

# Equity work in action: Work-It Wednesdays



Members of the Office of Diversity, Equity, and Inclusion take a moment with the Office of Instruction's Karen Foster and Dr. Sachi Horback at a college event.

The Office of Diversity, Equity and Inclusion (ODEI) is reaching out to programs and departments at Clark College to offer equity development support and training every Wednesday, calling the program **"Work-It Wednesday."** It's open to all college employees, departments and groups that want help with ongoing equity work. The program is designed to be flexible to help employees infuse equity principles into a program, project, initiative, or effort at any stage in the process.

To better understand the program, we asked early adopters at

Clark on their experience with Work-It Wednesday.

## **At the Library: Connor Cantrell, Interim Resource Sharing Supervisor**

**Clark College:** *Can you provide information on the program, project, initiative, or effort that needed ODEI's guidance/input?*

**Connor:** We met with ODEI multiple times during Summer and Fall 2019 to organize social equity training for our department in the library. All four of the FTEs in our department (Connor Cantrell, Amanda Brown, Tasha Robertson, and Connie Anderson) in the planning and the entire department (including FTEs, 1050s, and student employees) have participated in the training program. It consists of weekly reading and reflection activities and occasional presentations.

**Clark College:** *What was the process? How did it impact your project? What did you learn?*

**Connor:** We originally had planned on a one-time presentation, but quickly realized the program needed to be integrated more closely into our department's operations. By our second meeting, we had drafted an outline of a presentation designed to set up a weekly reading and reflection activity. Rosalba [Pitkin] attended our October 2019 presentation and provided feedback that informed our future training. Since then, we have met with ODEI several times as we encountered roadblocks. We always left with an equitable solution. As a result, we were empowered to implement a program that fits our department's needs and connects to the college's equity initiatives.

**Clark College:** *Did your time with ODEI staff impact your outlook or decision-making for future work?*

**Connor:** Our WiW sessions equipped us with the tools to begin making changes in our workplace. Although we are classified staff, we realized we essentially would be “teaching” our department coworkers and student employees we supervise about equitable practices. We did not feel qualified to take on this teaching role. However, ODEI taught us how to prepare our department for these sometimes-difficult conversations by creating shared norms and how to incorporate active learning principles with our student employees by creating feedback channels during our activities. We have utilized the strategies ODEI gave us to help us engage coworkers in conversations about equitable practices.

**Clark College:** *Would you like to add anything else about Work-It Wednesday?*

**Connor:** We are grateful to ODEI for all their assistance and guidance. Everyone in our department (and many other employees and library patrons) have benefited directly from ODEI’s guidance. Since we started discussing this project in August 2019, both the college and the library have experienced significant and often stressful changes. Leading our discussions and decision-making processes with racial equity has provided clarity and has minimized harm as we navigate these changes and everyday systemic barriers. Additionally, we feel that explicitly affirming our commitment to racial equity and to serving systemically non-dominant folks significantly has improved our workplace, and especially for our student employees.

## **At Child and Family Studies: Michele Volk, Director**

**Clark College:** *Can you provide info on the program, project, initiative, or effort that needed ODEI’s guidance/input?*

**Michele:** We are revising our department’s communication and

conflict resolution policy and process for our staff and family handbooks at Child and Family Studies, for accreditation and practical application. Of course, we encourage direct, open and respectful communication. However, like all departments, we often work with people who have many perspectives, a range of experiences, different views and even conflicts. It is important to have a model that encourages a safe space where all voices are heard, valued and respected during a potentially emotional situation.

We started asking for interest and input within our department. Using that input, I reviewed mission and values, researching about conflict resolution and social justice, and began developing our model. Our goal is a conflict resolution modeled that honors all parties and has the potential to repair relationships. I hoped that working with WiW would reduce communication barriers, examine whose voices are heard, and to consider other views and lived experiences. We realized the value in having another lens examine our language. Words matter.

