Head Table:
Brian Levin-Stankevich
Carlos Maldonado

BOT Members:
   Ines Zozaya-Geist
   Gordon Budke
   Bertha Ortega
   Paul Tanaka
   JoAnn Kauffman
   Stacey Roestel

President’s Advisory Committee on Diversity
   Karen Raver
   Terrance Macmullan
   Lisa Poplawski
   Pui Yan Lam
   Cathy Green
   Betsy Richter
   Araceli Frias

Facilitator:  Raymond Reyes

Agenda:
- Carlos Maldonado will welcome everyone and introduce the head table; brief introductory comments.  He will introduce Dr. Levin-Stankevich
- Brian Levin-Stankevich will provide introductory comments.  He will introduce Ines Zozaya-Geist
- Ines Zozaya-Geist will provide remarks on behalf of the Board of Trustees.
- Carlos Maldonado will introduce the facilitator, Raymond Reyes.
- Raymond Reyes will outline the ground rules: 4 minutes per speaker.
At 2:15 Raymond Reyes will begin to wrap up speakers.  Dr. Levin-Stankevich and Ines Zozaya-Geist will have time to make final summary comments.
Welcome – Victor Rodriguez
Introduction of Carlos Maldonado

Opening Comments – Carlos Maldonado
1. My name is Carlos Maldonado, Chair of the President’s Advisory Committee on Diversity. On behalf of the EWU Board of Trustees, the President’s Office and the President’s Advisory Committee on Diversity, I welcome you to this Campus Diversity Hearing.

2. I want to acknowledge Mary Jane Brukardt from the President’s office for helping with the logistical work in setting up the Hearing.

3. These are pivotal days for Eastern Washington University. First, the University is in the midst of selecting a new president. Later today, the third presidential finalist will participate at a campus wide forum where the campus community will have an opportunity to meet and pose questions to him. The next EWU president will have a significant and pivotal role in moving EWU towards greater diversity.

Second, even though Eastern has implemented various diversity initiatives there still exist ample and fundamental diversity areas needing attention. This past Monday, the Spokesman-Review ran an article that highlighted that area universities including Eastern are still falling short on the quest for ethnic diversity. This challenge should serve as a pivotal opportunity for Eastern to further its efforts in promoting diversity.

And third, today’s Campus Diversity Hearing is one of several diversity forums that we are planning this academic year. As such, this Campus Diversity Hearing will serve as an important pivotal first step culminating in specific policy and practices affirming diversity at Eastern.

4. The purpose of this Campus Diversity Hearing is four-fold.
   • The hearing will afford a voice to members of our campus community regarding issues of diversity.
   • The hearing will afford you an opportunity to directly communicate your testimony to our University’s leadership including the Board of Trustees and the President.
   • The hearing will afford our University leadership an opportunity to listen to your testimony without it going through some institutional filter.
   • And last, today’s hearing will serve as a springboard to stage future forums designed to generate ideas, suggestions and strategies helpful in developing and implementing policy and practices that resolve the diversity issues raised today.

5. Carlos introduces Brian Levin-Stankevich to offer an opening comment.
6. Brian introduces BOT representative
7. Carlos introduces Raymond Reyes, Campus Diversity Hearing Facilitator.
President Brian Levin-Stankevich – Thank you for being here today, meeting last spring, and working towards open forum and open dialogue. Five years ago – a question arose – How are we providing to all of the students? That discussion led to the Presidents Advisory Committee on Diversity, and a need to renew and review the process. Introducing Ines Zozaya-Geist –

Ines Zozaya-Geist – Thank you on behalf of the Board of Trustees. Thank you Brian Levin-Stankevich for the leadership and attention towards the diversity initiative that was set forth. We would also like to thank the President's Advisory Committee on Diversity, specifically Dr. Carlos Maldonado for scheduling this hearing.

In 1955 my father set foot in America, across the Atlantic, spoke two languages, neither of which were English. He made choices to give up his country, culture and a language he actually understood, all to make a new life here in America. Furthermore, my father had the opportunity to work for someone that respected his unique qualities that he brought with him to this country. Similarly, we are here today to learn about one another. We are here to share testimony of concerns and perspectives from students, faculty and staff on diversity, your experiences that you have experienced here at Eastern Washington University.

I would like to thank all of you for taking the time for sharing your experiences and thoughts. We learn from one another and what a better place to share your perspectives than at an institute of higher education. I hope that you will all be engaged individuals and respect one another's experiences.

My father had very little education but what he taught me and my sister and others through his own experiences, especially once he learned the English language, was that each person is an individual with unique qualities, skills and life stories. He taught me that regardless of someone’s gender or ethnicity, their physical appearance, their social/economical level, intimate or religious preference we can learn from one another and enrich our knowledge not just of each other but of the global world we now live in.

Thank you for being here and we look forward to hearing from you.

Carlos Maldonado, introducing Raymond Reyes, facilitator, to discuss the ground rules.

First of all want to acknowledge …..Raymond Reyes, who is facilitating …..
Counter culture/counter intuitive…..walking the talk….
Worked at GU for eighteen years and we have never done what you are about to do. Very rarely do you have commitment to the cause where your trustees and your president are willing to listen. We have done other things but never at this level. I want to acknowledge that, worth acknowledging.
Embarking from the known to the unknown.

Ground rules:
Lay of the land – multiple ways on how to give testimony or provide written testimony.
1. Listening is the first responsibility to love, what I am going to ask of our leadership is that no questions, no comments and I know that many of you are premier counseling, talking heads, but I will be fascist and dictatorial and really punitively disciplining you if any of you try to cross examine any member of the community.

2. Also a place if you pay attention to the …
   a. Respect
   b. Tell the truth – difficult when passion is involved. Difficult to speak truth to the face of power. Practice the ability to accept.

   Lay out the perspective that, have them know what you want them to know. One way of expressing you testimony if you choose not to speak, that you can go the website – www.ewu.edu/x30041.xml what you can get there is to fill out the electronic version of this form to offer testimony or if you want to come here get a hard copy and fill it out here as well.

   Multiple ways, we will provide hard copy electronic or stand here at the microphone.

The other thing is my job is to make sure that we all live in the same time zone. Four minutes limits for everyone’s testimony – see cards, yellow – 1 minute remaining, and then the red zone (card) and this is where I become obnoxious, if I was on your Christmas Card list before I will probably be off of it, this where I can come up on you, because when this comes up you must leave. And I will enforce this strictly, o.k. So what I would suggest see yellow start wrapping up, red means I am going to start moving physically towards and staring at you.

