**Diversity, Equity & Inclusion Committee**

**Meeting notes**

**Feb. 9, 2018**

**B237, 9:30-11 a.m.**

**Present**: Jaime, John, Kelly, Stephanie, Christina, Klaudia, Kandie, Caleb, Alissa, David

1. **Welcome & agenda review**

John welcomed everyone to the meeting and went over the agenda. He briefly revisited the scope activity for today. John shared that Campus Compact would return for an additional training in March.

1. **Finalize charter**

The committee intends to share its work on the charter with the campus community when complete. Jaime started with a brief recap of charter work from the last committee meeting. The committee then worked on finalizing definitions.

**Definitions:**

The previously group completed work on the definitions for:

* Diversity
* Equity
* Inclusion
* Cultural competence

The remaining definitions were discussed as a group:

1. **Standards:**

An idea or instrument used as a measure, norm, or model in comparative evaluations to ensure accountability.

1. **Institutional Inequities**

Policies, practices and procedures that work to the benefit of a group of people and to the detriment of others. Institutional inequities can be either intentional or unintentional.

1. **Safe Place (or Space)**

The committee spent some time discussing varying perspectives of this definition. The committee decided to remove it from ***definitions***, but will keep it for the ***scope****.* John suggested the following statement for the scope:

*Ensuring a place or environment (such as safe space) in which marginalized people can feel confident that they will not be exposed to discrimination, criticism, harassment, or any other emotional or physical harm.*

Some key points of discussion:

* Safe space should live within this group – Kandie
* It needs to be a component of the committee work; bigger than a definition – Alissa
* Use “supportive environment” instead of safe place/space
* Some people on campus have said that they don’t feel CCC has a “safe space”
* Safety for people who are experiencing discrimination versus a space where anyone can say whatever they want – Caleb
* Need for training surrounding creating a safe space
* Committees set standards, make strong recommendations and influence change; committees don’t enforce or implement – David

The committee will revisit this at the next meeting.

Jaime continued with further review of the charter, including re-opening the discussion of “OUCH.” There were no further comments from the committee.

The ***guidelines for interaction***will be printed and placed in the room for the remaining committee meetings.

* Stay present and on topic
* Own what you say and don’t generalize
* Only speak for yourself
* If you experience yourself making judgements, ask yourself where did those feelings come from
* Consider the impact of actions rather than focusing on your intentions
* Consider your privilege
* Don’t always assume good intentions – assess your safety and use your discernment
* “Ouch” – the ability to acknowledge pain or offense in the moment, and have the option to discuss it or not at that time
* Confront, critique, and challenge your discomfort
* Why am I talking and why am I not talking?

**Scope:**

The committee spent some time revisiting the scope and adjusted some of the language.

**Committee Creation:**

Additionally, the following language was incorporated to address HB2864:

*The current committee’s scope has incorporated requirements of Oregon House Bill 2864.*

1. **Review commitments and discuss campus sharing**

The committee meets next on Feb. 23. There was a question regarding winter in-service (tentatively scheduled for the same day). The meeting will be held as scheduled.

Campus Compact will return for the March 9 meeting. Jaime and John are seeking committee feedback on training needs prior to the meeting.

The committee concluded that the charter is ready to share at President and College Councils and can be posted on the committee website.

Alissa commented on the statement in the charter’s ***purpose*** section, which reads,

“The Diversity, Equity, and Inclusion Committee will assist the institution in developing a comprehensive strategic diversity plan focusing on the following three categories:

* Diversity Training for Employees
* Hiring/Retention of Diverse Staff
* Diversity in Student Body

What will the strategic plan be? And who will maintain it?

John will send a statement for consideration to add to the scope about a deliverable for the comprehensive strategic diversity plan. The committee will have the opportunity to provide feedback via email.