**Clark College:** *What was the process? How did it impact your project? What did you learn?*

**Michele:** ODEI staff are excellent at helping you tease out your goals, the intent, how the policy, procedure or process may be perceived, to consider how it impacts others and possible ways to make it equitable and accessible for all employees. The team asked insightful, reflective questions that spurred us to think more deeply, both individually and collectively. It made me look for systemic barriers within this model and process. And also, to reflect on other policies to consider revisiting, and to seek input from stakeholders. To have three to four people, very knowledgeable, with rich collective experience helped me slow down and work toward a meaningful and equitable policy and process. I look forward to our department's next step in

Fall: rolling out our new communication and conflict resolution policy that supports the values of being in relationship in the early care education setting.

**Clark College:** *Did your time with ODEI staff impact your outlook or decision-making for future work?*

**Michele:** Yes. WiW and the BUILD program have helped me to reflect and to consider how and when my own bias and systemic roots might come into play. This intentional planning helped me put aside the sense of urgency and to focus on being intentional and to consider many more layers than I would have previously. After meeting with ODEI, I also found myself examining language with more curiosity and intent. Going forward, I will use Clark's equitable decision-making tool as a routine part of my work and decision making at CFS.

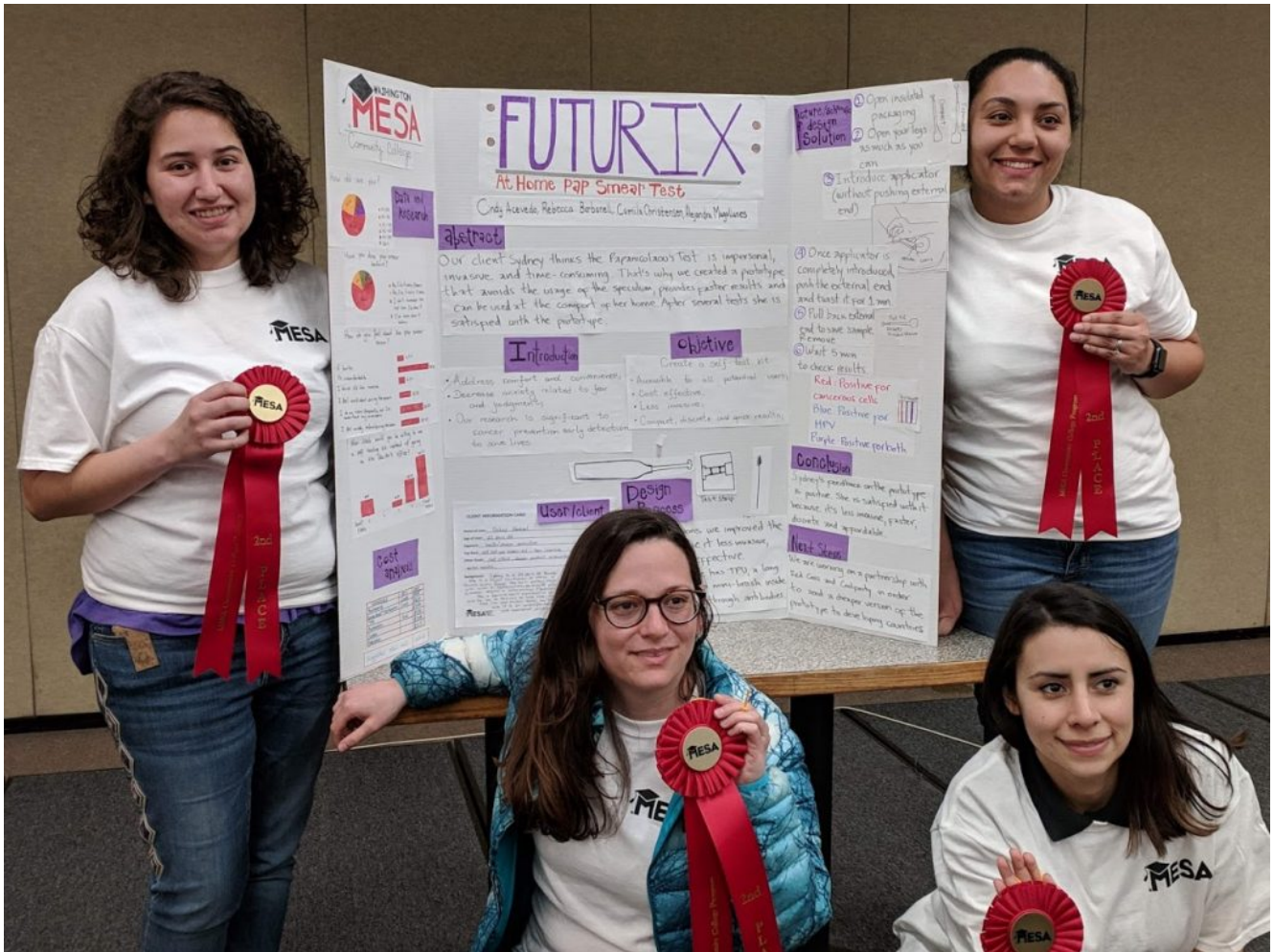
**Clark College:** *Anything else you'd like to add about Work-It Wednesday?*

