and purposes</td>
</tr>
<tr>
<td></td>
<td><strong>Pros:</strong> inclusive, self-determining</td>
</tr>
<tr>
<td></td>
<td><strong>Cons:</strong> implies social purpose, no power to take action, inward focussed rather than outward looking</td>
</tr>
<tr>
<td><strong>Council</strong></td>
<td>Defined as: Group called together to discuss relevant issues. May wish to enumerate a set of principles, goals, or priorities.</td>
</tr>
<tr>
<td></td>
<td><strong>Pros:</strong> Democratic, inclusive, wide range for ventilation of ideas</td>
</tr>
<tr>
<td></td>
<td><strong>Cons:</strong> little action if not organized, difficult to reach consensus</td>
</tr>
<tr>
<td><strong>Consortium</strong></td>
<td>Defined as: temporary alliance of two or more groups coming together in a common venture, partnership, or association</td>
</tr>
</tbody>
</table>
### Consortium (corn)

**Pros:** combines subgroup views with larger body

**Cons:** temporary, requires more organization to get things done, higher likelihood of splintering energy and power

### Starina Committee

**Defined as:** elected group representing a larger body

**Pros:** selects own issues, able to move quickly

**Cons:** may be elitist

### Caucus

**Defined as:** private meeting of factions, social or political group

**Pros:** action-oriented, single issue focus, defines own strategy for resolving problems, completion of tasks a priority, highly disciplined membership

**Cons:** political and adversarial in nature, single issue, aggressive techniques

### Taskforce

**Defined as:** A group of people appointed or gathered to study a specific issue or problem, expected to develop and work toward resolution. If appointed, may be expected to recommend solutions to a decision-maker.

**Pros:** sharply focussed on goals, tactical

**Cons:** reactive rather than proactive, implies temporary status
**September 24, 1992:** Interim Steering Committee sends letter to various members of the campus community, inviting them to an October 9th meeting and reception for all minority staff, faculty, and administrators. The purpose: "to decide whether to establish a formal minority employee organization, and to determine what form such a group should take." The committee recommends the model of a council for this organization.

--- Pic 4. Letter to Sonia Arevalo-Hayes, Admissions Office, lp

Sonia Arevalo-Hayes
Admissions Office
Old Main, 200 MS 9009

Dear Ms. Arevalo-Hayes:

We are pleased to invite you to attend a meeting and reception for all minority staff, faculty, and administrators on **Friday, October 9, 1992. 4:00 - 6:00 p.m. in the Hall of Fame Room.** The primary purpose of this gathering is to decide whether to establish a formal minority employee organization, and to determine what form such a group should take.

As you may be aware, several faculty and staff have met from time to time since 1988. These meetings were initiated in part by concerns around ethnic diversity on campus, issues around recruitment and retention of minority faculty and staff, and a desire to establish some kind of organized minority group.

Last Spring, an interim steering committee was assigned the task of developing a specific proposal for a minority organization. After discussing a number of possible models, the committee recommends the following:

*The establishment of a Council open to all faculty, staff, and administrators of color with an elected executive committee made up of 2 staff, 2 faculty, an administrators.*

*The Council will have the authority/responsibility to establish task forces as needs are identified (e.g. recruitment & retention, curriculum transformation, diversity, climate, etc.).*

We hope this meeting will result in an affirmative decision to move forward with something specific. Please be ready to identify individuals who might be interested in participating in a leadership role.
Attached you will find a description of several structures we examined. If you are unable to attend the meeting, but have some input you would like to share before the 9th, please contact any member of the interim steering committee.

Sincerely,

Members of the Interim Steering Committee:
Maurice Bryan, Center for Equal Opportunity
Rosanne Brunton, English Department
Omar Castaneda, English Department
Sheila Edwards, Office of the President
Violet Malone, College of Education
**October 9, 1992:** The Minority Employees Council (MEC) is established.

**October 15, 1992:** Interim Steering Committee announces that during the October 9th meeting it was agreed to establish the Minority Employees Council.

---

MEMORANDUM

**TO:** Members of the Minority Community at Western

**FROM:** Interim Steering Committee (Sheila Edwards, Violet Malone, Roseanne Brunton, Omar Castaneda, Renee Collins, Maurice Bryan)

**DATE:** October 15, 1992

**RE:** Summary of 10/9 meeting

---

Thanks to all of you who participated in the meeting on October 9th. We had a great turnout and made a number of important decisions.

