**Diversity, Equity, and Inclusion Committee**

Date: May 24, 2019 | 9:30–11:00 a.m. | Location: B240

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| **Topic/Item** | **Key Points** |
| 1. **Welcome & Review Meeting Minutes**
 | * Review and approve meeting minutes
* Minutes approved as written
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| 1. **Charter Review & Committee Membership**
 | * Review changes to the DEI Committee Charter:
* Removed the Cultural Competency and Consideration subcommittee and added in the Employee Resource and Strategic Plan subcommittees.
* The original charter had said 1 student and had changed to 2 students.
* Committee terms discussion:
* Terms- There was an agreement to term limits but how that would work is still not clear.
* Will put it on the Agenda for June 7.
* Membership process discussion:
* List of things to consider for membership:
* Different division representation
* Members of non-dominant groups
* Other task forces that would be crucial to include: Guided Pathways
* There was a suggestion that if we are going to have rotating committee members that we have some kind of training that happens ahead of time to have a strong critical social equity lens built in so that we are on the same page what we are doing and why we are doing it.
* Add to June 7 agenda for a more robust discussion
* Membership process discussion:
* Are we interested in changing the representation of the committee?
* There was a suggestion that having some seats open for members of systemically non-dominant groups.
* Jaime will reach out to Rachael and see what information she has gotten about committees outside of campus.
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| 1. **Art on Campus**
 | * Caleb recounted the information about the complaint that was brought to the Considerations subcommittee almost a year ago regarding the Statue of Joseph Meeks that is in McLoughlin Hall.
* The DEI Committee needs to give the Art Acquisition Committee Department a recommendation as to what to do with the Statue of Joseph Meeks.
* There was a discussion about the statue and whether it was art or a monument and about taking it down
* If you just remove the statue you are not teaching anyone anything about racism or anything.
* Consider ideas that we could make a recommendation to the art acquisition committee.
* Taking it away forever
* Contextualizing it in a way that provides an opportunity to explain its role and place in history
* Moving it some place less prominent
* Maybe shrouding might be a good idea and that there should be a plaque that states why we are shrouding it.
* Discussed concerns over the backlash that may occur and negative impact on minority populations if the statue were to be shrouded or attention was drawn to its removal. Removal needs to occur in such a way that does not negatively impact populations on campus.
* We need to not only deal with this instance but also other instances and other perspectives on works of art.
* **DEI Recommendation:** The committee agreed that the:
* Recommendation would be that the statue be taken down for now and ask that the Art Acquisition Group works with other people who deal with art censorship and contextualization and come up with a solution with what to do with the statue; with an aim to better reflect the Oregon History.
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| 1. **Strategic Plan**
 | * Focus Group Reflection
* Debrief on the last of focus groups and the consultants said they received a lot of great information.
* The consultants said they will take all the findings from the focus groups and come back with a summary.
* There was a discussion with the consultants about where do we go from here?
* As we near end of spring term, we talked about sending out a message that would come from Tim to summarize some of the work we have done and what to look forward to coming in Fall.
* Hoping to send it out June 10th
* The consultants have provided a lot of information to the subcommittee so they we will be spending time reviewing all of the documents and providing a summary to the college community.
* Pre-reflection question responses
* Summary of the asset mapping
* Summary of the vision statements
* Summary of Values and Priorities from the Vision session
* Subcommittee discussed how to share out and that it will be a summary
* How do we want to structure the updates to the college community in fall?
* Consultants are still working on analyzing the survey data and once it is ready they will provide this to us
* **Subcommittee will be sharing a draft ready for next DEI meeting for committee to review.**
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| 1. **Newsletter and Webpage**
 | * Spring Term Newsletter
* Have not sent out a spring term newsletter – in the past newsletters have included:
* Updates on the Strategic plan
* Information on Subcommittee
* Advertise for any upcoming events
* We will be combining the newsletter along with the communication from Tim that will be going out together
* Webpage:
* The edits that were requested have not been made so Jaime will follow up on that.
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| 1. **Debrief and review commitments**
 | * Summer meetings and communication?
* No Larger Group meeting for summer
* Strategic Plan would meet during the summer
* Strategic plan can send emails update and if there was any decision then that would have to be made then
* We will set a date in July, August and September for everyone to check messages.
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| **Upcoming Meeting Dates** |
| June 7, 2019 |