The Race & Equity Initiative (R&EI) is developing student centered programs for the 2016-2017 academic year. R&EI student leaders and staff hosted an input session on June 7, 2016 in order to get feedback about last year’s programs, and begin to think about what students need and want for next year.

**Meeting Notes**

Attendees: Paul Weiss, Polai Delacruz, Sera Wang, Mariama Suwaneh, Franci Davila, Domonique Meeks, Luke Thomas-Canfield, Diana Bentacourt, Gonzalo Guzman, Crista Rangel Peña, Mackenzie Barton-Rowledge, Maritess Gamez, Jordan DeSanto,

**Reflecting on 2015 -2016**

Words that describe R&EI programming last year:
- Unclear role of the initiative: What is or isn’t REI
- Repetitive
- Lacking student voice
- Lack of communication - before and after
- No follow-up/leave with no tangibles
- Lack of accessibility / transparency
- Call + response format with no real conversation
- Self motivation to continue discussion
- Lack of staffing
- Food was good: Need to be more aware of food restrictions based on culture or religion.
- No clarity on dietary restriction
- Disingenuous
- Meaningless
- Not data driven
- Loving variety-Theater for change
  - Where do we start?
  - How do we merge partnerships?

**Program Vision for 2016-2017**

R&EI Programs Should:
- Include food!
- Engage alumns
- Have clear expectations at the beginning
- Not just education, also ACTION: We need to give people action and takeaways.
- Be interactive
Be entertaining and fun for students who are new to conversation. Embed message in the program.

Consider racial caucusing or affinity group programs.

Consider what is manageable and sustainable.

Research right subjects - Research as programming

Be data driven

Bring the deans to programs led by students

Engage Board of Regents in programs - Develop programs for/with or by

Engage with OGR, ASUW and other student organizations

Training as programming:

- Training should start with practices for staff, faculty and administration
- Provide ongoing training for student on Racial Equity Topics
- Trainings and facilitation by students for faculty or some configuration of student led trainings. Consider cross group programming e.g. students programming for faculty and staff.
- Make trainings mandatory for students who are not engaged in the work
- Greek diversity forum: Engage greek community and provide trainings.

Communications:

- Expand communication channels to let people know about the programs and opportunities
- Follow-up with participants!
- Survey participants

Program ideas and considerations:

- Create 3-5 credit class for doing the social justice work and complex mentorships (students mentor faculty/deans etc…)
- Define the R&EI sandbox - We need to make distinctions between racial equity in the broad sense and what the racial equity Initiative will do.
- Create Intergenerational cross community programs
- Utilize Theater for Change
- Committees with students - More committees? Can someone remind me what this means?
- Independent studies: Offer credit for time dedicated for racial equity work. Find ways to provide incentives to students.
- Budget transparency - What is the budget for programming? What is overall budget?
- Student discretionary fund - Money for student stewardship
- Embedded racial equity concepts within programs that don’t have explicit racial equity focus.
- Get students involved in shaping policy.