The sessions are being recorded. The group is going to analyze your suggestions, build themes, analyze the data that way and there will be subsequent campus forums built around these themes. There will be follow-up.

At 2:15 I will begin wrapping up and what I mean by that is if we want to close down by 2:30 then with 15 minutes remaining at four minutes a shot there is only going to be enough time for three more speakers after that, so just letting you know that if there is a long line I will only honor three more people.

Let’s proceed:

For the record state your name and state whether you are student, staff or faculty.

**Edward King**, Student here at Eastern Washington University, and a part of NAACP. Diversity on campus is to keep students interested our community. When I came here I didn’t feel comfortable and I looked around and I didn’t see many faces like mine but I went to an African-American course to learn more about my history and who I am and then I felt more comfortable as a person. I personally want to see from that is more African-American professionals on campus so that African-American students will feel more comfortable, and more programs to the African-American department. I would like to receive a degree in African-American and take it back to my community, educate
them on our heritage, our history and who they are, so they will feel more comfortable with who they are, they can move forward. So I would like to see more African-American professors and more programs in the department.

**Raymond** – please turn off cell phones as a sign of respect, when you come up to the microphone, state your name, where you are from. You don’t have to go four or five generations back, no family tree stuff.

**Lili Hungerford**, transfer from Walla Walla Community College, Senior – student here, live on campus, work on campus, last year officer in MenCha, worked on the ASEWU budget. MenCha is an organization which has been active on Eastern’s campus for over 25 years. Actually it can be credited with the creation of the Chicano Education Program. And MenCha recruits, that is there entire purpose is to promote higher education and scholarship on campus. We filled out a budget request for travel, recruiting purposes and leadership training, that type of thing. We received less than 1/6 of what we requested, we received $3,500. When we saw what all the different clubs and organizations received, I don’t know how much recruiting rugby does but they received $50,000 and Eagle Entertainment received $100,000. I would say that diverse groups on campus that promote diversity on campus through recruiting through support services for students should be given some sort of priority. I love athletics. I love sports. I am a sports mom and I think sports are great but I also feel that if we want to promote diversity on campus we have to look at where we are giving the money. Are we putting the wallet where we say our intentions are. Because we have diverse people in sports also and I recognize that the athletic department is probably largely responsible for a lot of our diversity on campus. But we also have to look at recruiting services and who is doing that. Are you supporting NAACP, are you supporting Black Student Union, MenCha, Raices, the groups that promote diversity on campus?

**Mary Jo Van Bemmel**, Mathematics Department, classified staff— wanted to point out that we do not have a sign interpreter here today and that is something that we should have provided for the hearing impaired and also we have a number of students that are blind and a lot of the EWU signage on campus does not have braille. And I think we should be more conscious of providing braille signage…

**Alaaeldin Aamer** came from Egypt, I would like to know what you think makes you unique and very famous one side and on the other side why the newspaper and radio gives them there ideas and philosophies. Thank you.

Raymond, please do not hesitate to line up, we have speakers on both sides.

**Tape Hard to hear**

**Theresa Martin**, Faculty, social psychologist in training – and as a faculty member, when I first came here, multi-culturalism into psychology, and 2 instruction manuals – cross cultural, different areas of diversity, sexuality. Number of faculty members who take on issues they feel passionate about but their efforts are not validated by their colleges, also need to support faculty doing other activities in multi-culturalism.
Phil Carr – affiliated with the NAACP here on campus. My issue is with the Bake Sale held last year, as an African-American I felt it was a slap in the face. We took it to the faculty and nothing was done. Also there was a concert that was not allowed because of a security issue, but the Bake Sale was allowed and that also had a security issue.

Kevin Shipman, Adjunct Faculty, Indian Studies Department – most of us are here because we care about diversity. When I considered about what my topic would be at this hearing, I thought about why is it so difficult to achieve something, everyone seems so dedicated they can make it happen. When I tried to answer that question, I saw a need to explore some of the many barriers to diversity. I see diversity as a type of freedom, like freedom of speech or religion. People who are intolerant or racist impinge on basic human freedom. I think that most of us here would agree that freedom is a good thing, tolerance is positive, racism is bad and diversity is good. Despite this, why is diversity on this campus in such a sad state? I think a lot of people believe that if you merely convince and educate people about what is wrong or right, and go to those in charge, for instance at a hearing like this, that is all we have to do. Once that is done, then those in power would automatically solve the problem. Ideally it would happen like that and I am not saying that is not a desirable way to achieve to diversity. I am saying that accomplishing our ideals like freedom, tolerance or diversity and making these ideals realities, at this university or anywhere else, often runs up against certain barriers. This is why an important aspect of diversity education would be to learn about those barriers and develop ways to work around them effectively. I don’t have time to look at every barrier. I don’t even know them all. So I will look at just a few. The first barrier I believe is the fear of change. It is one of the biggest barriers to diversity on this campus. At the same time we speak so favorable of diversity, we actually fear it. Let’s be honest about the great privilege that it is to work at a university. If you want to see an amazing example of the protection of privilege in our society go to a college campus. If you are a professor or an administrator, we are privileged. One of the reasons that people become enemies of change is that they gain some power and privilege within a certain framework. They come to fear any change from this context, sure the underprivileged want change. They would like diversity, freedom, privilege and power. But the privileged, they might like to talk about it but it is hard to act. This is why not very many people who are accepted within the power structures of the dominant society, even people of color who get into power, will take chances in this area. Outside of the institutional challenges I think EWU has special set of difficulties that many other universities do not face to quite the same degree as we do. I think most people in the administration or professors are not bad people at all. But we have a special set of difficulties. We not only work in an institutional environment where change is a huge difficulty, we have many pressures against diversity from the wider community. If the Spokane community, if Eastern Washington itself was more diverse, understanding and more people recognize the need for diversity and if the surrounding community was open to change in this direction, it would be a great deal easier for this university to accomplish what we would like to. I really think this environment causes a lot of negative pressure against achieving the type of diversity that is needed on this campus. At the same time are we going to lead the way, be a leader in our communities as educational institutions, that work toward improving American society, or will we be led by those, for whatever reason, would fear change, and continue to block certain freedoms that deeply affect people of color on campus.
**Dr. Nancy Nelson**, Director of African-American Education here at EWU, 9th year. I have my undergrad degree and masters of Arts and education all based on African-American issues and education, higher education. My PhD is in education and it’s all about African-American issues and history all those kind of things in education. I’m very well read and kept up to date in what is happening nationally and internationally in education, particularly in African-American in African-American Studies. Eastern has a habit of bringing in experts on these issues. For all the years I have been here I am not asked "Why do I stay?" "How do things work for myself and Dr. Finney?" "How come other professors leave and how come others don’t stay here?" And trust me I know why every African-American faculty has left here, because we keep in constant touch. But they bring in outside experts instead of asking those people that are right here than can answer the questions. Also, there are so few African-American and other faculty people of color, faculty and staff that we in my program are very overextended. Because there is no place else, there is only one other faculty that is African-American on this campus, not counting coaches. Everything has to be done within my office. We are very happy to do it. We love the students, our enrollment is up, the number African-American faculty and staff is down, and it’s going down again this year. I don’t know how much we can keep up this level of support we need to give our students with this so few people who can give it. Also as far as the Bake Sale and our students things like that happen so often, that's just one thing, you don't hear half the things that I hear. I pleaded with the administration not to allow that Bake Sale. When it was over everybody else went home, I still had students who were deeply hurt, and very angry. I have students who have experienced so much stuff on this campus and that was just one more thing. We need to look at some of these things. At this point I feel that the only place our students feel comfortable is in our office. They should be able to go anywhere on this campus and in this city and act as African-Americans and feel accepted and safe and I don't see that they can do that at this point.

