**Diversity, Equity, and Inclusion Committee**

Meeting Notes

January 25, 2019

11:15 a.m. – 12:45 p.m.

Attendees: Kandie, Klaudia, David, Caleb, Lisa, Alissa, Vanessa, Patrick, Stephanie, Jeff, Jaime, John, Gabi, RB, and Christina

1. **Welcome & Review Meeting Minutes**
   * John had everyone go around and do introductions because there were several new members.

* Meeting minutes were reviewed and approved with changes.

1. **Strategic Plan – Global Leadership Solutions**
   * Jamie and John had a phone call on January 14th with the consultants.
     + Discussed various documents that they might need to have to orient themselves to CCC. Jaime has sent them the following documents:
       - Shared Governance Principles
       - Culture and Engagement survey from 2013-14
       - Some results from 2013 EYES survey

* They discussed various groups they would want to work with:
* DEI Committee
* President’s Cabinet
* President’s Council
* College Council
* ASG
* College Services
* Affinity Groups
* Instructional and Student Support Deans
* Open groups of various constituents
* **Proposed Timeline**
  + Had a discussion about the timeline:
    - The assessment is scheduled to take place in Winter term which ends at the end of March.
    - The Spring term is when the drafting of the plan is scheduled to occur.
    - All activities for the plan are scheduled to be wrapped up in Fall term so that it can be completed this calendar year and presented to the Board.
* We would like the consultants to talk with the DEI Committee first before they meet with other groups on campus. They proposed to meet with us during our next meeting on Feb 8, 2019 by video conferencing.
* The consultants are going to provide a more detailed proposed Schedule. The consultants have suggested a physical and virtual space to display the strategic planning process in an effort to be transparent about the work.
  + **Virtual space:** The consultants suggested making the information available to internal stakeholders (students, faculty and staff).
* Caleb suggested: Moodle for the virtual space because everyone could access the information and they are familiar with it.
  + **Physical Space**: Have information published where everyone could be updated as to what is happening.
    - Suggestions for physical spaces were the Community Center and Dye Learning Center since they are high traffic areas.
    - Would like physical space at the Harmony and Wilsonville campuses too.
    - Would like to use the TV monitors to display information.
* **Point of contact:** John said he could be the point of contact with the consultants. David had a conversation with Tara and he said that they would have someone working with him to assist with scheduling and logistics.

1. **Affinity/Employee Resource Groups**
   * There was discussion about the framework and the ownership of the Affinity/Employee Resource Groups. The Human Resources subcommittee felt that they wanted to support the work but didn’t necessarily feel that they should be heading the work.
   * Establishing Framework:
     + Who do we submit official approval to have this work approved
   * Who administers the framework
   * There was a suggestion to have a subgroup for Affinity/Employee Resource Groups and have a representative from the Human Resources Office there as a support to the group with industry knowledge and legal expertise.

* Vanessa will schedule a meeting with the original group working on Affinity/Employee Resource Group development along with Klaudia and Lisa Anh. The group will convene to divide tasks and keep moving forward on this important initiative.

1. **Equity statement for the college** 
   * As part of Guided Pathways implementation at the college, Lori Hall is working on the Guided Pathways Communication Workgroup to develop an equity statement. She has asked that the DEI Committee review the equity statement for Guided Pathways.

* The committee discussed the idea that the wording needs to change in the statement.
* John committed to edit the statement and share a draft via email. Jaime shared that we need to have the updated draft to Lori next week.

1. **Communication**

* Newsletter– need volunteers to write articles
* Caleb, Stephanie, and John volunteered to help write articles
* Website – no update at this time
* Strategic Plan – Starting to draft a communications plan and work with Lori on that. Klaudia and Jaime will be engaged in development of the communications plan.

1. **Discussion Topic – How to respond to criticism that inclusion is exclusive**

* Stephanie invited two members of the Library/Resource Subcommittee to share specific examples of challenging conversations around diversity, equity, and inclusion. The core of the examples was the need for the college to develop strategies for drawing people into challenging conversations. How can we as a college respond to criticism about diversity, equity and inclusion activities in a productive way, when members of our community find it offensive or exclusive.
* Jane Littlefield from the Library provided an example of a situation that occurred in the Library. They have been partnering with the subcommittee to strengthen the college’s library collection to include more perspectives, authors of color, and publishers that aren’t mainstream. The library has a rotating display that showcases the new books that have been purchased. Jane shared that a student had approached a part-time staff member to complain about the new books. The student commented that it appeared the books being purchased were from one political view point, the books seemed to lean a certain way, and that the books were anti-American.
* Stephanie shared an example on behalf of Carrie Kyser who was one of the Math 98 curriculum developers. Instead of using “how many red marbles and how many blue marbles” in learning percentages they pulled data on relevant issues, such as exploring the wage gap. Not saying why the wage gap exists, rather interpreting the data about the wage gap. Some students have expressed that they believe the choice of wage gap data is inappropriate and presenting a particular view point. This invites challenging conversations that can be uncomfortable.
* As we look to integrating more DEI type of work into our curriculum, this is a conversation that all faculty and staff will face at some point. Understanding how to approach that and that we have institutional support and guidance is important so people are not avoiding those conversations and know how to do that appropriately.
* If you have resources about how to effectively have tough conversations, please send them to the Resources-Library subcommittee so that they can start building a resource for people.

1. **Debrief and review commitments**

Upcoming Meeting Dates, Times & Locations

February 8, 2018 9:30 – 11:00 B240

February 22, 2019 9:30 – 11:00 B240