**Michele:** ODEI is a place of learning. They meet you where you are with warmth and genuine care for our work and our impact on students and employees. WiW is a comfortable place to dig into uncomfortable conversations—and to grow our skills and knowledge as staff, instructors, and leaders. Many thanks to **Alyssa, Rosalba, D, Melissa, and Rashida** for bringing this vital program to campus!

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**MESA          students          engineer**

# possibilities



Clark student Alejandra Magallanes, *far left*, was part of a group that won second place in a competition for human-based engineering solutions at a recent MESA conference. Clark's MESA program is still in its first year, but already it's providing new opportunities for student success.

MESA (Math, Engineering, Science Achievement) is a national program dedicated to encouraging under-represented populations to succeed in STEM fields. At Clark, this includes a dedicated space for studying and creating community, as well as opportunities for mentorship, assistance with books and fees, and conference participation.

This March, two Clark MESA students attended the MESA Student Leadership Retreat at Warm Beach Camp in Stanwood, Washington, along with students from 15 other MESA community college

programs from Washington and California. Mai Lee Xiong and Alejandra Magallanes were able to participate in activities to boost their professional development and leadership skills.

They also participated in a competition for human-centered design solutions, breaking into groups to identify a problem, interview a potential user of their solution, and prepare a poster and oral presentation to explain it to others.



Mai Lee Xiong, *far left*, collaborated on a concept for a medical-translation app at a recent MESA conference.

Xiong's group focused on health care disparities that arise from language barriers between health care providers and patients whose first language is not English. They proposed the development of an app to translate medical information into different languages—one that would include medical

terminology not available through tools like Google Translate. The project was a perfect fit for Xiong, who is studying biology and plans to pursue a degree natural medicine after her bachelor's degree.

Alejandra Magallanes's group also decided to tackle an issue related to healthcare: the availability and convenience of Pap smear exams to detect cervical cancer. They proposed a device that could be used at home to collect a sample of cervical cells. It could be used by people who have difficulty attending doctors' appointments or who may avoid Pap smears because of the uncomfortable nature of the exam—and in doing so, could increase the number of people who receive preventative care. Magallanes' group won second place in the competition, which includes proposals from more than 20 teams.

As with Xiong, Magallanes's project aligned well with her interests; like Xiong, she is studying biology and plans to transfer to a university for her bachelor's degree after graduating from Clark College in 2020.

"This experience really helped show the value of having the MESA program at Clark College," said MESA director Dr. Ellen Harju. "It was wonderful to see these two students be able to work and succeed with their peers in an environment that allowed them to be their authentic selves. I'm excited to see more of our MESA students get the chance for these experiences."

Clark's MESA program is located in the STEM Building rooms 206/208 and is open Monday – Thursday 8:00 a.m. – 6:00 p.m., Friday: 9:00 a.m. – 5:00 p.m., Saturday: 10:00 a.m. – 2:00 p.m. More information about the program is available online at [www.clark.edu/cc/mesa](http://www.clark.edu/cc/mesa).

*Photos: Clark College/Ellen Harju*



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# Family fun at El Día del Niño/El Día del Libro



*Young attendees enjoying a puppet show and story time at the 2015 event*

On Friday, April 26, from 5 p.m. to 8 p.m., Clark College invites the community to participate in an evening of free, family-friendly activities that celebrate both Latino culture and the value of literacy.