**Carol Mendoza**, Walla Walla, WA. The reason I am up here right now is because I believe diversity is great and bringing diverse professors is great too but I also believe from personal experience the professors here at Eastern need to learn more about diversity too. I would like to see diversity education sessions for the professors because a lot of people are ignorant or about my issues or other people's issues and also unlike Ed King we have a Chicano Education Program or Department, and I would like to see more Chicano professors. We have Dr. Garcia he is great and he is the only one teaching classes but I would like to see more Chicano professors, so we have a broader perspective and more student input in the curriculum. I am sure I have more to say but I am really nervous, so that is it.

**Romeal Watson** – Since you called me out, I'm not really afraid to speak I have a lot to say about some issues, and so, thanks - The first one I want to touch on is the Diversity Grant. One of the things I noticed with the Diversity Grant that's really difficult is how to get the students to look at the diversity grant and look at it in a way in which they're motivated to go through the grant process. I think a lot of times what happens is they look at that grant and they see that they have to write stuff, write things around it, and it gets difficult for them to go through with it. A lot of times what ends up happening is they just go to the grants/research office. I think there needs to be a level of
engagement takes place on the BOT end on things. Because I think there is really a lack of motivation for students who want to see change happen but there's not really a way in which they know how to go about doing that. I think we should come up with some sort of plan, maybe we can have some sort of oral type of plan, sit down where people can get some of these ideas out. That is one of the things that I would like to see happen, get students to change, to get a different idea of what the diversity grant is. I think that's something that we need to work on. I have been trying to get more people involved in the Diversity Grant, but it hasn't, there is difficulty in seeing that happen because some people don't want to write or others don't know how to go about doing that. I know the resources are there but I think there needs to be some level of connection between the students, BOT and faculty boards to see that these things happen.

Secondly, I am going to be honest, I know that some of you have seen me, shaken my hand and things like that and I think it is great when I have events that I want to do and you appear to be supportive, but one of the big concerns I have is I am sick and tired of having to maneuver, and say things in a way that is catering to how you feel things need to happen. That's my biggest concern about the things that I do around this campus. When I come to your office to talk about what I want to do, I have to rephrase, I have to sugar coat it to where it's acceptable on your terms. That's a big concern with me. I understand that there were events last year that there may have been some events that may have struck some cords with that. I would like to see more courage on the administration and faculty level when students want to see things happen, and there is some critique is involved on student levels, and faculty and administration level. I think that's something that needs to be worked on when students want to see something happen, that is something that we can cast a wider net around making sure that those things happens. That's a personal concern of mine, so I lay it out there. Thanks.

Nicole Devon – alumna, unique opportunity of working with Brian and various administrative folks on drafting the BOT Diversity initiative. For those of you that do know me I hate public speaking, but feel it is important that I am up here. I would like to congratulate on a certain level and then give you some constructive criticism. As a member of that 5 years ago, it seemed like there was hope at that point. And now, here I am, back as staff member and I've seen that we have made very minimal strides towards what we had hoped to accomplish initially with that process, and so I hope that we are able to move through that on a certain level. It just needs to happen. Working out in the community, it was embarrassing for me to see all the interaction of all the other colleges in the area and not see Eastern present in those things. And now Dr. Brian I have seen you out and now being a part of some of the activities in the community, shows Eastern's strive towards that and I like that. You spent a lot of money sending me to a session on strategic planning for Campus Diversity, when I came back and offered what I learned, from huge universities and people who have equity departments and vice presidents of diversity on their campuses, you spent a lot of money to send me, but when I returned no one wanted to listen to what I have to say and what I had learned. I thank you for sending me because that changed my perspective. Now that I am back on campus I see a lot of wonderful things that happen to promote culture but are we promoting change and that is not happening. Are we
moving from a place where we are not ethnocentric and to more of an ethnorelative state? We are not doing that. We are stuck in this culture that is put on parade and not respected. I just hope that this time and with the leadership of Dr. Maldonado we can move through this and really start to listen to what the students are saying because they are going to say the same thing they said five years ago but what are we really doing. So, Thank You.

**Edward King** – from Georgia, I was in the military for a little bit and one of the things that bothered me last year me and my friend, Rashid?, and Nate Jackson became involved in Block Party we were told we would get all kinds of support from different organizations on campus (?? and AS) and when it came right down to paying the bills stuff didn’t get paid. We had to go find different funding. It was called The Dream Continues. It was for the whole community not just the university. We went to the H.S. with good expectations but we were seen as athletes as soon as we walked into the door and some of the stereotypes came out and we were pushed out the door. We had people say they would help but we didn’t get the help or support that we needed. The African-American Department stepped in and gave us some of the funding we needed. And then I had to pay someone out of my own pocket, she waited 3-4 months to get paid, we paid them. People say they will help and don’t, they say they want diversity, a lot of times they say it but they don’t mean it. When it comes down to supporting and attending and funding it doesn’t happen. I’m hoping that when things happen on campus I am hoping that the university and students and organizations on campus support diverse projects that we put on on campus.

**Lili Hungerford** – just wanted to express that I was a little offended when I looked up diversity on the website it seems that the only pictures of diversity that the university seems to have are of when we all got together to protest the university's practices, and those were placed on the website as diversity, and I don’t know if that was a ploy we get all the diverse students together and take there pictures, but there is other stuff that goes on on a campus. We have black fraternities and sororities that have events that do community service we have M.E.Ch.A, R.A.I.C.E.S we have Chicano Education, African-American Education that have events, American Indian Studies has a pow-wow, a beautiful two day pow-wow every single year, and yet where is the campus photographers for those events? Why aren’t those events there? If you want to use us as your poster children then listen to us when we protest, listen to our suggestions, come to our events, attend them, see what everybody is about, but don’t wait for us all to get together as an angry mob and take our pictures and say look we have students of color. You might want to think about taking those off the website.