Perhaps most exciting, we agreed to establish the WWU Minority Employees Council. The Council will have an elected executive committee consisting of 2 staff, 2 faculty, and 2 administrative representatives. Terms will be for two years. The role of the executive committee will be to call meetings, organize agendas, and serve as a point of contact for the Council. The Interim Steering Committee will continue to act in this capacity until a permanent committee is elected.

A nomination form for the permanent executive committee is attached. Please complete and return this to Sheila Edwards, MS-9000, before October 30, 1992. All nominees will be contacted to determine their willingness to serve. Ballots will be mailed shortly thereafter.

Other decisions include the following:

- All minority faculty, staff, and administrators are members of the Council. The Council as a whole will meet twice a quarter—meetings will conclude with some type of social activity.
- The four purposes of the Council will be to provide professional, political, social, and educational support for persons of color.
Late in 1992: The first MEC's Executive Committee is elected: Renee Collins and Raquel Vigil-Toby, staff; Lourdes Fuentes and Theodore Pratt, Administrators; Omar Castaneda and Rosanne Brunton, Faculty.

January 21, 1993: MEC's Executive Committee officially notifies Dr. Kenneth P. Mortimer, WWU President, of the formation of the council, its goals and activities.

--- Pic 7. Letter to President Mortimer.

Dear Dr. Mortimer:

Minority employees of Western Washington University have formed a Minority Council whose goals are to provide professional, political, cultural and educational support for people of color at Western.

Our activities will include responding to racial issues; supporting and mentoring new minority employees; assuring in the recruitment and retention of minorities at all levels; working towards increased accountability in the system; advocating upward mobility such as promotion and tenure; examining the incorporation of diversity into handbooks, policy manuals, and cultural activities; advising on issues relevant to minority concerns; and supporting activities which promote diversity.

The Council has elected an Executive Committee whose members are:

- **Suff**
  - Renee Collins
  - OM 360
  - X6841 MS 9021
  - Raquel Vigil-Toby
  - VU 207
  - X6132 MS 9106

- **Administrators**
  - Lourdes Fuentes
  - MH 355
  - X3714 MS 9038
  - Ted Pratt
  - OM 200
  - X3442 MS 9009

- **Faculty**
  - Omar Castañeda
  - HU 301
  - X6104 MS 9055
  - Rosanne Brunton
  - HU 357
  - X3266 MS 9055

We think that this organisation, in its focus on making WWU a safe, supportive place for minority employees, can be of value to the university in achieving its goals of educating students to the multiple dimensions of diversity. We ask for your co-operation,

Sincerely,

Renee P Collins
for the Executive Committee

c: Provost
February 9, 1993: President Mortimer sends a memo to Renee Collins of the MEC’s Executive Committee. Congratulates them for the formation of the Council; appoints Maurice Bryan, Director of the Center for Equal Opportunity, as contact for the MEC.

--- Pic 8. Memo from President Mortimer.

WESTERN WASHINGTON UNIVERSITY

MEMO

To: Renee Collins
From: Kenneth P. Mortimer
Date: February 9, 1993
Subject: Minority Employees Council

Congratulations on the formation of the Minority Employees Council. I have asked Maurice Bryan, Director of the Center for Equal Opportunity, to serve as the University’s contact for the Council.

cc: Maurice Bryan
Larry Estrada
Minority Employees Council Executive Committee

1993: Roland L. DeLorme, Interim President, expresses his commitment to diversity. The MEC recognized him as one of its strongest allies on campus.

--- Pic 9. Excerpt from Community 1992-93; a publication of the ESC,

Dr. Roland De Lorme, Acting President:

“We have made important gains in increasing the diversity of our student population and faculty. The university community presently is reviewing a Diversity Action Plan, in preparation for adoption of more specific diversity guidelines. Where possible, the administration has acted to implement recommendations of the 1991 General Harassment Committee and will seek to enact remaining recommendations in cooperation with the University governance structure.

“We must continue to work toward the fulfillment of our diversity goals and demonstrate our renewed commitment to diversity and equality of opportunity through the enactment of a university-wide action plan, which will set forth available approaches to the enrichment of all aspects of university life by the understanding and inclusion of diversity.

“We need to redouble our efforts to improve the teaching and learning environment and more clearly recognize the central importance of our commitment to undergraduate program excellence, and to a climate that is inclusive of all groups and points of view in the promotion and sustenance of inquiry, inventiveness, and debate.”

