

**Minutes  
Regular Meeting  
Cascadia College Board of Trustees  
June 17<sup>th</sup>, 2020**

**Cascadia College  
18345 Campus Way N.E.  
Bothell, WA 98011**

**BOARD OF TRUSTEES**

Chair Roy Captain, Vice Chair Janet McDaniel, Mike Kelly, Dr. Meghan Quint and Dr. Colleen Ponto present.

**EXECUTIVE STAFF**

John Eklof, Dr. Kerry Levett, Marty Logan, Meagan Walker and Dr. Eric Murray present.

Alan Smith (AAG) present.

Lily Allen (recorder) present.

**AREA REPRESENTATIVES**

CCCFT Representative – David Shapiro, Senior 2 Tenured Founding Faculty present.

Student Representative – Aarushi Sahai, EAB Advocacy Chair present.

WPEA Representative – Marah Selves, Administrative Services Manager present.

**AUDIENCE**

Donna Sullivan, Erik Tinglestad, Erin Blakeney, Kristina Young, Lyn Eisenhour, Erika Miller, David Berner, Michael Horn, Erica Almeda, Azizeh Farajallah, Seraphine Shen-Miller, Deann Holliday, Lyn Eisenhour, Becky Riopel, Kris Harrell, Abi Shimono, Cameron Carpenter, Charles Sapien, Chris Byrne, Dianne Fruit, Gene Taylor, Maiko Luckow, Huda Sarhan, Jacqueline Webb, Jeff Stephens, Joanna Muir, Julia Williams, Katherine Horine, Kim Jones, Laura Hedel, Martin Nunez, Natalie Serianni, Peggy Harbol, Rachel Webb, Robyn Ferret, Rosa Pielle, Ryan Higgins, Shawn Miller, Tasha Walston, Teya Viola,

**1. CALL TO ORDER**

Chair Roy Captain called the meeting to order at 4:00pm

**2. CONSENT AGENDA**

**Chair Roy Captain asked for approval of the consent agenda. Trustee Mike Kelly made a motion to approve the consent agenda and Trustee Janet McDaniel seconded the motion. Hearing no objections, the trustees approved the agenda.**

**3. PUBLIC COMMENTS**

Public Comments are attached as appendix: I

**4. INTRODUCTIONS OF NEW EMPLOYEES/PROMOTIONS:**

- Introduction of New Employees/Promotions:
  - No new employees to introduce.

## 5. INFORMATION ITEMS

### Operational Update

- COVID
  - The decision for fall was made to be mostly remote. We are following state health guidelines for opening what we can.
  - Facilities and Instructional plans are continually being worked on and updated each day to continue this process.
  - Due to the evolving nature of universities and K-12 schools for fall, we have begun two efforts:
    - High Schools and Cascadia are working to offer special info sessions regarding Cascadia being their school for the “gap year” if they don’t want to immediately go off to university. At the High Schools’ recommendations, we are focusing on at-risk students who might drop out permanently without on-going encouragement to continue.
    - We are working with Lake Washington School District to increase Running Start options for those students who may not be able to meet graduation requirements due to the new modality.
    - We continue to monitor financial responsibilities and impacts.
- CTCLINK
  - You’ll have read in the cover letter some of the details.
  - As a high level summary, we have launched. This does not mean the intense work is done however.
  - We are working to determine how we will manage after our Project Manager’s contract comes to an end this month.
- EQUITY
  - Our equity and inclusion plan is more important than ever. We need to continue the short and long term efforts to make Cascadia a more equitable and inclusive place.
  - We must also continue to close the achievement gap and be better than the national average.
  - George Floyd’s killing had a major effect this month on the campus.

### Comments/Questions:

No questions or comments.

