


Diversity, Equity, and Inclusion Committee

Date: October 18, 2019 | Begin: 8:30–10:00 a.m. | Location: B240 | Recorder: Michell Gipson


COMMITMENTS					
Complete?	Date	Who	What	Promised To	When
<input type="checkbox"/>					

Topic/Item	Facilitator	Key Points Provide 50 words or less on expected outcome	Category
1. Welcome & Introductions	Jaime & Klaudia		<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
2. Subcommittee Updates		<p>There was a question that was brought up about having a continued discussion around the structure of the committee itself and how the subcommittees interact with the main committee?</p> <ul style="list-style-type: none"> The subcommittee needs to be connected and informed <ul style="list-style-type: none"> Sharing what is happening in DEI Meetings with the subcommittees Sharing what the subcommittee is working on with the DEI Committee One of the charges is to come up with a Strategic Plan and moving forward with that work it's important that subcommittees are there to help support the implementation of the Strategic Plan so that we are all working together and moving in the same direction. 	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

<p>3. Strategic Plan</p>	<p>Subcommittee Leads</p>	<ul style="list-style-type: none"> • Feedback sessions are scheduled for next week. Members of the Strategic Plan subcommittee have paired up to facilitate the sessions. We have nine sessions planned, including two sessions for students on Wednesday • Draft priorities <ul style="list-style-type: none"> ○ John brought a printed version of the draft to go over. ○ A lot of work has been put into the broad scope of the draft. The draft will be finalized by Monday. ○ The draft priorities resulted from the comprehensive environmental scan, visioning sessions, and focus groups completed in Spring 2019. The draft consists of: <ul style="list-style-type: none"> ▪ Six Themes ▪ Three Strategic Priorities ▪ Each have Goals and Objectives under each of the Strategic Priorities ▪ The draft does not include indicators ○ 1st Priority: Summary <ul style="list-style-type: none"> ▪ Comment was made that it seems this is geared more toward employees than the college as a whole. ▪ Lisa shared that the thinking behind the 1st priority is to change the structure of the college in terms of how to do policies and practices and that is more on the employee side. It's more of the foundational structural changes that need to happen. ○ 2nd Priority: Summary <ul style="list-style-type: none"> ▪ Bring in other partners within the community. Bring in the Diversity aspect of DEI in making sure the students we serve here is reflective of the makeup of the community that we serve in our area. ▪ Addressing the student success pieces and making sure that we are integrating with Guided Pathways and Strategic Enrollment Management (SEM) work so we are all working toward the same goals at a very high level and applying a DEI lens to our work in those other spaces. ○ 3rd Priority: Summary <ul style="list-style-type: none"> ▪ Addressing teaching and learning practices, where we are with instructional policies and how we are interacting with students in classrooms. 	<div style="text-align: center;">  <p>DEI Strategic Priorities draft Oct19</p> </div>
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		<ul style="list-style-type: none">▪ A suggestion was made to replace the word “accommodate” with “facilitate” in Goal 3.○ There was a discussion about the sessions themselves and how we are collecting the feedback:<ul style="list-style-type: none">▪ We would like to have some structured question to help guide the conversations.▪ Split people up in smaller groups.▪ Having post-it’s was liked because it kind of a forces an interaction and allows people to provide their own comments.▪ We need to explain to people how the feedback will be used?▪ There were questions of how to provide feedback online if they cannot attend the sessions.<ul style="list-style-type: none">- The questions that are used for the session can also be used to create an online form.- There was a suggestion to record a zoom meeting video the script you are using for the session so that people can read it before they do their feedback online.○ We have over 80 people RSVP for the event.○ There will be a reminder that goes on Monday and we are expecting over 100.	
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Employee Resource Group		<ul style="list-style-type: none"> • Kandie reported that they have one group that has been approved and possibly two more that are coming forward. <ul style="list-style-type: none"> ○ The ERG that was approved is called Exploring Whiteness. ○ The mission of the Exploring Whiteness ERG provides space for white people in the CCC community to explore, examine, critically think about, emotionally process and work to dismantle white supremacy and white privilege without placing the effective, emotional and psychological labor and resulting, re-traumatizing of the anti-oppression work on the Black/Indigenous/People of color (BIPOC) members of our community through readings, discussion processing and action planning. This group will work to become better white allies and accomplices in anti-oppression and anti-racist work at CCC. ○ When it was approved Kandie asked the group when they would be meeting so that we could get that information out. 	
Human Resources		<ul style="list-style-type: none"> • No updates 	
Marketing and Communications		<ul style="list-style-type: none"> • Justin will be leaving CCC, so we will need to find a new lead for the subcommittee. • Is there anyone on the subcommittee that could possible take that lead position? 	
Resources/Library		<ul style="list-style-type: none"> • The committee met with Gina Bacon from Oregon City Public Library and have a task list for the One City One book project which is Community Reads. <ul style="list-style-type: none"> ○ Name if the book: The <u>Girl Who Fell from the Sky</u>, by Author Heidi Durrow. ○ Author is coming to CCC on Feb 27, 2020, at 6:30pm at the McLoughlin Auditorium. ○ Starting to request staff and faculty involvement for programing ideas and curriculum infusion with the text for winter and spring terms. • Putting together resources for Pronoun usage. 	

Training		<ul style="list-style-type: none"> • The training subcommittee has been working on developing a DEI Certificate <ul style="list-style-type: none"> ○ The thought was to create something that is sustainable and ongoing so that there is a consistent way of training and a way to acknowledge those who have completed the training. ○ The core curriculum needs to be created. <ul style="list-style-type: none"> There has been some pushed back about the certificate from departments that feel it should be in their area and/or concerns that we need to figure out an equity lens prior to creating the certificate. ○ John stated that developing a certification program is one of the draft Strategic Plan objectives. ○ Lisa Anh made a personal observation since she has done all the Safe College Training. She was not sure that they were strong electives as part of the certificate program because they gloss over topics. ○ Human Resources is talking about changing their training and may be able to switch this training over to employee on-boarding. ○ Is there another word besides certificate that could be used? ○ Possible partner through Portland Community College that has a cultural competency course for CEU Stephanie is going to look it up and forward information to Christina. ○ Next step: get college wide feedback on the concept of a DEI Certificate next week during the DEI Strategic Plan Feedback Sessions. 	 DEI Certificate outline.docx	
Debrief and review commitments	Jaime & Klaudia		<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information	
4. Upcoming Meeting Dates	Start Time	End time		Location
October 25, 2019	10:00am	11:30am	Gregory Forum 108C	
November 8, 2019	9:30am	11:00am	B240	
November 22, 2019	9:30am	11:00am	B240	