---
1993-2008: Karen W. Morse, President.

—Pic 10. Excerpt from Community 1993-94; a publication of the ESC

This is a challenging time for Western. We must continue to:

• impune the quality of education under what sometimes seem to be mutually exclusive pressures: public desire to increase access to education and the contending demand to decrease public expenditures;
• prepare students fora world in which rapidly accelerating change, economic, technological and social, may well be the only thing we can predict with certainty;
• provide an environment in which there is both respect for human differences and concern for community.

Western is not alone in its challenges, or its aspirations. Higher Learning in the Nation’s Service, a report from the Carnegie Foundation for the Advancement of Teaching, states:

For all the nagging doubts of the contemporary age, the belief persists that the process most capable of holding the intellectual center of society together, preventing it from disintegrating into unconnected splinters, is education. It may not have lived up to this vision of cohesion, but, at its best, the campus is expected to bring together the views and experiences of all its points and create something greater than the sum..."

When I became Western’s president in August of 1993, I believed that this university was uniquely capable of meeting the challenges facing all institutions of higher education. After intensive discussions over many months with students, faculty, staff, alumni and friends of the university, this belief has been strengthened.

An important enabling factor is our commitment to encourage the widest possible cross-section of people to enrich, and be enriched by, the Western experience. Our Western community will continue to value both a multiplicity of views and a vision of our common goals and, by doing so, we can reach, together, innovative solutions to the challenges we face.

-Karen W. Morse
President, Western Washington University

"In order to appreciate and to celebrate our diversity, we must learn to listen to different voices and to value these differences. The university community should be a place where such a dialogue can flourish. Western is committed to promoting diversity, and we ask that all who share in this community join together to help Western fulfill its mission.

-Grae T. Yuan
Member, Bonn of Trustees
**October 28, 1993:** MEC holds its general meeting. Items discussed included history, changes on the Executive Committee, responsibilities, and communication with new Western president Karen W. Morse.

—Pic 11. An excerpt from the meeting minutes shows attendees' names.

**November 11, 1993:** Renée Collins sends a memo to Penny Glover, from the President's Office, with an updated list of the members of the MEC's Executive Committee. (Raquel Vigil-toby and Renée Collins, staff; Ted Pratt and Sonia Arevalo-Hayes, administrators; Rosanne Bruton and Marian Rodriguez, faculty).

—Pic 12. Memo listing names of the MEC's Executive Committee.

MISSION:
The Mission of the Minority Employees Council at Western Washington University is to provide professional, political, cultural, and educational support for people of color at Western. Our activities include responding to racial issues; supporting and mentoring new minority employees; assisting in the recruitment and retention of minorities at all levels; working towards increased and accountability in the system; advocating upward mobility such as tenure and promotion; examining the incorporation of diversity in handbooks, policy manuals and cultural activities; advising on issues relevant to minority concerns; encouraging diversity training to the university community for cultural sensitivity; and supporting a variety of activities to enhance the cultural and social support to diverse people.

EXECUTIVE COMMITTEE:

Staff:
Christie Hill
Toai Pham
Camille Diaz-Hacker

Administrators:
Sonia Arevalo-Hayes
Aster Yehdego
Joanne Lagasse

Faculty:
Yunqui Shen
Marian Rodriguez
Maria Chavez
August 29, 1994: The MEC and the Minority Community Advisory Committee (MCAC) plan to co-sponsor the welcome/welcome back party for minority faculty and staff.

The Minority Employees Council (MEC) and Minority Community Advisory Committee (MCAC) invite you to a WELCOME & WELCOME BACK "POTLUCK" for faculty and staff of color

Thursday, October 6
5:30 - 7:00
Canada House

We hope you will join us to meet new faculty and staff of color. For more information, please call Camille Diap.Jlf

Hackler 6 50-3480, 2 6 1994
September 22, 1994: Joint MEC and MCAC meeting. Members of both committees agree on the importance of working together to make a difference at Western.

—Pic 15. Minutes, lp.

1. We socialized and ate for the first hour of the meeting. We then went through introductions (we had a really good turnout).

2. Sonia Arevalo-Hayes of the MEC stressed the importance of our two groups working together and Larry Estrada from the MCAC talked about how we should remain strong and united. He sees the MEC and the MCAC having a positive relationship in where together, we can make a difference at Western.

3. Announcements were made about upcoming events. These events were:

   • The NAACP is having a Freedom Fund Dinner/Dance on November 19 at the Lakeway Best Western Inn. The dinner starts at 5:30 pm and the dance starts at 8:30 pm.