### **Cascadia/UWB Joint STEM 4 Capital Project**

- In early 2020, after identifying the project architect, we moved into the planning phase. It was a period of intensive meetings with various stakeholders including faculty, deans, leadership and students from Cascadia and UW Bothell to understand:
  - how faculty uses classrooms and labs deliver curriculum,
  - what works and what doesn’t work in our existing classrooms and labs,
  - what academic programs, offices, etc. we want to locate in the new building,
  - what portion of the space will be shared between the two institutions and what portion, will be dedicated,
  - and much more.
- We have a total project budget of \$79.4 million and were targeting a 100,000 gross square foot building. In the time between when the project costs were estimated and now, a few factors arose which are causing the project team to revisit the targets. First, the targets were estimated based on construction costs increasing at a rate of 3% per year. Against all odds, construction costs have been rising more than 5% and we no one knows how this will persist. Second, this project will be held to new LEED standard requirements which are more

costly than the ones they replaced. Third, the City of Bothell is requiring a transportation impact fee which is assessed every time we begin a project. This fee, however, was not assessed when UW Bothell built Discovery Hall because it was considered an add-on building. The city has decided to assess for both projects now, totaling \$1,100 x 1,000 student FTEs. In light of the reduction of GSF, the project team is revisiting our student FTE estimates.

- While it is possible that the construction costs could decrease before we break ground, we have decided to pursue a reduction of gross square footage. Each institution has agreed to identify how to reduce 6,000 gross square feet. For Cascadia that means not relocating our two physics labs as initially planned, cutting back on the number of standard classrooms, and reducing some of the office space. This moves our target to approximately 81,000 gross square feet.
- The project team agreed it would be better to reduce the square footage than to build to maximum size and end up with an inferior project. Cascadia will gain eight labs and seven classroom, plus faculty offices, student break-out areas, and common areas.
- Additionally, we are revising our timeline for building occupancy to August of 2023 since the size of construction crews allowed on site is smaller than usual and the city's permitting process is longer than usual due to COVID.

#### Comments/Questions:

Could you explain why the costs have suddenly gone up?

The standard now are higher to get LEED for the building. We also don't know what to expect with COVID requirements. We have fewer people on the job site so the project can't move as quickly.

#### **Summer Marketing Campaigns**

- Two campaigns are going right now one for transfer degrees and one at professional technical programs.
- Our digital footprint has to reach further now. So, we took measures to build more engagement with our current base and increase our audience.
- On social media, we've increased our use of animation/videos. Studies show that more people are encouraged to stay and engage, and you should produce more than 70% of your content in those mediums. In addition, we've been tracking and adjusting our post times. More people are interacting with social media early in the morning (before work/school/parenting) and late afternoon/evenings.
- We're continuing to like/share partnering organizations (IP, Student Life, Sustainability, UWB entities), and doing more tagging in our posts to encourage our partners to share/engage with our content. We are very active on the digital front.
- "Come out of Hibernation Video"
- Engagement increased by 56% (Instagram) & 66% (Twitter). Impression on Facebook has increased over 100%.
- Who are the prospective student we're focusing on right now?
  - General audience – something that could speak to any individual right now, that might spark the fire to get/continue with their education.
    - iHeart Media is being used to focus on the general audience and digital reach with email marketing, banner displays and streaming audio ads.
  - Graduating high school seniors – who we typically focus on, but now, more than ever, have to find creative ways to connect with.
    - We're partnering with LW Tech (who has unique offerings, and can potentially help us broaden our reach) to do three college pop-ups over the summer, and potentially keep these going in early September (weather/COVID provided). Drive-in style presentation, texting Q&A, and grab & go materials.

- Gap year seniors – higher percentage of this group due to COVID-19 and anxiety of continuing studies online... how do we encourage them to semi-gap?
  - Students originally scheduled to start the University in the Fall are deciding to postpone due to a remote learning environment and cancelation of all things truly social, truly college experience. So, we will focus on this group by trying to hone in on their needs...
- Out-of-work adults – definitely a significant population right now. According to the WA Employment Security Department, as of April, King County reported 14.9% unemployment and 15.4% for the state. How do we get this group to find an alternative or change paths?
  - Similar to the general audience, but we promote workforce grants as well.

Comments/Questions:

Kudos to Sara and her presentation. Good luck with the implementation of these initiatives.

## 6. DISCUSSION/PRESENTATION ITEMS

- Strategic Plan Timeline
  - The evaluation team recommends that Cascadia College use an ongoing and systematic evaluation and planning process to inform decision making and resource allocation, toward improving institutional effectiveness and achieving mission fulfillment.
  - Cascadia College needs to develop an action plan later this month to meet this recommendation within the timeframe set by the NWCCU.
  - As such, the Institutional Effectiveness Council (IEC) at Cascadia has been charged with:
    - monitoring progress toward mission fulfillment through an evidence based approach,
    - coordinating strategic planning implementation, required accountability reporting,
    - providing decision support, and
    - supporting ongoing connections between unit planning and institutional planning.
  - The IEC plans to focus on four primary tasks:
    - 1. Creating a cohesive master strategic plan with the three emerging chapters: Enrollment Management, Equity and Inclusion, and Student Achievement.
    - 2. Planning for a college-wide review of the College's mission.
    - 3. Identifying college-wide indicators of mission fulfillment.
    - 4. Constructing a clear process for operationalizing

Comments/Questions:

No questions or comments.