“Celebración de Mi Gente: El Día del Niño/El Día del Libro” (“Celebration of My People: Day of the Child/Day of the Book”) is an annual event hosted by the college. It is free and open to the public. It is always held on or near the Mexican holiday of

Día del Niño (April 30), which is also celebrated as Día del Libro by the American Library Association. The festival will feature interactive performances and activities, dancing, face-painting, bilingual games, environmentally sustainable crafts, and delicious snacks. Clark College's mascot, Oswald the Penguin, will be on hand for photos with visiting children.

The event will be held in the Gaiser Student Center on Clark College's main campus. Clark College is located at 1933 Fort Vancouver Way, Vancouver. Driving directions and parking maps are available at [www.clark.edu/maps](http://www.clark.edu/maps). Anyone needing accommodation due to a disability in order to fully participate in this event should contact Clark College's Disability Support Services Office at 360-992-2314 or 360-991-0901 (VP), prior to the event.

Photos from Clark's 2017 Celebración de Mi Gente are available on Flickr at [https://www.flickr.com/photos/clark\\_college/albums/72157683286542155](https://www.flickr.com/photos/clark_college/albums/72157683286542155). Video of past celebrations can be viewed on Clark YouTube channel: <https://youtu.be/gNxuROUfDdY>.

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# Telling her story



Felicia Lewkowitz, *front right*, stands with her family before they were exterminated by the Nazis. *Photo courtesy of the Holocaust Center for Humanity.*

On March 13, Clark College hosts Matthew Erlich of the Holocaust Center for Humanity as he describes the journey of his mother, an Auschwitz survivor.

The event, which is free and open to the public, will take place at 1:00 p.m. in Gaiser Student Center on Clark's main campus, located at 1933 Ft. Vancouver Way. For maps and

directions, visit [www.clark.edu/maps](http://www.clark.edu/maps).

Matthew's presentation begins with a slide of Felicia as a young girl surrounded by her large family. One at a time her sisters, brothers, and parents disappear, leaving only Felicia and one sister and connecting her family to the stories of millions during the Holocaust.

Felicia Lewkowicz was born in Krakow, Poland in 1923. In March 3, 1941, the Nazis established the Krakow ghetto and Jews were required to wear armbands.

Felicia and one brother were sent by the Nazis to the Krakow ghetto while her mother and other siblings were sent to Tarnow, 70 miles away. Conditions in the ghetto were terrible, with very little food. Illness and disease ran rampant. Luckily, Felicia was able to get work outside the ghetto, cleaning the offices of German officers. One day she did not return to the ghetto, escaping to a train that took her to Vienna, Austria. On the way, she stopped in Tarnow where she saw her family for the last time.

Erlich's story travels with Felicia through her experiences during the Holocaust and ultimately to the United States, where she and her husband, also a Holocaust survivor, raised four sons.

"People need to see where hatred leads," Erlich says. "Especially today with the rise of neo-Nazi groups, Holocaust deniers, and those who would attack others for their differences. My mother's Holocaust experience shows what can happen – and offers ways to fight against it."

This event is organized and sponsored by the Associated Students of Clark College. For more information, visit <http://bit.ly/2thpmS5>.

If you need accommodation due to a disability in order to fully participate in this event, contact Clark College's Disability Support Services Office at 360-992-2314 or

360-991-0901 (VP), or visit Gaiser Hall room 137, as soon as possible.

## **About Clark College**

Located in Vancouver's Central Park and serving more than 12,000 students per quarter, Clark College is Southwest Washington's oldest public institution of higher education. The college currently offers classes at two satellite locations: one on the Washington State University Vancouver campus and one in the Columbia Tech Center in East Vancouver. Additionally, its Economic & Community Development program is housed in the Columbia Bank building in downtown Vancouver.

## **About the Holocaust Center for Humanity**

Connecting lessons of the Holocaust to a broad range of relevant themes for our time, from injustice and bullying to discrimination, the Holocaust Center for Humanity has been teaching students to become engaged citizens and to speak out against bigotry and prejudice since 1989. The Center works directly with teachers, students, and community groups across the Northwest to provide educational materials, curriculum, and interaction with local Holocaust survivors who tell their stories to 20,000 students of all ages each year. In 2015, the Center opened its museum to the public. 15,000 students of all ages tour the Center's exhibits during a school year.

