**Diversity, Equity, and Inclusion Committee**

Meeting Notes

November 17, 2017

9:00 – 10:30 a.m.

1. **Welcome & Agenda Review**

The agenda for the meeting was reviewed.

1. **Charter – Review & Updates**

At the last meeting, after reviewing the charter, a subcommittee was formed to put together definitions. The members of the subcommittee are Caleb, Karen, and Kelly. They worked on definitions for the following eight words:

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

Caleb and Karen shared some of the conversations and thoughts that their subcommittee had while working on these definitions. They are at the stage where they’ve compiled the definitions – some are from their own thinking and some are from research they’ve done. The subcommittee compiled a [Google doc](https://docs.google.com/document/d/1fC5d0ickeCGiMIdBjWVSR7HxZ9TTy_dWuUChnc0qbyQ/edit?ts=5a0f1fd5). Caleb pointed out that the document is not a finished product.

Caleb shared that Kelly came across a definition for diversity that comes out of [Queensborough Community College](http://www.qcc.cuny.edu/diversity/definition.html): *“Diversity” means more than just acknowledging and/or tolerating difference. Diversity is a set of conscious practices that involve:*

* *Understanding and appreciating interdependence of humanity, cultures, and the natural environment.*
* *Practicing mutual respect for qualities and experiences that are different from our own.*
* *Understanding that diversity includes not only ways of being but also ways of knowing;*
* *Recognizing that personal, cultural and institutionalized discrimination creates and sustains privileges for some while creating and sustaining disadvantages for others;*
* *Building alliances across differences so that we can work together to eradicate all forms of discrimination.*

Caleb asked if there is a length requirement/limit for how long a definition should be. The committee agreed that no, the definitions may be as long as they need to be to get the point across. The definitions can be refined as time goes on.

Karen shared what she learned about the history of safe spaces. There was a poster (with the old CCC branding) that some faculty hung in their rooms indicating that this was a safe place. Stephanie said that Casey wants that to be a counseling project – to create an updated version of that poster with the new branding. Stephanie also shared that there’s Safe Zones, which is a specific protocol that individuals must be trained in. It was pointed out that just putting a sign in your classroom doesn’t automatically make it a safe place. Caleb said that all spaces on campus, whether there’s a sign or not, should be considered safe spaces. It should not be relegated only to the faculty and staff who want to put a sign on their door.

The fine line between what is free speech and what is hate speech was discussed. Caleb suggested that the committee look at the free speech and hate speech policies the college has in place. John shared something he learned at a meeting: if someone says a particular person or group doesn’t have a right to exist, that is hate speech, not free speech. John discussed supportive environments, which are broader than a safe place/space. He asked if it would be better to define what it means to be a supportive environment (rather than a safe space). Stephanie suggested that we go with the broader definition. It was also mentioned that it was better to be proactive (just tolerating differences is not being supportive). Kandie shared that she doesn’t want the intent of Safe Zones to go away, as they carry a deep meaning for the LGBTQ community. She suggested that the training be brought back (this was added to the list of considerations in item 4 below).

It was agreed that the subcommittee provided a good foundation for the definitions. They will continue to work and refine and will bring their definitions back to the committee in January.

**Commitments:**

* Caleb, Karen, and Kelly commit to share their definitions document with Sara, with the committee understanding that it is a rough draft and is still being refined
* Sara will share the [definitions document](https://docs.google.com/document/d/1fC5d0ickeCGiMIdBjWVSR7HxZ9TTy_dWuUChnc0qbyQ/edit?ts=5a0f1fd5) with the whole committee

1. **House Bill 2864**

Jaime read and reviewed the text of House Bill 2864 with the committee. At our last meeting, Karen had asked about the ORS that are called out in the bill. Jaime reviewed those and called attention to the deliverables associated with the bill. We have a little bit of time to be thoughtful about this, but it is a big chunk of work. We need to think about what it looks like for the entire institution, different aspects such as professional development, onboarding, and environmental scan.

A question was asked about providing training – do all students need to go through training? It is true that the bill doesn’t mandate training for students, but we can offer it. Another way to get this in front of students would be a module at orientation or to include it as part of FYE.

1. **D, E, I Considerations**

Considerations (formerly called the “List”) were discussed:

* Safe Zone training
* Orientation
* Learning outcomes for all courses
* More students to take multicultural awareness
  + Option for more majors to fulfill
* Hate speech – addressing and policies
  + Training/education
* Training for faculty/staff
  + Provide tools to reach effectively
* DACA/student support, out-of-status students
  + Training for faculty/staff
* Accessibility and parking (especially for staff)

1. **Aspects of My Identity**

John engaged committee members in an activity around identity.



At the end, John asked for thoughts about the exercise. It was agreed that it was nice to get to know each other a little better. John pointed out that there are elements of identity that may be a choice and other elements that can’t be chosen, so to be mindful especially when discussing the pain associated with those identifiers or descriptors.

1. **Review Commitments & Next Steps**

Campus Compact will be providing a training at the next meeting, December 1, 9:00–10:30 a.m.

Jaime shared information about the equity seminar series being put on by Clackamas ESD. There are two more seminars, one in January and one in April. More information can be found here: <https://www.clackesd.org/2017/10/17/the-equity-seminar-series/>