## 7. RECOMMENDED ACTION ITEMS

### Tenure Resolutions

***Chair Roy Captain asked for approval of the Tenure Resolutions. Trustee Mike Kelly made a motion to approve the Tenure Resolutions and Vice Chair Janet McDaniel seconded the motion. All in favor, no abstains.***

Comments/Questions:

No comments or questions.

## ctcLink Resolution

***Chair Roy Captain asked for approval of the ctcLink Resolutions contingent on consultation with the Attorney General's Office. Trustee Mike Kelly made a motion to approve the ctcLink Resolutions contingent on consultation with the Attorney General's Office and Vice Chair Janet McDaniel seconded the motion. All in favor, no abstains. \****

*\*see 2020-2021 College Budget (2<sup>nd</sup> Read & Action) below.*

### Comments/Questions:

No Comments or questions.

## General Conduct Code

***Chair Roy Captain asked for approval of the General Conduct Code. Vice Chair Janet McDaniel made a motion to approve the General Conduct Code and Trustee Mike Kelly seconded the motion. All in favor, no abstains.***

### Comments/Questions:

Will we need to approve this general conduct code every year?

No it is not an annual approval.

## 2019-2020 Board Self-Assessment Process

***Chair Roy Captain asked for approval of the 2019-2020 Board Self-Assessment Process. Vice Chair Janet McDaniel made a motion to approve the 2019-2020 Board Self-Assessment Process and Trustee Dr. Colleen Ponto seconded the motion. All in favor, no abstains.***

### Comments/Questions:

No Comments or questions.

## E-Learning Fee

***Chair Roy Captain asked for approval of the E-Learning Fees for 2020-2021. Vice Chair Janet McDaniel made a motion to approve the E-Learning Fees for 2020-2021 and Trustee Mike Kelly seconded the motion. All in favor, no abstains.***

### Comments/Questions:

Why are we making a decision for 2021?

We had to make the decision for Fall 2020 early in between Board meetings. We spoke to Roy and agreed to waive the E-Learning fee for fall, but need to reinstate that for winter and Spring.

## 2020-2021 College Budget (2<sup>nd</sup> Read & Action)

***Chair Roy Captain asked for approval of the 2020-2021 College Budget with \$30,000 earmarked awaiting review and approval from the AG office for ctcLink Resolutions. Trustee Mike Kelly made a motion to approve the 2020-2021 College Budget with \$30,000 earmarked awaiting review and approval from the AG office for ctcLink Resolutions and Trustee Dr. Colleen Ponto second the motion. All in favor, no abstains.***

### Comments/Questions:

No Comments or questions.

## **2020-2021 Board of Trustees Meeting Calendar (1<sup>st</sup> Read/Action)**

***Chair Roy Captain asked for approval of the 2020-2021 Board of Trustees Meeting Calendar. Vice Chair Janet McDaniel made a motion to approve the 2020-2021 Board of Trustees Meeting Calendar and Trustee Dr. Colleen Ponto seconded the motion. All in favor, no abstains.***

Comments/Questions:

No Comments or questions.

### **8. REPORTS**

Cascadia Events & Advocacy Board (EAB): Advocacy Board Chair Aarushi Sahai was present and student echo the sentiments earlier. I hope I speak on behalf of the students of Cascadia College that we will move towards a more inclusive and equitable community.