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## **Indy earns awards**



Staff from the 2017 *Independent*. Photo: Dee Anne Finken/Clark College

Clark College student journalists brought home first- and fourth-place honors from the annual Associated Collegiate Press' midwinter conference, held March 2-5 in San Francisco.

The Clark College *Independent* website outpaced 14 other two- and four-year colleges to win first place in the large-school online news category. The print edition of the *Indy* (to use its nickname) finished fourth from among 12 entries from community colleges.

Editor-in-chief Ieva Braciulyte said the *Indy's* success in the competition felt rewarding. But she also said she and the 11 members of her staff who traveled to San Francisco valued attending the workshops and meeting other student journalists. "It was so exciting to network and get to know the struggles of other newsrooms and how they problem-solve."

Braciulyte said she also appreciated support from the

Associated Students of Clark College, which funded the trip.

“I know the conference inspired and educated our editors,” Braciulyte said. “That will get passed down to next quarter’s staff and benefit the newsroom for a long time.”

Students from 84 colleges and universities attended more than 100 conference workshops, presented largely by media professionals and journalism faculty from colleges and universities across the country. Topics included things like newsroom leadership, photography, investigative reporting, interviewing, social media, and dealing with controversial stories.

Clark students Marvin Peña and Diana Aristizabal, who produce the *Independent*’s Spanish-language insert, *Mundo Clark*, also presented a workshop. “Can You Hear Me Now? Creating New Media Outlets” detailed their efforts to create *Mundo*.

Peña, who is from Venezuela, has been a member of the *Independent* staff for three years. He and Aristizabal, who is from Colombia, created *Mundo* last year as a means for bridging cultures at Clark.

Peña said he appreciated the chance to explain his work to an audience of other college students. “It was challenging because it was my first time presenting on this level,” Peña said. “But it was inspiring because I got to inspire people, and get feedback from other students working on new projects.”

The *Independent* staff publishes a print edition every three weeks and updates the online edition regularly at [www.clarkcollegeindependent.com](http://www.clarkcollegeindependent.com). The award-winning website was designed in 2014 by then-student Lisa Presley.

Presley, who is now studying psychology and human development at Washington State University Vancouver, said the creation of the website was a laborious process between her, then-editor-in-chief Zach McMahon and *Independent* advisor Dee Anne Finken.

“We wanted to improve on the look and make it user-friendly,” Presley said. “We also wanted it to still have a newspaper look with the text columns, and we worked with the Disabilities Services office to make it accessible... It’s kind of my baby.”

The ACP is the nation’s oldest and largest membership organization for student journalists, said executive director Laura Widmer.

*This article contributed by journalism professor Dee Anne Finken.*

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## **Rosa Clemente speaks at Clark**

Clark College will honor the teachings of Dr. Martin Luther King Jr. on Wednesday, January 18, with “Transformation: A New Era of Social Activism,” a keynote address delivered by Rosa Clemente. The event, which is free and open to the public, will be held in Gaiser Student Center on Clark’s main campus from noon to 1:30 p.m.

Clark College is located at 1933 Fort Vancouver Way, Vancouver. Driving directions and parking maps are available at [www.clark.edu/maps](http://www.clark.edu/maps). Individuals who need accommodation due to a disability in order to fully participate in this event should contact Clark College’s Disability Support Services Office at 360-992-2314 or 360-991-0901 (VP), or visit Penguin Union Building (PUB) room 013, as soon as possible.

For more information about this event, visit [www.clark.edu/cc/mlk](http://www.clark.edu/cc/mlk).



## About Rosa Clemente



Rosa Clemente

Rosa Clemente is co-founder of the National Hip-Hop Political Convention and a leading scholar on Afro-Latinx identity. From Harvard to prisons, Clemente has spent her life dedicated to scholar activism. She is currently a doctoral student in the W.E.B. Dubois department of UMASS-Amherst. Throughout her scholarly career, Clemente has been a constant presence through the many political struggles facing Black and Latinx people in the 21st century. She has sat on various boards throughout her career including Black Lives Matter, the National Priorities Project, The Brecht Forum, and the National Coalition to Abolish the Death Penalty. Additionally, Clemente served as the Green Party's candidate for Vice President in the 2008 U.S. election.