**Michelle Whittingham**, Administrator, I just have to say, Raymond you thought you had this under control but now we see how to get more than four minutes. I just want to share a message about expectations and I think we as an institution simply need to expect more of ourselves. First and for most our students need that, their families, our community, the region, the states and the nation and we simply are not doing a good enough job. I appreciate Dr. Maldonado's reference to the Spokesman-Review paper, Dr. Fletchers comment about how students feel on campus and we need to work to create a much more inclusive campus here at EWU. We must increase our success rates for students. We need to do the best. We serve a very diverse group of students.
We have many students with disabilities, many students with ethnic backgrounds, many students with different socioeconomics, age range is all over the board and we need to be there to see our students succeed it is not solely the responsibility of the African-American Ed. Program to serve African-American students. It is not the responsibility solely of the Disability Support Services to serve students with disabilities. That list can go on to the student athletes, to the honors program to many, it is our collective responsibility to support each and every student we have on campus and we simply must expect more from ourselves and we must do a better job.

**Rachi Wortham**, Tacoma, Senior – a lot of what Ed was talking about being athletes, a lot of times, a group of my friends and I would be walking down the street and they ask us are we athletes? We walk into parties, "Aren’t you guys play on the football team?" For me that is not diversity, for people to just look at black kids in general and say "these guys are athletes at EWU," I can’t say it anywhere else but here that has happened a couple of times. For me to think that and then to go the Cheney High School to hand out flyers and they asked if we were athletes. I was an athlete at the time and the but guy didn’t even know who I was. I was with Ed. He didn’t even want to talk to us. We went in and asked if we could talk to the principal and they said he was busy. Then five to ten seconds later he walked out and he was doing nothing. She pointed us out to him we tried to talk to him, he asked if we were athletes, he didn’t want to talk to us. It was about the Block Party, which was trying to promote diversity. So realistically when we think about diversity, we look at EWU campus, if we walk outside right now will we truly see diversity. Will we see a group of African-American kids here, a group of Native Americans here, white kids here will we see that? So when we think about it, are we recruiting like this, are we paying people enough to recruit like this, are people making the minimum or the maximum in these groups? How are they making there money? Are they making enough money to recruit? What can we do to change that? I pose that question. Thank You.

**Priscilla Alaniz**, work in the Development Office, started working here a couple of years ago, moved here from San Francisco where I worked at the University of San Francisco which is one of the top ten most diverse campuses in the country, and San Francisco being one of the most diverse areas in the country as well. I came here, a professional/administrative staff, and I moved here for the job. There was no other reason why I came to EWU. And when I got here, I want to speak to having more faculty/staff of color, and when I got here I knew I was moving to an area that was world’s away from San Francisco in a lot ways, but I wanted to come here. One thing I would have appreciated was if, in the orientation process, I could have been told about a group like this, that we have a committee on campus that deals with diversity issues or if there was some kind of established organization for faculty/staff of color where I would have been welcomed, because moving from San Francisco to a place like Cheney or Spokane I don’t see a lot of people who look like me and even in this room is where I see more people who look like me. So Nancy talked about reasons why we lose our faculty of color I think that can be transferred over to the staff as well and I think one reason is we don’t have the support there for them. I know this is an issue because it has been brought up at both the open forums for the Presidential candidates, and I am sure it is going to be mentioned again today, and I think this what our students are
Our students want to see more faces that look like them, and so we have to bring in some kind of support resources for our diverse faculty and staff.

Russell Kolts, member of the faculty, a good part of my research centers on the dynamics that surround sexual violence and sexual coercions, and so I end up spending a fair amount of time thinking about how to facilitate social change in that area. The more I think about what needs to be done to change, social change, the more I think that when there is a power differential, when there are folks in power and out of power, when there is privilege, when there is these balances or lack thereof, it is the people who have the power and who have the privilege, who I think need to take on the responsibility for that change in order for change to occur. I think a lot about this. We have had a lot of very impassioned people for decades trying to address issues of sexual assault. Those impassioned people are largely women. And while a lot has been done to help victims not much has been done to reduce the rates in which that happens. I look around this room today and I see a lot of impassioned people, most of them are of color. And it think in order for us as a culture and for us as a campus to change these dynamics we have to find a way to inspire, not just the people who are already inspired to facilitate this change, we have to find a way to inspire the people who don’t think about it. I think a part of that is to bring in diverse faculty, those of us who are white males like me can learn more about what we don’t know. I am not quite sure how to facilitate that change in faculty. I know for me one of the impediments for me doing anything the limiting factor is always time, so I am very excited for example for bringing in some training so our faculty can be more aware of these issues, but then I think where does the time come from so if we can build in some time and some incentive for that, that might be nice. But the other thing would be to have opportunities that are easy utilize so that we can come to understand these dynamics because I think a lot whites don’t take on this battle because we think or when we think of racism for example we think of feeling hate in our hearts, when we think about ourselves that doesn’t ring true, we don’t feel that way, we don’t think oh I hate black people. But what we don’t think about is all the stuff that exists around us, all the stuff that we don’t even see, we have no awareness of because we are white and I think when we have an awareness of that, that is where that passion comes from. I would like you folks; I would like us to think about. Thanks.

Victor Rodriguez – Buenos tardes, Good Afternoon.
Would like to second what Dr. Kolts said. That is one of the points that I wanted to make, we need, its very, very important to get those people involved who are not here. In my experience I always see the same faces at these events all the time. And to me that is a concern, because we need to start reaching out to the people that Dr. Kolts was talking about. So I don’t waste my time, just wanted to second that.
The second thing I like to say is that we need to build stronger bridges between all these things that we are talking about here. I believe that we all have common concerns and needs, for example we want professors that are like us, different cultures, we’d like that, we need to build strong bridges so that way we can continue, I don’t want to say fight because that is a negative word, to achieve those goals, and I know there is a lot of efforts out there to do this, but we need to have them stronger, to communicate with each other and between the different groups. Next, I would like to say we need to
have Diversity within Diversity – What do I mean by that? I asked some people that talk about diversity very openly and I asked them exactly what does diversity mean to you, and that is when they fall back and they don’t have a clear vision of what diversity is, I still struggle with that, myself, I'd still like to be educated that is why I attend these kinds things. Also, we talk about diversity, yet we say things that go against what we are advocating. We also have to be trained ourselves, especially those that advocating diversity. Much more than race and ethnicity. For example we heard about we didn’t have a translator American Sign Language translator that was a big "wow" for me. I didn’t really think about that, it is about religions. So many different things. We need to think universally not just about certain things that we always focus on so we don’t forget about those other people. One thing and if you haven’t heard anything that I have said this is the thing that I plead that you hear. Be honest. I believe like what Romeal said, is that people sugarcoat things and that to me is very concerning. They sugarcoat, to placate, or just to say o.k. I will just say these things so that way they don’t know what I am really thinking. Just be honest. Be out there so that way we can continue and move forward. Last thing I want to say is that I want to thank everyone for being here, thank everyone here because it takes a lot for people to come up here and talk and express your concerns, your needs, especially, I am shaking, especially in front of this caliber. So I want to thank everyone that is here, especially those who are sitting here quietly listening to what we are saying, I plead that this is a kick start to many more of these hearings and things that will keep those wheels turning so that way they do not stop.