   • There is a $1000.00 reward for any tip which leads to the arrest of the individual(s) who is(are) responsible for the cross burning in Lynden. Bellingham Police Chief Don Pierce and Whatcom County Sheriff Dale Brandland solicited the funds from the Trillium Safe Home Foundation.

   • On November 9 there will be a reception for President Karen Morse at Ernie & Becky Diaz’ house. The reception will be honoring Dr. Morse’s first year at Western.

   • On Sunday, November 20 there will be the annual Benito Juarez reception from 1:00 to 3:00 pm at Aaby, Putnam, Albo & Causey on "F" Street.

   • The ESC retreat will be from October 28 - October 29 at Camp Casey. Dr. Kim will be the keynote speaker. If anyone could participate in a discussion of what the MEC or MCAC is, please contact Joanne or Janna at 650-7271. The workshops take place on Saturday.

   • The 3rd Annual Town & Gown reception will be from 4:00 - 6:00 pm at the Leopold in the Crystal Ballroom.

   • This year’s Multicultural Food Fair, sponsored by the Bellingham Herald, will be at Assumption Church. Times are uncertain as of yet. It might start at 9:00 or 11:00 am and it might end around 3:00 pm. Look for correct times in the Bellingham Herald.

   • This year’s Migrant Christmas Party sponsored by The Whatcom
Hispanic Organization and LULAC will be on December 17. Everyone is encouraged to sponsor a gift for boys and girls of all ages. To sponsor a brand new gift for a child, contact Becky Diaz at 676-8911.

- The Kulshan Chorus will be singing South African, Polish, English and Spanish songs in their Fall Concert Series. On Saturday, December 10, they will be singing at 7:00 pm at Sacred Heart Church. On Sunday, December 11 they will be at the Ferry Terminal at 3:00 pm. On December 15, there will be a rehearsal at Garden St. Methodist Church. On Friday, December 16 they will be at Garden St. Methodist Church at 8:00 pm. And on Sunday, December 18 they will be at Garden St. Methodist Church at 3:00 pm.

- The Lummi Nation will be sponsoring the 1st Salmon Celebration at Hovander Park. It starts at 11:00 am on Saturday, October 1 and there will be a salmon barbecue, a blessing, some informational handouts and speeches.

4. The MEC’s next meeting will be on Monday, October 3 at 5:30 pm in OM 200 - in the Admissions break room. Sonia has volunteered to be the one to remind all of the members about the meeting.
February 15, 1995: The MEC’s Executive Committee sends an invitation for the Winter Quarter general meeting and a survey to better plan future events.

Memorandum

Multicultural Services Center
Old Main 285, 650-3843
Mail Stop 9049

To: Minority Employees Council
From: Executive Committee, Minority Employees Council
Date: February 15, 1995
Subject: Winter Quarter Event and Survey

We would like to invite you to join us for a Winter Quarter general Meeting/Social event on Wednesday, February 23 at the Mi Pueblo Restaurant at 5:30 p.m. We plan to discuss the process of hiring and promotion of ethnic minorities and diversity training for the council members during spring quarter.

We are also in the process of planning spring quarter events and wish to include activities that may interest you. Please take a moment to answer the following questions and return to Aster Yehdego, MS 9049.

If you are interested but not able to attend this quarter event for different reasons (child care, transportation, work, etc), please let us know how we can better accommodate you in the future. Your participation and input is very important to us.

Comments: 

I would like to see more of the following events:

- Social Gatherings:
  - P° duck dinners on weekdays (on campus)
  - Dinner at local ethnic restaurants
  - Other

- Educational Workshop/Sessions:
  - Presentations on special topics (please provide suggestions)
  - Invite ethnic leaders as guest speakers (please provide suggestions)
March 13, 1995: A letter to the Faculty Senate is sent, expressing MEC’s concerns about a proposal to modify the faculty evaluation process. This proposal was of concern, the committee stated, “because of its potential to influence the assessment of the teaching ability of faculty of color and, ultimately, their eligibility for promotion and/or tenure.”

---Pic 18. Excerpt from letter to Kris Bulcroft, Faculty Senate’s President.

