

Diversity, Equity, and Inclusion Committee

Date: December 6, 2019 | Begin: 9:30–11:00 a.m. | Location: B240 | Recorder: Michell Gipson

Topic/Item	Key Points Provide 50 words or less on expected outcome	Category
1. Welcome & Review of Guidelines for Interaction	<ul style="list-style-type: none"> • Review Guidelines for Interaction • Update on newsletter <ul style="list-style-type: none"> ○ Klaudia plan to send in the request today. <ul style="list-style-type: none"> ▪ She has only heard back from library resources ▪ Included information for the ERG ▪ Included information about membership, application and vacancies. ▪ Status of strategic plan and where we are at with that. ▪ Included different events that are taking place here on campus. ○ Jaime had asked if there was something that she be covered in the newsletter from a student’s perspective? <ul style="list-style-type: none"> ▪ Multicultural Center is doing something new regarding current events around the world internationally. <ul style="list-style-type: none"> - Klaudia asked if They could send the events that are going on for Winter term ▪ They have been doing some research on how we can engage interest on what we can do as a campus on safe space. We have some safe spaces but want to find out ways that we can make it more known. • Update on webpage <ul style="list-style-type: none"> ○ Information is still not on the website: ○ If the Website goes live we will send out the announcement next week if not, we will send it out after new year. • Contract with consultants needs to be set up. <ul style="list-style-type: none"> ○ Jaime asked if John could get this set up before he leaves. 	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
2. Meeting Minutes – Review & Vote	<ul style="list-style-type: none"> • Review outstanding meeting minutes from Fall term. <ul style="list-style-type: none"> ○ Meeting Minutes for Sept 27 Approved ○ Meeting Minutes for Oct 11 Approved ○ Meeting Minutes for Oct 18 Approved ○ Meeting Minutes for Nov 8 Approved • Jaime will send Michell revised approved Meeting minutes. 	<input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information

3. Update on Chosen Name

- Updated from Data Integrity Group (DIG) on logistics/technical
 - DIG did meet and decided going with Chosen Name rather than preferred name.
 - The group did review 20+ systems that would be impacted by the colleges shift to using Chosen names.
 - They prioritized 7 systems/areas to focus on.
 - Active Directory
 - Self service
 - Rosters – One’s faculty use
 - Navigate
 - ID Card
 - Account Email creation
 - Emails in general
 - Work group was created to get into the systems. The work group will map out the connections with and between these prioritized systems to determine next steps to move forward.
- Work group include:
- Jay Anderson (Lead)
 - Lindsey Pierce
 - Megan Feagles
 - Daisy Calvert
 - Jay will reach out to Bill Fricke to see if he could be part of this.
- Questions:
 - Some people have already existing account. Will they have to update that?
 - When they applied if they put a chosen name then Colleague would start pulling from.
 - How would someone go about updated chosen name if they already have an established ID Number?
 - For Students they should contact Enrollment Services
 - For Employees contact HR
 - There was some concern about when students go to Enrollment services and they are asked for student ID. The student may not have a student ID with their chosen name on it.
 - Feedback to Enrollment service in regards how they can soften the interaction and how can we serve that student.

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4. Training Needs of Committee