Cascadia Community College Federation of Teachers (CCCFT): David Shapiro, Tenured Founding Faculty was present and wanted to read his statement into the minutes:

*“I am primarily, as a member of the Cascadia Community College Federation of Teachers (CCCFT), in my professional life, an educator. But, I am also a citizen of a country in which systemic racism is endemic, in which Black people are subject to killing by the very police forces that are meant to protect them, and in which the deep social inequities fostered by our nation’s “original sin” of slavery persist to this day.*

*Because of this, my heart, like those of so many of my fellow CCCFT colleagues, is heavy, and my back is bowed by the burden of carrying on in these incredibly trying times.*

*But in spite of this, I, like my colleagues, continue to show up every day for my students, doing my best to provide meaningful and relevant educational experiences even under conditions occasioned by the Covid-19 pandemic that are far different from what I am used to and far more challenging for maintaining the delicate and precious relationship among students and teachers that we have long been able to foster in the classroom.*

*And like most of my colleagues, I am also, in unprecedented ways, being called on to support my students emotionally, as they deal with their own experience of living in a country whose dark underbelly of racism and injustice has been revealed so starkly by the murders of George Floyd, Ahmaud Aubery, Breonna Taylor, not to mention, in our own backyard, Charleena Lyles, Manuel Ellis, and John T. Williams. As are all my CCCFT colleagues, I am committed fully to offering this support; it can be overwhelming at times to do so, but it’s a small price to pay for the inspiration I receive from students as a witness to their courage, dedication, and willingness to carry on in spite of challenges greater than I have ever experienced.*

*In that light, I want to remind the Board of Trustees, President Murray, and the Executive Team— as the College faces and address the many challenges before us precipitated by the Covid-19 pandemic and its attendant budget shortfalls—who we are all here for. Every single student in all of our classes is, in their own way, overcoming what few, if any of us, have had to overcome in our own educational careers. We therefore owe them our own very best efforts, and the fullest measure of support in terms of funding and resources for all of us who have the privilege of being their teachers.”*

Cascadia College Classified Union Washington Public Employees Association (WPEA) Report: Administrative Services Manager, Marah Selves was present and wanted to add that she mimics all of the thoughts that were shared by her colleague’s today.

Chair and Individual Board Members Reports:

Oh behalf of myself and the board members thank you for your comments they were sincere heartfelt and we really appreciate you sharing that with us today.

President's Report:

No additional comments.

**9. OTHER BUSINESS/ANNOUNCEMENT**

**10. MEETING ADJOURNMENT**

Recess Chair Roy Captain adjourned the regular meeting at 6:14 PM

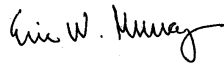
**11. Minutes Approved and Adopted on June 17<sup>th</sup>, 2020**



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Roy Captain, Board Chair

Attest:



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Dr. Eric Murray, President

Bdminutes061720

## **Appendix: I Public Comments**

Katie Rousso, Kris Harrell, Ryan Higgins, Huda Sarhan combined their time to speak to have 8:46 of silence.

### **Julia Williams**

*"I grew up in a small farming area in rural Lewis County Washington. My mom was white, my dad a proud Mexican/native man. I attended a small school, my graduating class was 71 students. It was engrained in the fiber of my youth, that to be successful you needed to be a white man. I experienced my dad being marginalized for the color of his skin. I learned about unions at a young age because his union was the only reason he wasn't treated worse than he already was. They provided a small buffer. As a brown girl who has questioned authority from birth, I bucked that idea that I would ever allow anyone to treat me that way. I was determined to be successful. But in the naivety of my youth I didn't catch the subtleties that were white washing me. I was forbid to learn Spanish. I was taught to speak like a white man. I learned that if I pretended to be white, my lighter skin would allow people to accept me as white. Media told me that being blonde meant you were beautiful. I was told that I could be an exotic beauty, like an animal. All my teen experiences told me that standing strong would only put a target on me. So I bent with the weight. I embodied resilience. I enunciated all my words, pretended that I knew what white people ate. Tried to pretend I understood their experiences. And it worked. I was praised for my resilience and 'strength'.*

*I excelled through academics at school but I always felt a gaping hole in my identity. It took me 30 years of life before I was able to face this atrocity. I am not 36 years old. Speaking to you as a broken Hispanic Hopi woman.*

*You might be wondering why I would share this with you. How does this apply to today's agenda. Let me explain. I often get the board agenda and pass it by. Not giving much thought to what occurs in these meetings. But as David Shapiro wrote in his address from CCCFT, "...my heart... is heavy, and my back is bowed by the burden of carrying on in these incredibly trying times." And when I opened the PDF on the first page were 4 words. Placed at the end of the agenda: And George Floyd's murder. Let me say that again: And George Floyd's murder.*