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## International Education Week



Clark College is celebrating International Education Week, a program of the U.S. Bureau of Educational and Cultural Affairs, with events on Thursday, November 17, and Friday, November 18. Highlights include:

### **Thursday, November 17**

**11 a.m. – 12 p.m., PUB 161:** *International Employers Panel.* Discover what it takes to operate in a global economy from representatives of major regional employers.

**12 – 4 p.m., Gaiser Student Center:** *International Festival.* This free, family-friendly event includes international food, cultural presentations by Clark College international students, live performances, and public proclamations from both Vancouver Mayor Tim Leavitt and Clark College President Robert K. Knight.

### **Friday, November 18**

**10 a.m. – 12 p.m., CTC 153:** *Mexican cooking class.* \$40 per person, hosted by the Clark College Spanish Club.

**1 p.m. – 3 p.m., CTC 153:** *Mexican cooking class.* \$40 per person, hosted by the Clark College Spanish Club.

**2 p.m. – 3 p.m., GHL 213:** *International Service Learning Presentation.* Hear from Clark College students about their

recent service-learning trip to Mexico.

Full event listings are available online at [www.clark.edu/cc/iweek](http://www.clark.edu/cc/iweek). All events are open to the public; all except the Mexican cooking classes are free. All events take place on Clark College's main campus at 1933 Ft. Vancouver Way except for the cooking classes, which take place at Clark College at Columbia Tech Center at 18700 SE Mill Plain Blvd. Full maps and directions are available at [www.clark.edu/maps](http://www.clark.edu/maps). Anyone needing accommodation due to a disability in order to fully participate in this event should contact Clark College's Disability Support Services Office at (360) 992-2314 or (360) 991-0901 (VP), prior to the event.

*Image courtesy of the U.S. Bureau of Educational and Cultural Affairs*

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# **Educating for the Seventh Generation**



“Educating for the Seventh Generation” is a night of sharing music, dance, and traditions.

On Friday, Nov. 4, Clark College welcomes the community as it hosts “Educating for the Seventh Generation,” a celebration of indigenous cultures.

The event will begin at 5 p.m. with free food and refreshments. The Native American Culture Club will provide an Opening Prayer and a presentation to stand in solidarity with the Standing Rock Sioux, who are protesting the Dakota Access oil pipeline. A performance by the Kaleinani o Ke Kukui dance troupe will begin at 5:30 p.m., followed by a welcome address and presentation of the Dreamcatcher Scholarship, benefiting a Clark student of indigenous ancestry. Vendors and informational booths will be present.

Grand Entry for a powwow will begin at 6 p.m, with the colors retiring at 10 p.m.

The event, which is free and open to the public, will be held

in the Gaiser Student Center on Clark College's main campus. Clark College is located at 1933 Fort Vancouver Way, Vancouver. Driving directions and parking maps are available at [www.clark.edu/maps](http://www.clark.edu/maps). Anyone needing accommodation due to a disability in order to fully participate in this event should contact Clark College's Disability Support Services Office at (360) 992-2314 or (360) 991-0901 (VP), prior to the event.

This is the eighth year that Clark College has coordinated and hosted an event in honor of Native American Heritage Month. It is one of four signature events hosted by the college annually to celebrate diverse cultures. According to organizers, "Educating for the Seventh Generation" references "our responsibility to teach the future Seventh Generation to maintain our resources, traditions and customs. It is the way of caring and preserving for the Seventh Generation, which is a true sustainable practice."

Images from the 2014 celebration are available on Clark's Flickr account.

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## **Leadership in diversity**



Roslyn Leon  
Guerrero

Clark College Administrative Assistant Roslyn “Roz” Monique Leon Guerrero was recently appointed by Gov. Jay Inslee to the Commission on Asian Pacific American Affairs (CAPAA).

Leon Guerrero, who is of Chamorro descent, was born and raised on the island of Saipan, in the Commonwealth of the Northern Mariana Islands (CNMI). She has more than 15 years of experience working in education, with community organizations and outreach to Asian American Pacific Islanders (AAPIs) both on the islands and in Southwest Washington. Originally hired in Clark’s Office of Instruction in 2010, she currently works in the Office of Diversity and Equity where she monitors, manages, and supports the Diversity Center and the office’s leadership. She also does outreach, recruitment, and retention of AAPIs. She is the advisor of the Asian Pacific Islanders Club that leads events, education, and outreach for AAPIs at Clark College and the greater Clark County community.