Tape #2

Roger Jack – full blood CCT, three degrees from Eastern Washington and I have many concerns but the single most that comes to mind is that I am always worried about my children and their children and what is going to happen to them when they arrive at this university. Are they going to be welcomed? Are they going to be taught in a goodly manner? Are they going to be accepted by their brothers and sisters from other nations? I have relatives on Yakima Reservation, Nez Perce, Umatilla, Colville, Spokane, Coeur D'Alene, and I have concerns about all of them, where are they here today? I wish they would come and speak, some of them speak to me. I think one of the problems that we have amongst our own program is division. The past few years things have changed over and over and over, little by little perhaps, but then greatly in the end. The past few years it became identified as Native American, well, my people all call themselves "the real people", or "the people", or "the first people" and identify themselves as such, but this new moniker came and then I guess maybe the blood went with it, maybe the cultural, historical, spiritual, significance and education also went with it, and we are lacking now. I am a full blood Indian. I'm on staff here. Maybe I am a token. I don’t know, probably. I like to teach. I love Eastern Washington. I have three degrees from here. This is where I want to be. This is where I am at this time in my life. But still what is going to happen to our children? You have given to much power to one person, I think. One person stopped the Athletic department's activity that would have involved the entire city of Cheney, Eastern, high school, junior high, elementary and possibly parts of Spokane and other communities, because they said red hurts us. Red is a beautiful color. It signifies very much in my history and culture. But they stopped one thing that would have united everybody and I want to know why. We have a tad bit
of reverse discrimination here. Too much power abused, that has to be dealt with, quickly I hope, the Native Americans answer questions asked them, sometimes, ask us Indians what we think. I go to basketball. I talk to these people and they say thank you for your support. It didn’t have to be called Redville or Red City, they just wanted to meet with all the people and come up a moniker that would be appreciated by all, one and all, but they couldn’t do that, no, that is offensive. It's not to me. My people are from all over this land. I can drive up and down the roads here, I have relatives there. I hope their children are well and damn it I hope they go to Eastern and get an education and then go home and apply whatever they have studied. That is my wish, my dream, my desire, for my children, my children’s children. I am a grandfather, we had a baby last week. Gee, I was so happy. Then I came back out here again and I am worried for my people, and I wish my tribesman were here to express the same. Thank you.

Alaaeldin Aamer – Now I listen and I hear some people try to use diversity in a negative way, it means that I am not successful because I am Black or I am Indian or I am Egyptian or I am Mexican, so they put his failure as diversity. But God say I created you different colors, different shapes and different sizes for one reason to be good to each other, to love each other, to help each other and it is unique for you to me is the one nearest to me. Now some black complain, some Indian complain, some Mexican complain, why do the Chinese not complain because they succeed in business. Why some Pakistani, all the people in computer science, in Microsoft all Pakistani, and they have diversity. Why they don’t complain so everybody has to work hard, don’t talk for what you color or what you are nationality, you have self confidence you will go and do it, there is no difference, and our beauty as a group here to stop the media from the violence from the Indian movie, the black movie all the times the black is criminal is seen. O.K. We stop all these things, all the history, this is past now, my brother from Indian he said I lead my Indian, my tribe now we are speaking tribe and difference, no this is not, this is United States. This comes from different colors, different united, different religions for unique sake. So please don’t try to put your failure and you don’t succeed because of your color, because your nationality, you have to do it by yourself and look some poor people they become stronger and recognition in society and respectful. Of course there are law and bad laws and you have change it, by your vote, for instance the woman all the time complain the majority of the United States of American is a vote of the woman but you don’t have the power to carry the responsibility. You don’t see a presidential woman, why? The other majority, you have to succeed, I would like to know why? You have the number, you have the education but we still complain, there is woman and man, the man gets more than the woman get paid and so and so. You have law, people making law. You have congress, why don’t we make these people go away? Thank you.

Cari Urabe – student an EWU, senior. I'm really nervous talking because I am really bad at it. I guess today I want to approach this diversity hearing towards a student activities perspective. I am member of Eagle Entertainment, and every week we put on WYSIWYGs and we try to put on a diversity of events, and one problem that I always find is that we often skim upon what we consider diversity. I know for the drag show which is an annual thing that we try to put on, it is always high in attendance for students but hardly any faculty or staff members there. There is usually just the people
in PUB 320, Student Life come up but no one else really comes up and supports the students or organizations like that. Another example is the World Party. I always thought that that was a totally cool event because it is multi-cultural. We try to get people from the campus and community everyone involved, and we often find like little people that want to get participate, usually the same people, it is hard to get everyone together but I just wish people would have more communications between one another. I am shaking already. And then finally the last thing that I wanted to say, look at what Victor and everyone else is going off on what they consider diversity. I know one thing that we try to do with Eagle Entertainment is to try and bring in a variety of thing happening. One thing would be the concerts in the spring, and we were trying to put on a really big major concert with a big name and one problem that we often come into is that we are not really supported by the upper administration and we run into problems with risk management and I just wish that more people who were in positions of experience and knowledge had some advice for us to put on really big events to bring more diversity on campus that they would voice there views and talk to us and we could collaborate. That is it.