*I read through the rest of the 58 pages that are the board packet. There are literally 3 mentions of Floyd's murder. One in the bullet points of agenda\*, one in a one sentence update from outreach\*\*, and one in a well written comment from CCCFT\*\*\*.*

*To simply say that "George Floyd's killing had a major effect this month on the campus." Is not enough. BIPOC are forced into invisibility. Marginalized. Beaten. Killed. Written out of policies. 4 words on a board packet is not enough. It is indicative of the approach I feel society and Cascadia has taken. Very much a 'when we have time to focus on this' sort of approach. I'll tell you now, there will never 'be enough time', we must make time. We must prioritize this. It's abundantly clear per the board packet, that Cascadia is not making the time. I will no longer be silent on this issue. I am white passing. I walk through life with that privilege and burden. But I refuse to continue to be invisible as an indigenous woman. As a Latina.*

*I expect Cascadia to take the wakeup call. George Floyd's death is one tragedy in hundreds of years of oppression. We are here to say enough. Remember how I said I was praised for my resilience? Let me tell you about resilience. Resilience is born of pain, struggle, work, resilience is a callous. Oppressed, marginalized, demonized groups are resilient. Not by choice, but by necessity. Our callouses all look different. But those who look at us and say, "Wow, I wish I were more resilient" they are coming from a place of privilege. It is a privilege to not HAVE to be resilient.*



*I have been employed by Cascadia for more than 6 years. There has been some notable advances in Diversity and Inclusion. We have taken some major steps forward. My concern is that we do not address the steps that have been taken backwards. Or the major racist pot holes in the path. We cannot just ignore those. Those are the very thing that erodes away at the vehicle of change. If they continue to be ignored we may never arrive at a fair, equitable, inclusive and diverse college community.*

*What is campus doing right now for BIPOC's? Putting up a banner on the front page. Ok, cool. This is not enough. A colleague put it best when they said. We must have a "massive rise in empathy, compassion, sensitivity, and trauma stewardship. The need is for BIPOC voices to be amplified and put into leadership positions. The need is for overhaul of systems to dismantle the white supremacy within those systems."*

*We can no longer cater to those 'who are uncomfortable talking about racism', we can no longer allow people to 'opt out' of E&I trainings, we can no longer disregard the voices of our BIPOCs, we can no longer prioritize protecting the beliefs of white supremacy, the racist ideologies, the anti-lgbtqi+. These things are toxic. They are killing people. If we do not take action to eliminate racism, implicit bias, microaggressions, white fragility, anti-black culture, anti-lgbtqi+, trans phobia then we are no better than the police officer who violently choked out George Floyd, a slow vicious suffocation of all BIPOCs who work for and attend Cascadia College.*

***"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences." -Audre Lorde***

*If we don't have E&I focused leaders, we won't have E&I focused teams. My ask is for Cascadia to step it up. Stop the slow suffocation. Open your eyes to the pain and hurt that we feel. Demand change. If your rebuttal to me is 'we have to operate within the guidelines of fill in the blank' Then it is on us to change those too. Racism, sexism, classism, heterosexism, homophobia these are all institutionalizations. Institutions built them. Institutions must tear them down. Cascadia is an institution. Cascadia must tear them down.*

*Talk is cheap. This is a call to action. WHAT ARE WE DOING AS A COLLEGE? Why do we have a VP of E&I and a whole council, but I would not know that by looking online? Why are we not giving them EVERY BIT OF POSSIBLE SUPPORT to incite change? Why on our board packet are there so few words of recognition about the pain and weight being felt by our students, staff, and faculty? Why, because we are made to be invisible.*

*These things must be rectified; we will no longer be silent. We will no longer be invisible. Black Lives Matter.*

- *Gender neutral bathrooms*
- *outreach to communities of color*
- *advertisement towards enrollment in English as a Second language*
- *advertisement for enrollment in adult basic education*
- *documents in multiple languages*
- *publicly visible speech against the atrocities*
- *mandatory supervisor trainings about E&I*
- *regularly scheduled re-evaluation of processes through and E&I lens*
- *Staff toolbox for E&I*
- *clearly communicated resources for staff students, and faculty of color*
- *use your pronouns*
- *use they/them pronouns to avoid mis-gendering people*