Leon Guerrero works with many organizations and boards in Southwest Washington focusing on AAPIs. She is a standing member of the Faculty and Staff of Color Conference Planning Committee (a statewide committee composed of representatives from all Washington colleges) and a Washington Public Employees Association steward representative for Clark College. In 2015, she completed the Social Justice Leadership Institute, an institute designed for individuals working in higher education in Washington to hone skills, build community, and network with other higher-education professionals.

“Being appointed to the Commission on Asian Pacific America Affairs is an honor and privilege,” says Leon Guerrero. “This will actually benefit Clark College in outreaching to diverse populations. My goals while on the commission are as follows: to be the voice and advocate for equitable services for AAPIs in health, education, safety, etc.; to do outreach and educate AAPIs of Washington on the resources available to them; to represent and call out barriers and systemic challenges for

AAPIs in Washington; and to work collaboratively with the other commissioners to support AAPIs in Southwest Washington.”

Leon Guerrero is not the first employee from Clark’s Office of Diversity and Equity to sit on a Washington State commission. Last year, Diversity Outreach Manager Dolly England was appointed to the Commission on African American Affairs, and Program Specialist Rosalba Pitkin served on the Commission on Hispanic Affairs for two terms.

Founded in 1972, the Commission on Asian Pacific American Affairs has an advisory board made up of twelve Governor-appointed commissioners representing the state’s diverse Asian Pacific American communities. Commissioners advise the Governor and state agencies on issues that concern APA communities. Commissioner terms are for three years.

*Photo: Clark College/Jenny Shadley*

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**Catching dreams, sharing  
history**



Brent Learned talks about George Curtis Levi's traditional "ledger art" with attendees of the 2016 Student of Color Luncheon.

The winter 2016 Student of Color Luncheon was filled with history—some of it long in the past, and some of it being made right then. The event featured artists Brent Learned and George Curtis Levi, whose work is currently being featured at the Clark County Historical Museum, speaking about atrocities committed against their ancestors in the 19th century. It also marked the bestowal of Clark's first scholarship designated specifically for a Native American student.





Dream Catcher  
Scholarship  
recipient Channa  
Smith

The Clark College Dream Catcher Scholarship was first announced at the college's annual Native American celebration in 2014. Clark student Channa Smith said she was honored to be its inaugural recipient. "When I first applied for the scholarship, I didn't think much about it beyond, 'Oh, it would be nice to have some money,'" she said at the reception. "But it's been really transformative. I didn't think how much it would mean to me to be recognized for my hard work."

Smith has been very active in the community, both at the college and in Southwest Washington. A Coast Salish tribe member, she helped start Clark's new Native American Cultural Club and has participated in local Chinook tribal activities since moving to the area.



Channa Smith was named the inaugural recipient of the Dream Catcher Scholarship at the 2016 Student of Color Luncheon. Multicultural Retention Manager Felisciana Peralta, *right*, presented the scholarship.

After the scholarship was presented to Smith, Learned and Levi spoke about creating the art that makes up “One November Morning.” This exhibit depicts the Sand Creek Massacre of November 29, 1864, when more than 150 Cheyenne and Arapaho people were killed in Sand Creek, Colorado, by U.S. Army soldiers.

“You have to know where you come from to know where you’re going, and that’s what we’re trying to do,” said Levi during the presentation. He urged students at the luncheon to remember their own history and communities as they progressed in life. “Go back to your communities after you graduate and give back,” he said.

“One November Morning” will be on display at the Clark County Historical Museum through May 28. As part of its “Native Voices” exhibit, the Clark College Libraries is hosting a free art walk on Friday, March 4, that begins at Cannell Library with a reception, then visits the Native American basketry currently on display at Archer Gallery, and ends at the Clark County Historical Museum.

The spring 2016 Student of Color Luncheon will be held in May. It will feature the announcement of the recipient of Clark's 2016 Constance Baker Motley Scholarship, which is given each year to a Clark College student of color.

*Photos: Clark College/Jenny Shadley*