Nicholas Russ – affiliated BSU and NAACP, basically I am saying that when we understand diversity as people complaining, because they are failing, then we are never going to get anywhere. If that is our claim, our belief, then we will continue to stay stagnated. What I want to say is these groups have no capital. Basically they are coming to you saying "can you please do these things for us?" It is not up to you, and until you step away from your power and come to the table, and are willing to understand, to converse, we need to allow these voices to be truly heard, and what I mean truly heard I mean things become implemented not just we come up here and complain and then we go away. Last year there was an Affirmative Action Bake Sale. We went to the powers that be and said these things are detrimental to this community. These things are negative to the community. We let you know but we have no capital, so nothing changed. It has to be taken out of the power, the power has to be taken from those that do not deserve it. Your positions, if you cannot satisfy your constituents, we are all your constituents, and if you cannot satisfy us, you do not deserve to have this job, period. You don't deserve to be on no diversity board council. These things are not just for your resume, if you are not interested in huge change, then you do not need to be here. This is not just a conversation, this is life. This is my life! Change is necessary. It is not one day. This is urgent. If you do not feel the urgency then you do not need to be here. So I wasn't even going to say anything, but when I here people come up here and say African-Americans complain, Chicano people complain about where they are at, this system is unjust. Period! If we cannot come to the table and both understanding that that is a problem, then I don't need to talk to you. It is not our place to always preach to you why things are unjust, just understand that they are. If you cannot understand that they are unjust, again, you do not deserve to be here. This is not a joke. This is not a game. This is people’s lives. This is people’s livelihood. We go home and we live this every day. We live this struggle every day. This is not a conversation for today. This is a conversation for every day. And if you don't feel that then you don't deserve to be here. If you have ignorance in your position of power then educate yourself, and if you choose not to educate yourself, relinquish your position and I will take your position. Because this is real to me, this is life, this is life, this is life for my people, this is life and if you don’t understand that this is life and that this is a
struggle, if you don’t understand that this goes on every day of my life, every day of my life I live with being black and every day of my life I live with oppression. I am not complaining. I am working on my Masters. I am not complaining. I struggle, but I still understand that the world is unjust and if you can’t understand it is unjust then you don’t deserve to be here, so you disrespect my people and when you disrespect my people I will stand up here every day because this is a fight. It is a war and there needs to be diversity and diversity is just not some buzz word, it is real, and if you don’t understand that it is more than a buzz word then please relinquish your position, relinquish your power. Don’t claim to be interested in something that you are not interested in. This is real. This is more than a conversation and if you can’t understand that then we are lost. So I am standing up here saying that my people are not complaining. We simply want you to understand that our struggle is valid, that are claims are valid, that the need for education, that the need for diversity, not just diversity of color, but diversity of opinion. We don’t need just black faces out here, we need diversity of opinion. We don’t need more athletes, we need you to get African-Americans from the communities who don’t play sports. Diversity is more than faces. It is opinions. It is beliefs. And if we can’t bring these things to the table then this conversation is worthless. It’s worthless!

Charise DeBerry – student here at Eastern. I guess more than anything I have a suggestion in terms, because I think class structure might have more of an impact on broadening our understanding of who we all are as a community. I think it would be a good idea if there were more community orientated classes that were worth 10-15 credits. It's something I experienced at a community college. I took Intercultural Communications with a history and English class all together for one quarter. It broadened my understanding of how the three classes fit together and I think that the way that our classes our structured now is the way that we are separate from one and another, and to bring ourselves together we can blend some of our classes together. Blend Chicano studies with a literature class, broaden our understanding of what that plays in our community, or blend history classes with other diversity orientated classes so that and of course it is always going to be up to the student whether or not they take these classes but I think in the end it will broaden our understanding of each other and hopefully bring us closer together and that is my suggestion.

Colsca Umomba (?) – I am a foreigner, maybe you can see it. I came here with one box, one dictionary and a few clothes. I went to Virginia for education because it was about 20% of the tuition at UW at the time. One of the problems that I see here is education is very expensive. If you can afford, you can go to college. If you can not, you work. This is a big social economic infrastructure problem not only to EWU. What I am going to suggest, there are two diversities, one is income level diversity, we don’t have it. Everybody is well doing people, not everybody, most of the people. The second is ethnic diversity, but they are intertwined. Because of the high cost of education we are automatically eliminating low income people, and unfortunately a lot of them are ethnic minorities. We need an aggressive tuition help plan, funding to the qualified low income people. That way we can bring more people here, diversified people. Thank You.

Tekledet Anderahan – from East Africa, Eritrea specifically, and I had a whole list of things I was going to say educatedly, but right now I just want to vent to you guys. The
main thing I want to stress on is the environment that you create over here. A friend of mine last year, I am going to go ahead and say his name is Mocktor, lived in the dorm. He had a roommate which was giving him, actually he had a paper in which said “Nigger soap” on the paper in his room, visibly and when he walked in he was disrespected. We took it to you guys, we took it to the President and the response that we received from you guys was for him to move out of the dorms. We had to physically take his stuff out of his room and move to another dorm. What environment do you think you create when you do stuff like that? I mean, it has been so many times that we have been slapped in the face by you all. For instance the Bake Sale. We told you guys we are going to have a violent response. We told you over and over again but still you guys had it. We had to physically put some one from the African-American department in front of the table so we would not go up there and do something. We are just fed up with you guys. I mean there is no point in trying to come up here and say that diversity is something to work on it needs to be eliminated if you guys are not going to do something to help out everybody. Don’t come out here and say that you are going to do this, do that. I mean there is really no point in having the discussion if it ends here. It has to evolve into something else. This cannot be the ending point in which there is no beginning. And for the African-American students that are here we are fed up with everything that goes on here. I understand this, I shouldn’t have to understand this, I shouldn’t have to wake up in the morning and say why am I going to defend myself, why am I going to teach other faculty where I am from, like she said. I shouldn’t have to come to you guys and tell you guys that this environment shouldn’t have been created in the beginning. This is not something that I come here for fun, I am here to learn. I am not here to defend myself everyday. So what I leave you with is basically, do something. And in response to the Bake Sale last year, we didn’t do nothing but this year, I am telling you this right now there will be a violent response if you have the Affirmative Action Bake Sale, so do something about it.

Carol ???? - Faculty or Administrator????
I would like to speak to one group, when Victor Rodriguez talked about diversity within diversity it reminded me that at that point in time we have not spoken very much and we had subdued words using the words gay, lesbian, transsexual. That is a group that is not speaking out here possibly because there is a huge amount of almost legalized violence or ignored violence toward that community if they speak out, if they become identified. So I would like to remind everyone that each of your communities, the disability community, the black community, the American Indian all of those you have gay/lesbian transgender people within your community and to welcome them for the diversity that they bring to your communities too. (Lady in blue sweater, she did not identify herself).

