**Diversity, Equity, and Inclusion Committee**

Meeting Notes

November 3, 2017

2:00 – 3:30 p.m.

1. **Welcome & Agenda Review**

The agenda for the meeting was reviewed. Stephanie pointed out that there are 120 minutes’ worth of agenda items, but only 90 minutes for this meeting. Jaime said that a subgroup will be formed to take on work that we are unable to get to in this meeting.

1. **Definitions – Group Activity**

John described the group activity and explained the purpose. The activity involves reviewing the Definitions Chart from the Campus Compact of Oregon. The purpose is for the committee to become familiar with the words and discover which definitions make sense for us as a group. Each group spent several minutes reviewing the words that are on the list. They then picked a word that stood out (a word that needs to have its definition altered, for example) or picked a word that isn’t listed (or is listed at the bottom of the chart but doesn’t yet have a definition). If coming up with a word that doesn’t have a definition listed, groups were asked to come up with their own definition. Then everyone came back together as a large group to share out.

Words not on the list:

* Cultural (in)competence
* Ableism
* Heterosexism
* Heteronormativity
* Homophobia
* Cultural appropriation – adopting visible symbols of a culture without giving due credit, co-opting it for your own benefit, usually it’s a culture that has had experiences of oppression
* Misogyny
* Sexism
* Classism
* Anti-oppression
* Diversity

Words that stood out:

* Institutional inequities
* White privilege
* White fragility
* Systemic inequities
* Structural/systemic racism
* Ally

Words that need further explanation or are incongruent with understanding:

* Differences between equity and equality

1. **Charter – Review & Updates**

The charter from the Diversity Committee was reviewed. This reflects the work that has already happened, but John and Jaime explained that they would like to create a charter for this new committee.

To help frame the conversation around scope, the Instructional Standards and Procedures (ISP) Committee Charter was looked at. Some things are within the scope of the committee, and some things are outside of the scope of the committee. Everyone was asked to take five minutes or so to independently write down a few duties and responsibilities that are within the scope of this committee. These duties and responsibilities include:

* Maintain and disseminate best practices for diversity and inclusion in institutional policies in teaching, hiring, retention of staff, students, and training
* Provide a safe space to discuss D,E,I issues that we are experiencing or are affecting the college
* Inform and consult with students, staff, faculty, admin regarding D,E,I initiatives
* Incorporate D,E,I training for faculty to have conversations with students (preparing students, cultural competence training)
* Make recommendations about ongoing professional development training around D,E,I
* Standards for cultural competence at the institution
* Focus on institutional polices/procedures to address D,E,I issues on campus
* Evaluate areas where institutional inequalities exist (processes) – students and staff/faculty
* Campus forum to share where D,E,I is lacking; seek feedback from students and staff/faculty; to provide informed decision making

For the purpose of the charter, what words need to be defined?

1. Diversity
2. Equity
3. Inclusion
4. Cultural competency
5. Standards
6. Institutional inequalities
7. Safe place
8. Cultural fluency

John and Jaime asked for a subcommittee to put together the definitions for the charter.

1. **The “List”**

The “List” is in quotes because we’re not sure what to call it – want feedback on what to call it. Don’t want to call it a parking lot, because there’s no motion in a parking lot. This is a way to acknowledge that there are issues to be addressed.

* HB 2864 – elements include cultural fluency and competency standards
* Contribute to being an institution that serves diverse students and staff and also prepares students to function in a diverse society – look inward and look outward as well

Caleb suggested emailing items for the “list”. There was an existing list, which is saved in the F:\Diversity folder. There was discussion around what the list should be called. Stephanie suggested D,E,I Considerations. The committee agreed to call it this for the time being.

1. **Review Commitments & Next Steps**

Campus Compact will be here to do diversity training for this committee on December 1. If there is something anyone would like to facilitate at a future meeting, let John and Jaime know. Facilitation will be shared among the members of the committee. If you have additional agenda items you’d like to see, talk to John and Jaime.

John recognized that we have fallen short on discussing preferred pronouns.

Kelly, Caleb and Karen volunteered to work on definitions.

Future meetings:

* November 17, 9:00–10:30 a.m.
  + Talk about and refine scope
  + Begin to dig in to HB 2864
* December 1, 9:00–10:30 a.m.
  + Campus Compact providing diversity training