***\*EQUITY***

- *Our equity and inclusion plan is more important than ever. We need to continue the short and long term efforts to make Cascadia a more equitable and inclusive place.*

- We must also continue to close the achievement gap and be better than the national average.
  - George Floyd's killing had a major effect this month on the campus.
- \*\*To support Cascadia's students and community members of color, the homepage banner and social media content were updated to reflect Cascadia's values regarding equity and social justice. Resources were also added to the Diversity, Equity, & Inclusion webpage.*
- \*\*\*And like most of my colleagues, I am also, in unprecedented ways, being called on to support my students emotionally, as they deal with their own experience of living in a country whose dark underbelly of racism and injustice has been revealed so starkly by the murders of George Floyd, Ahmaud Aubery, Breonna Taylor, not to mention, in our own backyard, Charleena Lyles, Manuel Ellis, and John T. Williams."*

**Kris Harrell**

**ERIC GARNER - JOHN CRAWFORD III - MICHAEL BROWN - EZELL FORD  
 DANTE PARKER - MICHELLE CUSSEAUX - LAQUAN MCDONALD - GEORGE MANN  
 TANISHA ANDERSON - AKAI GURLEY - TAMIR RICE - RUMAIN BRISBON - JERAME REID  
 MATTHEW AJIBADE - FRANK SMART - NATASHA MCKENNA - TONY ROBINSON - ANTHONY HILL  
 MYA HALL - PHILLIP WHITE - ERIC HARRIS - WALTER SCOTT - WILLIAM CHAPMAN II  
 ALEXIA CHRISTIAN - BRENDON GLENN - VICTOR MANUEL LAROSA - JONATHAN SANDERS  
 FREDDIE GRAY - JOSEPH MANN - SALVADO ELLSWOOD - SANDRA BLAND  
 ALBERT JOSEPH DAVIS - DARRIUS STEWART - BILLY RAY DAVIS - SAMUEL DUBOSE  
 MICHAEL SABBIE - BRIAN KEITH DAY - CHRISTIAN TAYLOR - TROY ROBINSON  
 ASSHAMS PHAROAH MANLEY - FELIX KUMI - KEITH HARRISON MCLEOD - JUNIOR PROSPER  
 LAMONTEZ JONES - PATERSON BROWN - DOMINIC HUTCHINSON - ANTHONY ASHFORD  
 ALONZO SMITH - TYREE CRAWFORD - INDIA KAGER - LA'VANTE BIGGS  
 MICHAEL LEE MARSHALL - JAMAR CLARK - RICHARD PERKINS - NATHANIEL HARRIS PICKETT  
 BENNI LEE TIGNOR - MIGUEL ESPINAL - MICHAEL NOEL - KEVIN MATTHEWS - BETTIE JONES  
 QUINTONIO LEGRIER - KEITH CHILDRESS JR. - JANET WILSON - RANDY NELSON  
 ANTRONIE SCOTT - WENDELL CELESTINE - DAVID JOSEPH - CALIN ROQUEMORE - DYZHAWN  
 PERKINS - CHRISTOPHER DAVIS - MARCO LOUD - PETER GAINES - TORREY ROBINSON - DARIUS  
 ROBINSON - KEVIN HICKS - MARY TRUXILLO - DEMARCUS SEMER - WILLIE TILLMAN  
 TERRILL THOMAS - SYLVILLE SMITH - ALTON STERLING - PHILANDO CASTILE - TERENCE  
 CRUTCHER - PAUL O'NEAL - ALTERIA WOODS - JORDAN EDWARDS - AARON BAILEY  
 RONELL FOSTER - STEPHON CLARK - ANTWON ROSE II - BOTHAM JEAN  
 PAMELA TURNER - DOMINIQUE CLAYTON - ATATIANA JEFFERSON - CHRISTOPHER WHITFIELD  
 CHRISTOPHER MCCORVEY - ERIC REASON - MICHAEL LORENZO DEAN - BREONNA TAYLOR  
 G E O R G E F L O Y D**

**Fidely Navarro-Lopez**

3 minutes of silence.

**Cameron Carpenter**

Shared his personal thoughts and journey with race.

**Abby Lowrie**

Thrive and survive. Use your privilege and power to make a difference in the world and the campus community.

**Charles Sapien**

Shared his drive to have more LGBTQAI initiatives on campus as well as request to add an additional person to the E&I department.