Phil Carr – I have already introduced myself, my name is Phil Carr. Basically, I just wanted to say one last thing and I'll leave you guys alone. A lot of people are coming here giving their demands and everything and they are all valid, but I know that is a huge responsibility to take on and I know a lot of things may not change as fast as we want them to but as long as we see an effort, I am satisfied. But the one thing that I have to say is that if you are going to say something and lay down the rules then at least be consistent. You guys have biased point of views. I don’t like it you know what I
am saying, it is the way of the world. And since you guys are in power you do whatever, whatever you may do. But I am not going to come to you and tell you my gripe and not defend myself against it if you are not going to go to bat for me and what I am talking about going to bat me you are not going to take the laws and rules that you implemented yourself and put them on every aspect of which goes on in this campus. And so what I ask for you is be consistent. If you are going to say that you cannot have this because it may cause a violent environment then do that with everything. Don’t give me this spiel about oh they can do it because it is free speech, if somebody says I feel disrespected and I am going to defend myself, then you need to take that into consideration and don’t smile in my face and have a meeting with me just to try to calm me down. So that is all that I ask from you is be consistent. I know that you guys have a lot of biased point of views about everything and they are definitely distributed on the campus about just the ways we put our money into certain things, but I mean follow your word, that is all I have to say. Thank you.

Wayne Wiltse – (speaking in Salish?) I am Wayne Wiltse representing NASA, today as President, EWU NASA. Since I only have four minutes, I am going to do my best to help everyone understand what we go through as NASA. Every year we are being attacked as a community. Every year there is events or something that detriments us as native people. For example, the bricks of the savage, we had to talk to the President about that. We had to go and, the Bake Sale, we had to do something about that. Ward Churchill, we had to do something about that. So every year we are getting bombarded, bombarded. As a small group and there is a lot of Native Americans in Eastern Washington, people always come to me and ask why, why isn’t there a lot of Native Americans in NASA? And one reason, I will give to you guys, is because we are being attacked so much. Why should Native Americans go to the club and we always have to have meetings on how we are going to defend our rights so we are not being discriminated against. Why should people have to do that? They should be focusing on their education. We should be focusing as a club on having fun, like our Pow Wow, but every year we always have to do something, take time out, and say we have to talk to these guys cause they just attack us bluntly. Let’s say that and today when I barely became President of NASA, there was an article in the Easterner, saying that Native Americans did not want RedVille, and it attacked us and there was other people in the community, not just Native Americans that said that this is not what we want for Cheney, WA, but it bluntly just attacked us. So I went down to the Easterner and talked to them and said hey you guys this is attacking us, and said there is other people in this and he said "Oh, our mistake, we will clarify it," never was clarified. And this is what is happening as a club, and I don’t take particularly blame any Native American that doesn’t join our club because I would rather have them focus on their education. Why should they have to fight for their own rights? Why should we always have to go through this loop. I don’t think, that is not what we should be doing. You guys should know already that it is just attacking us. You should put yourself in our shoes once in a while and see what is going on. Now this is just my, this is just for NASA and I am not talking about everything that has happened to me personally, because I could take the whole day, but I don’t want to do that, I am here for NASA, I am representing my club, I am always worrying about how people are feeling for our club. That is my job and that is the same job you guys should be doing is worrying about your own people, worrying
about the people you are above. Now that is all I have to say today. (Salish – Thank You).

Shannon Carr, staff member here at Eastern Washington University. As a Caucasian woman who continues to work toward understanding my own personal privilege I am at least committed to using my privilege to positively impact diversity, especially on campus. In my position as the Director of Admissions, I and the university recruitment team are uniquely challenged with actively changing the landscape of the community by outreaching to students of color. I am so proud of the work that we do. We host over 800 students annually on campus that comes from underprivileged backgrounds. We collaborate with Upward Bound, TRIO and youth programs, and we visit high schools and junior highs. However, our challenge remains resources and collaboration. While I value the uniqueness and importance of the individual ethnic departments, there is no unified leadership of these programs. Additionally, the largest population of ethnically diverse students on campus is Asian and Pacific Islanders yet there are no departments, faculty or staff who are dedicated solely to serving these students. There are students from every racial and ethnic background on campus yet not universal resources or attention. Additionally, as Carol said, as an ally and support of gay, lesbian, bi-sexual, and transgendered individuals, I am ever cognizant of the lack of support and care in this area. In our recruitment efforts we strive to present the campus community as it is, thus our white female recruiters are largely representative. While this is true, it is not right. We work exceptionally hard to recruit people of color and diversity into our applicant pools for positions, our advisor positions. But the people of color are not in these pools. Assistance from the campus community is needed in terms of recruiting not only faculty of color but staff of color.

Dr. Lynn Briggs, Associate Dean of College of Arts and Letters, but I am speaking today with my other hat on, I am Writer’s Center Director. In response to what Romeal was saying about worrying about the writing part of the Diversity Grants, although the grants are due January 10, 2006 and school starts on Monday, January 9, the writer’s center will have a workshop from 1:00 – 3:00 on the 9th. The writer’s center is on the third floor of this building, over Baldy’s. Here is a flyer with information about how to call and sign up so that we can at least take some of the sting out of the writing part of that.

Arthitaya Narathakoon, I am from Thailand. And I heard, what she said, I don’t know your name, Shannon – thank you, according to what she said, she talked about the work with diversity. But since I have been here two years I haven’t seen much more international students working at other departments like in an academic departments, but they all work in Dining Services. You know and some of the things is my concern is some of them working in international companies in there original country. I was working as English tutor in my country, but I came here, the first job I had was a dishwasher. My self-esteem was very quite low when I get that job, but I can’t seek to any opportunities because they are all close to Caucasian, to blonde, because I have English proficiency is limited but it doesn’t mean my ability is limited. I can I have much more to offer, but I don’t have that opportunity to open for me to walk through that door, I don’t have that, I don’t see any jobs posted. I went to Career Services all the that job posted is Dining Services. And all my friends I speak to them the first job they have is Dining Services, dishwasher, cashier and I know one of my friends he was ????? and
he is working for Dining Services. Imagine if he were American or raised and born here where would he end up? He might end up in international company or company somewhere else that he can give is ability to them more than Dining Services. I am very frustrated, but I have no other choice because the only place we can work on campus, we can only work on campus, we can’t work nowhere else because we have F1 VISA, which is student VISA, so we can’t step through other door except university. The university has limited that opportunity for us. I am asking for opportunity to help us show more ability in helping your university in having more diversity as we want to have. If you close that door we can’t help you. Thank You.

Raymond – We are quickly coming to end of time, so let’s have two more speakers and then turn it over to the President.