We understand that the original faculty evaluation proposal has been modified and that the Senate will continue to seek input from faculty on this matter. As these deliberations proceed, we feel that it is extremely important that faculty of color actively participate in the discussions. As indicated herein, the issues are complex. We feel that the best way to address these concerns is to ensure that faculty of color are represented on the committees where these issues will be addressed. As on the committee of the Minority Employee Council we can help identify faculty of color who might serve on such committees. Please feel free to contact us.

Thank you for your consideration of these comments.

Sincerely,

Minority Employee Council
Executive Comm^fc-bee Members:

Aster Yehdego
Multicultural^ Services

Marian Roni
Fairhaven College

Toai Pham
Printing

Joanne Digasse
Lucent Center

Sonia Arevalo-Hayes/Admissions Office

Maria Chavez
Anthropology
March 29, 1995: Kris Bulcroft, Faculty Senate's President, responds to MEC's faculty evaluations recommendations.

—Pic 19. Memo from Kris Bulcroft.
October 27, 1995: Memo to new Minority Employee Council Members regarding the Town and Gown reception. This event was offered to welcome new students, faculty and staff of color.

— Pic 20. Town and Gown reception.
February 29, 1996: FAST publishes a note about the MEC’s goals. Executive Committee members were: Sonia Arévalo-Hayes, Marian Rodriguez, John Utendale, Camille Diaz-Hackler, Aster Yehdego, Joanne Lagasse, Yunqui Shen, and Toai Phan.

TIAA/CREF offers new account
To: All University Community

A new TIAA/CREF real estate account is now available as an investment and payout choice for retirement and supplemental retirement accounts.

The account is a separate investment option offered by TIAA, but it operates like a CREF account. It is a variable annuity, with accumulations and returns that fluctuate with the performance of its underlying investments. The account will have the same basic transfer and cash withdrawal flexibilities as CREF accounts.

Lin Nelson of the Faculty/Staff Benefits Office said the majority of the real estate account’s investments will be ownership interests in income-producing office, industrial, retail, and multi-family residential properties.

For more information about the account, call TIAA/CREF at 800-842-2733, X/5509, and ask for a copy of the TIAA real estate account prospectus.

Council formed for minority employees

The University’s Minority Employees Council was developed to provide professional, political, cultural, and educational support to people of color at Western. Activities include:

- Responding to racial issues.
- Supporting and mentoring new minority employees.
- Assisting in recruitment and retention of ethnic minorities at all levels.
- Working toward increased accountability in the system.
- Advocating upward mobility such as tenure and promotion.
- Examining the incorporation of diversity in handbooks, policy manuals and cultural activities.
- Advising on issues relevant to ethnic minority concerns.
- Encouraging diversity training to the University community for cultural sensitivity.

Committee members are Sonia Arévalo-Hayes, Admissions Office, chair; Marian Rodriguez, Law and Diversity Program/Fairhaven College; John Utendale, Woodring College of Education; Camille Diaz-Hackler, President’s Office; Aster Yehdego, Multicultural Services Center; Joanne Lagasse, Ethnic Student Center; Yunqui Shen, Department of Mathematics; and Toai Pham, Copy Services. 

For more information, call Arévalo-Hayes at X/3441.

Book of Quarter panel is March 6

To: All University Community

The Book of Quarter panel is March 6.
March 11, 1996: The MEC sends a memo to Dr. Larry DeLorme, Provost, expressing concerns regarding the hiring of Human Resources and Center for Equal Opportunity Directors. DeLorme was described as a strong ally for employees of color.

---Pic 22. Letter to Dr. DeLorme.

March 11, 1996

To: Dr. Larry DeLorme
From: Executive Committee of the Minority Employees Council
Re: Hiring of Human Resources and CEO Directorship

"The inadequate participation of African Americans, Hispanics Asiatic Americans, and American Indians in higher education leadership is well documented. Clearly, there are insufficient numbers of people of color at all levels of academia, and there are far more people of color with superto leadership abilities and requisite experience than in the leadership roles" (American Council on Education, 1996).

It is important to give careful consideration to key positions critical to the delivery of the university’s mission statement for effective diversity. Given this, we recognize the importance of the hiring of the Director of Human Resources and the Director of Equal Opportunity. It is imperative that the individual(s) to diversity positions act upon the mission statement of the units.
September, 1997: The MEC elects its new Executive Committee.

---Pic 23. Executive Committee Members.

