**Diversity, Equity, and Inclusion Committee**

Meeting Notes

September 18, 2018

11:30 a.m. – 12:30 p.m.

Kandie, Camillo, Caleb, Alisa, Patrick, Klaudia, Kelly, Stephanie, Vanessa, Jeff, Lisa Anh, Clare, David, John and Jaime

1. **Welcome & Agenda Review**

John reviewed the meeting agenda and thanked our guests, Jamie Epting and Marlon Brown, for their presentation during in-service and for spending time with the DEI Committee.

1. **In-Service Activity & Follow-up**

The DEI Committee liked that during the All Staff presentations, people sitting in the table groups had an opportunity to discuss and share their own experiences. The group likes that equity will now be front of mind going into the new school year. There seems to be a struggle with using the “right” language and people are afraid to make mistakes. From the activity, it was clear that the conversation around equity on campus has started and will increase awareness.

Jamie and Marlon had encouraged the study of the history of discrimination in Oregon specifically. They had also earlier shared that they would provide the materials from the history walk to the College; Campus Compact of Oregon has a history walk with Oregon-specific facts. This could be an activity to explore for the College.

1. **Strategic/Diversity Plan Development**

Jamie and Marlon encouraged the DEI Committee to learn more about the system of higher education, including how and why it was created. CCC’s commitment to equity work starts with awareness of the system of higher education, our institution, and the political environment. They encouraged the committee to look for the tipping points and not to rush as things are going to come up in this type of work.

Jamie and Marlon expressed the need for assessment work and communication with different student and employee groups we represent. Examples of assessments were shared: student/employee surveys, campus climate survey, focus groups with an external facilitator, and exit interviews. They suggested sharing results overall, by division, and by department to increase awareness of where equity gaps may exist.

Jamie and Marlon encouraged development of diversity plans from the top down within the organization. They suggested a Board policy on DEI if one did not already exist. With top down support, training can become mandatory for all staff. They shared that leveraging equity development in yearly reviews, mandatory training for all managers, and participation in at least three equity trainings a year for faculty and front line staff would establish a foundational level of understanding across the college. This may lead the way to long term training plans and curriculum for employee development and retention. They had also provided as an example of instituting the commitment to diversity through having staff members on campus with DEI work as a percentage of their job description. This seemed to resonate with several folks on the committee as an interesting idea.