Isaura Gallegos–
I am a first generation Chicana female that became a student here very early on over two years ago. With the exception of my age, two years worth of knowledge and life experience this campus has given me up to this point, not much has changed in terms of diversity on campus. At first I was able to find a home and a program on campus, more specifically the Chicano Education program, but once I left that office it was difficult for me to find a place in the university. The point of this, the message I was receiving was that diversity was a trait that someone had that expressed itself through skin color or an accent and as long as those aspects were there then you had diversity, and really there was no more work to be done. So for awhile I was confused, for me it was o.k. to stay in my safe, familiar and welcoming Chicano Education program. To me they were the only ones that welcomed me and made that connection and made an effort to pull me into the system and give me some sort of common point of reference. Outside of that I really had nowhere to go. Today, over two years later, I have seen a few faculty, staff, administrators and other students that care about the perspectives students take from Eastern. And as the administration and the decision making body it would make sense that you care about the messages your send because through actions or lack of you do make statements. As you can see right now students observe, they see and they analyze. Inevitably the messages every single one of you sends has a potential to form and shape a person that will leave the realm of the university to become a part of the outside society. So I have a question for you and I ask this as a student who does care about policy on campus. How many students in the front do we have, could you raise your hands? (at the front table) How many faculty, administrators, or staff do we have? The message I get as a student is that there is a gap, I feel a big gap between the students and the decision making body of this campus and that is a problem! I have another question for you and I would like you to raise your hand. How may of you care about the students and believe it is logical or important for us to be heard in terms of policy that will affect us? And I believe you all should since you are here listening to us, but. I often ask myself why there are only a few students narrowing the gap and even though they are diverse like Victor said is there diversity within diversity or do the students just reflect traits that are generally associated with diversity, are they tokens really? And with that being said, I ask that when you compile all this information and something useful is made out of it, you consider how to further involve students like ourselves. How are the students that care about issues on campus and think about diversity but don’t have a common point of reference, how are
they being recruited? How are they being involved in terms of your decisions? So the main point is that I suggest you form relationships with the students, and really care, make sure that your actions are parallel to what you express the words. Small things like setting up events at a bad time for the students whose perspective I am sure you want to hear, sends a message. Talking and not acting sends a message. And third I hope this is not what I call in my culture (Spanish), or in other words like giving candy to a small child, and I really hope that the spirit your bring to this forum of listening is one you take with you in terms of your decision making and your job because it is your responsibility and I hope it is not something that you just bring out for a few hours during the forum. Thank you.

Aaron Schulte (??) – I just want to applaud everyone that actually came up here because that is what diversity is really about, hearing different voices and understanding different perspectives. Eastern Washington University has been a fairly good school but there are things that need to be worked on. Since we’re all here and learning, we need to be applying what we’re learning. I think part of Eastern Washington University, as a student, we need to have a program where being a freshman coming in or a junior from transferring we need to be applying these things that we are learning right off the bat. Being a freshman coming in, yeah we learn about diversity, we learn about what the needs are but do we actually get to become involved with the community with it? And I think that is a huge part of learning – is applying what we're learning.

Raymond – This will be our last testimony

Nicole Devon – I just wanted to make a quick point. We are all sitting here and we are having this and it just dawned on me that I just learned a bit on creating space for effective communication. Let's just look at how the set up is here and where we have people in power who are sitting up here and we have people who are very passionate about what they are feeling out here and they are on display, again. And so while I applaud that we’re having this, I would condemn to a certain degree the forum because, again, this isn’t comfortable. I am horrified to public speak but yet there are so many things and yes we can tell people things electronically and we can submit these things but simply the way this forum is set up is extremely intimidating and I would like to thank the girl from Thailand for getting up because I know that was very challenging for her to come up and tell you guys that. So I would just maybe, in the future, take care in how we actually do something like this because this is extremely intimidating and this is not comfortable for most people on this campus. So, let’s take a look at the way we’re running the forums.

Raymond – Thank you and on that note I want to let you know that working with the council and preparing for the subsequent forums that definitely will be taken into consideration because Winston Churchill once said that “We create the structures and the structures create us” and so how one does something becomes what. And so, very well observed. What I want to just reiterate is that you do have written opportunities to submit comments, either hard copy here or go back again, one more time.
If you want to do this, come and see me after this and I'll give you this. What will happen…This information will be taken by the council. They're going to analyze it. We have the audio tape. I've been taking notes, MJ's been taking notes, the council members have all been taking notes. Put all this together, the accountability is back to you, hearing your voice, being able to do discernment around themes that emerge, and then off of that plan future forums that Carlos and others will take leadership around. I will turn the remaining time over to the President and the Trustees.

Ines Zozaya-Geist
I just want to point out that this is not comfortable up here either, not at all, just as nerve wracking up here as it is sitting there and I know in the forums in the spring of 2002 we had a whole different set-up. We also heard a lot of the same themes that I heard here today, and in particular the concerns for the students, how they are treated, and what our programs look like from a student, coming out of this university, and understanding globally. I do want to say that we would not be up here, I can speak for myself and probably the Board of Trustees we would not be up here taking two hours to hear the input of Eastern if we did not care. We all have lives, I have two kids that I am very concerned over what the university will look like when they want to come here and what its diverse population or acceptance or understanding is, so please keep in mind that we would not be here if we truly did not want to make change, and this is not a project plan and I mentioned this many times before, this is a way of life, we have to learn to change and to view our world by your input and by what we learn here. Thank you again for all of you who spoke up today. It is very difficult to talk about these issues but they are issues that need to be discussed so we can go forward and perhaps make the change. But with change you need engagement, so as was stated before there are a lot of people not here that need to be engaged so I know I can speak for the Board and Diversity Committee we need engagement from everybody and we need to continue that engagement. Thank you.

President Brian Levin-Stankevich – I guess first of all thank you. I appreciate Nicole’s reflections on the meeting a number of years ago and the fact that we are still hearing some of the same things. Again a lot of this derived from at least the impetus to have some specific meeting derived from the meetings we had last spring, and people like Nick and Ed and Romeal and others were there and certainly we regret it took this long to get this organized and to hear your voices and to broaden the circle of people who hear what you were telling us last spring. It is important to do that and I certainly don’t want to create an intimidating situation, that was not the intent and we will try to work on that for future forums. It’s supposed to be difficult to sit up here and listen to this because it means we have a lot of work to do and we need to focus on these issues and I am sure that the Board will focus us on these issues and we will ourselves. I hope you will continue to keep us focused as you have today and you’ll continue to carry on this conversation and continue to ask us “what’s changing?” and help us identify the kinds of changes that we need to make. Thank you and thank you everybody on the panel for taking their time today.

Raymond - Officially Closed
Courageous conversations create caring communities and you have done that this afternoon. Thank You.