<table>
<thead>
<tr>
<th>1997 MINORITY EMPLOYEES COUNCIL</th>
<th>EXECUTIVE COMMITTEE MEMBERS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Administrators (3):</strong></td>
<td></td>
</tr>
<tr>
<td>Chair: Sonia Arevalo-Hayes</td>
<td>Multicultural Affairs</td>
</tr>
<tr>
<td>Debbie Young- Gibson</td>
<td>Conference Services</td>
</tr>
<tr>
<td>Meesha Martin</td>
<td>Admissions</td>
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<tr>
<td><strong>Staff (3):</strong></td>
<td></td>
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<tr>
<td>Camille Diaz-Hackler</td>
<td>Special Events</td>
</tr>
<tr>
<td>Rita Sotelo Sinclair</td>
<td>Purchasing</td>
</tr>
<tr>
<td>Toai Pham</td>
<td>Copy Duplicating</td>
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<td><strong>Faculty (3):</strong></td>
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<tr>
<td>Dr. Yunqiu Shen</td>
<td>Mathematics</td>
</tr>
<tr>
<td>Dr. John Utendale</td>
<td>Adult &amp; Higher Ed.</td>
</tr>
<tr>
<td>Dr. Larry Estrada</td>
<td>American Cult. Studies</td>
</tr>
</tbody>
</table>
November 11, 1997: The MEC expresses its interest in collaborating in the search for the Executive Director of CEO and Diversity.

— Pic 24. Email to President Morse.

From: Sonia Arevalo-Hayes
To: Karen Morse (President)
Subject: MEC PARTICIPATION
Date: Tuesday, November 11, 1997 1:43PM

Good afternoon President Morse:

I am writing to express the MEC's interested in working collaboratively with you to assist with diversity efforts on campus and in the community. We are currently working closely with Harriett Wender and Michael Becker to inform all staff and faculty of color about the Executive Director of CEO and Diversity interviews. We (the executive council) are very interested in participating on searches, committees, being a sound board to you and Dr. Ojikutu. In addition, I am currently working with Dr. Ojikutu to assist with our upcoming MEC social. We hope to welcome new staff, discuss the Town and Gown, relay current searches, and hear concerns.

Please let me know if we can assist you with your efforts. Diversifying our campus with staff, faculty, and students of color is not an easy task. Please know, President Morse, that you're not alone. We're here to help and make things happen. The recruitment and retention of staff, faculty, and students of color is critical to us all. If you need another committee member to join your Advisory Group or a planning committee, please let me know. I would be very interested.

Thank you so much for your time.

Sincerely,
Sonia Hayes, MEC President

October, 1998: The MEC takes an active role in discussions about initiative 1-200—which passed the following month—and how would it impact Western’s diversity efforts.

— Pic 25. Invitation from President Morse.

President Morse invites you to attend a meeting of the Minority Employees Council, to be held on November 20 at 3:00 PM for in the Board Room on the 3rd floor of Old Main. An agenda, which will include discussion of Western’s approach to maintaining and improving campus diversity after I-200, will be distributed before the meeting.
1998-1999: Some members of the MEC are appointed to the Kaleidoscope Project—a diversity initiative under President Morse, seeking to "gain advice what Western needs to do to meet the goals of having a more diverse campus."

— Pic 26. Diversity initiatives—the Kaleidoscope Project.

Update on WWU Diversity and Safety Initiatives

This report gives a brief update on progress made during 1999-2000 on selected diversity and safety initiatives that were started during the 1998-1999 academic year. This report does not address all university or departmental efforts. Updates will be provided on a regular basis.

DIVERSITY INITIATIVES

HI Kaleidoscope Project

Initiated at the beginning of winter quarter, the Kaleidoscope Project will focus campus attention on what we can do as a community to nurture an environment where people can work and study and learn together without concern for artificial boundaries caused by differences. The project steering committee is comprised of faculty, staff and students charged to: 1) advise the president on the role of diversity in teaching and learning; 2) assess current status of issues and approaches related to diversity; and 3) continue to review and develop Western’s efforts to promote an environment in support of the shared values of civility, community, diversity, security and equity for the Western Community. As we progress through the conversation, members from each of the constituent groups will be asked to lead discussions among peers and seek feedback from the campus community.

May 17, 2000: President Morse reports to the MEC.

— Pic 27. Agenda.

AGENDA
MINORITY EMPLOYEES COUNCIL

May 17, 2000
11:00 am Old Main 340

1. President’s report
   ■ Diversity Web Page
   ■ Enhanced MAP scholarships
   ■ Kaleidoscope Project
   ■ Annual Diversity Report
   ■ Council of Presidents’ diversity initiatives

2. Racial identification, aggregation and allocation (Robbi Ferron)

3. Affirmative Action Plan (Robbi Ferron)

4. College and departmental efforts

5. Other
October 18, 2001: The MEC announces its Executive Committee for 2001-2003: Sonia Arevalo-Hayes, president; Michael Vendiola, vice-president; Camille Diaz-Hackler, secretary; Larry Estrada and Cecilia Poon, faculty; Yolanda Mingé and Ted Pratt, exempt; and Judy Stanley and Demetree Robinson, classified.

Minority council executive committee named

New representatives of the Minority Employees Council Executive Committee are: president, Sonia Arevalo-Hayes, Office of Student Life; vice-president, Michael Vendiola, Ethnic Student Center; secretary, Camille Hackler, Special Events; faculty committee members Larry Estrada (director, American Cultural Studies) and Cecilia Poon (librarian); administrator committee members, Yolanda Mingé (Academic Advising) and Ted Pratt (Office of Student Life/dean of students); and classified committee members Demetree Robinson (Equal Opportunity Center) and Judy Stanley (Space Administration).

The Minority Employees Council consists of all employed staff and faculty of color at Western. The council was formed in 1992 to provide professional, political, cultural and educational support to employees of color at Western.

Representatives are active members of campus who are responsible for listening, understanding, and voicing staff of color issues and concerns to the executive council. The council will then make decisions that address current issues and/or concerns, as well as recommend strategies that promote recruitment and retention of students and staff of color.
May 21, 2003: The MEC has a meeting with President Morse to collaborate in the generation of ideas to "enhance multiculturalism on campus." Some of the points of discussions included: Curricular transformation and integration, campus climate, and the Kaleidoscope initiative.

---Pic 29. Excerpt from meeting minutes.

MEC 5/21/03

Present: Joan Ullin; Val Berry, Sonia Arevalo-Hayes, Ted Pratt, Renee Collins, Yolanda Graham, Tom Nérini, Bill Demmert, Judy Stanley, Larry Estrada, Joe Garcia, Kunle Ojikutu, Buff Schoenfeld, Karen Morse

Purpose of meeting: to discuss a variety of MEC questions concerning employment at WWU and to generate ideas and suggestions concerning partnerships to accomplish our shared goals. Sonia opened discussion.

Campus Climate

Larry Estrada asked President Morse to present her perspective on the university climate and gains we have achieved. President Morse noted several specific programs, such as the Diversity Fellowships, support for curricular development, the Multicultural Advisory Board, lectures, review of university processes and training related to diversity, diversity training, curriculum enhancement, the diversity website. Kunle added that there has been progress in the recruitment and retention of faculty and staff. He and Ted have
May 23, 2006: The MEC goes through some re-structuring and revision of its goals. An interim steering committee is established. The MEC organizes Brown Bag Discussions.

Members present: Joan Ullin, Lafayette Baker, Tom Nérini, Ted Pratt, Rosanne Kanhai, Renee Collins, Ana Selvidge, and Angela Dittmar

The purpose of this meeting is to establish an organizational structure for the restoration of the Minority Employees Council. We collectively elected the following members based on their interest to volunteer for the interim steering committee:

Joan Ullin
Tom Nérini
Roseanne Kanhai
Judy Stanley

Jesse Moore
George Booker
Ana Selvidge
Angela Dittmar

Ted Pratt
Joe Garcia
Toi Pham
Lafayette Baker

The interim steering committee will strive to meet three times during the summer to identify a date, location and agenda for a reception held in the fall open to faculty and staff of color. In previous years the Provost’s Office has hosted a reception for new faculty of color. The MEC hopes to extend the invitation for this reception to ALL divisions including faculty, professional staff, and classified staff in order to build a stronger community for underrepresented people at WWU. The committee will draft a proposal to request for funding from the Provost’s office for this event. We agreed that this plan will be most effective if the MEC takes charge of organizing the reception.

We will need a firm commitment from members interested in serving on a future steering committee of elected members. MEC meetings are opportunities for people to connect with other faculty and staff of color but should also serve as a forum to identify and voice concerns over issues pertaining to faculty and staff of color. One goal includes addressing the need to recruit and retain faculty and staff of color. Meetings will always be open to the entire council for dialogue.

Next meeting will be June 26th from 12 to 1 pm in the Viking Union 464
April 2008: Bruce Shepard is named Western's new President.

— Pic 31. From, The Oregonian

Western Washington University board picks Wisconsin chancellor as choice for president

Published: Wednesday, April 23, 2008, 10:26 PM Updated: Wednesday, April 23, 2008, 10:31 PM

AP By The Associated Press

BELLINGHAM — Western Washington University’s trustees have picked the chancellor of University of Wisconsin-Green Bay as their preferred candidate for their next president.

Trustees have called a special meeting for Friday to take a vote and authorize university officials to agree on a contract with Bruce Shepard, who says he is looking forward to returning to the Pacific Northwest.

May 1, 2009: Provisional officers are appointed. Co-chair: Ramiro Espinoza and Janis Farmer; Secretary/Publicity: Shar Sarte-Prince; Treasurer: Shaunte Rouse; PSO Rep: Leah Keegan.

— Pic 32. Meeting minutes.
May 4, 2009: The MEC invites all faculty and staff of color to discuss the Charter and election process.

—— Pic 33. Invitation to a meeting on May 8.

Dear Faculty and Staff of Color,

You are invited to come to a Minority Employee Council Meeting:

Friday, May 8, 2009 at 3:30pm in VU 567

Agenda-

• Provisional Charter
• Process of election to the Executive Council
• June 5th meeting for election
• Name of the MEC.
**May 28, 2009**: Executive Board members are elected: Ramiro Espinosa, Tom Nérini, Yolanda Graham, Shar Sarte-Prince, Krysta Walia, Shaunte Rouse, Janis Velasquez-Farmer, and Kendra Jackson.

**June 25, 2009**: The MEC contacts Dr. Kunle Ojikutu, Special Assistant to the President for Diversity, to communicate their recommendations regarding recruitment and retention of faculty and staff of color.

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**Minority Employee Council**

**To:** Dr. Kunle Ojikutu  
**From:** Minority Employee Council, Interim Executive Board  
**CC:**  
**Date:** 6/25/2009  
**Re:** Recommendations from the MEC

Dr. Ojikutu:

The Executive Board (Interim) of the Minority Employee Council, by request of President Shepard performed a preliminary review of the Best Practices: Recruiting & Retaining Faculty and Staff of Color and Attachment A: Matrix of Recruitment and Retention Initiatives documents.

This review has highlighted several important issues that must be addressed if effective and sustained support is to be achieved in making Diversity a priority on this campus. The MEC recommend the following actions:

1. Provide an adequate infrastructure and practices for current staff and faculty to participate in diversity initiatives (including activities like the MEC).
   a. Provide official recognition of the MEC and/or other committees related to diversity through encouragement and education of these activities and their importance to supervisors and department chairs of participating staff.
   b. Allocate a specified amount of time each month that can be dedicated to diversity initiatives and grant release time for classified staff to participate without fear of jeopardizing their performance evaluations.
   c. Reform and evaluate work related to diversity and how they are counted towards faculty tenure promotions.

2. Focus primarily on developing a comprehensive Campus Climate Assessment in support of the creation of a Comprehensive Diversity Plan.
   a. The University is expected to provide the MEC with specific diversity goals and outcomes so we can appropriately support initiatives developed from this plan.
   b. Demonstrate a conscious effort to balance diversity initiatives among constituency groups that will limit historical biases based on constituency groups and job classes.

These actions represent a first step to improving diversity on Western’s campus, and we appreciate the willingness of both President Shepard and yourself in requesting our input and look forward to continued collaboration in the future. Thank You.

Janis Velasquez Farmer  
Co-Chair  
Minority Employee Council  

Ramiro Espinoza  
Co-Chair
May 7, 2010: The MEC and the LGBT Advocacy Council hold their first joint social.

—Pic 35. From, Western today.

October 29, 2010: The MEC holds a board meeting. The need for the development of a website and a brochure is discussed. The MEC starts working on its strategic plan.

January 13, 2011: The MEC co-sponsors Martin Luther King Jr. candlelight vigil.

—Pic 36. From, Western today.
2011-2012: Executive Board Members are: President, Joan Ullin; Vice President, Kristen French; Secretary/Publicity, Lise Fitzpatrick; Treasurer, Shurla Thibou; Vernon Johnson, Faculty Representative; Janis Velasquez Farmer, Professional Staff Representative; and Lisa Zuzarte, Classified Staff Representative.

March 2012: The MEC launches its website.

October 5, 2012: The MEC holds its first social of the academic year and celebrates its 20th year.