- Brain storm ideas for committee trainings needs:
 - How to create a DEI lense? Some of the areas that could be captured in this training.
 - ❖ Unconscious bias
 - ❖ Structures of Oppression
 - ❖ Blind spots
 - ❖ Micro aggressions
 - ❖ Anti-Racism
 - How do you make sure that the employees that are currently getting hired feel like they are the best person for the job and not because of who they are?
 - The consultants highly suggested the IDI comprehensive assessment – captures the work growth that occurs and where growth is needed.
 - Hiring for Diversity Training.
 - John suggested the Train the Trainer.
 - Confronting Resistance
 - Max approached Jaime about bringing in a speaker from Encore to speak. Jaime suggested he speak with Christina from Training Subcommittee.
 - Contact Max to find out what the cost of the speaker would be:
 - Kandie will reach out to Max.
 - Possibilities of Campus Compact training.
 - Some of our speakers from in service to come.
 - Coordinate with other departments that could help with some money.
 - Grant writing possibilities
 - Mini grant for \$5000 is coming up
 - Third party Grants we could apply for.
 - Are we able to write grant proposal for DEI?
 - Amy Canada can help in writing a grant
- Prioritize training needs for winter and spring terms.
- Training for our committee:
 - Committee feels that the priority should be the Diversity Lense
 - Suggest that the committee reached out to those who have developed lens to see how they have gone about it:
 - Feb 21st Winter In-service: There will be a Poverty Simulation
 - You assume the identity of some
 - You live in their constraints
 - You have to go a visit places.
 - 80 people are able to participate

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20 Subcommittee Updates

- **ERG**
 - There is a new ERG that is forming and met yesterday this would be the 3rd ERG.
- **HR** – No Updates
- **Marketing and Communication:**
 - Been meeting with some of the members to find out what their needs are. Hoping to get a response later today.
- **Resource/Library** – Lupe/Stephanie
- **Teaching and learning:**
 - At the moment there is not a subcommittee
 - Needs some more foundational groundwork
 - Make sure the processes are supporting one another.
 - First steps
 - 1 - Understanding engaging with faculty in regards to DEI issues.
 - 2 - An opportunity to get more of a sense of what they are looking for.
 - 3 - Community learning group starting in Winter. TILT: makes assignments more equitable
 - Going forward there is a lot of overlap and mutual interest in similar programming and projects.
 - The broader things that need to be thought about is what our process is with relationship building. How we are building bridges so that it is collaborative.
 - Should we invite Jill to a meeting to see what they are working on and how we can help
- **Strategic Plan**
 - Continue to meet regularly to adjust the goals and objectives
 - Reached out to the consultant and they have given us some feedback.
 - Next term we are reaching to large scale initiative groups to make sure we are collaborating with them
 - Jason Kovac is meeting with us next week to re-introduce the big bubble concept.
 - To meet with the heads of the other groups to make sure they are incorporating and including them so that it is a cultural change.
 - Contract with consultants ends end of the year.
 - We are working on extending the contract to help this group roll out the plans.
 - Is the larger committee interested in sharing the documents and feedback from feedback sessions?
 - John can send out link to both
- **Training:** No updates

Discussion
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	<ul style="list-style-type: none"> ● Flags for Community Center: <ul style="list-style-type: none"> ○ Found out there was some Countries that students had come from that were not represented in the Community Center. ○ The president’s office was approached by the president of the Vietnamese community of Oregon. <ul style="list-style-type: none"> - Said that we had the wrong Flag for Vietnamese flag. He gave a flag but it wasn’t the flag of the country it was a flag ○ John is looking for an endorsement from DEI in regards to the flags. ○ Would like to add the flags of <ul style="list-style-type: none"> - Cambodia - Vietnamese flag - Confederated Tribes of Grand Ronde – they gave us a flag - We would like to hang the 8 recognized tribes of Oregon. We can’t buy them because we are not a part of that tribe. We are reaching out to them - LGBTQ flag - Transgender Pride flag - We would like to change the wording to say: These flags represent some of the diversity of our student union. They rotate regularly to show more inclusion. ○ Committee approved to endorse the purchase of new flags. ○ Kandie motion that the flags are changed out on an Annual basis. <ul style="list-style-type: none"> - Patrick 2nd the motion. - Motion Approved 		
<p>21 Board of Education Presentation 12/11</p>	<ul style="list-style-type: none"> ● Board of Education presentation on HB 2864 <ul style="list-style-type: none"> ○ This year we remain in compliance because we have a committee. 	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information	
<p>22 Debrief and review commitments</p>		<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information	
Upcoming Meeting Dates	Start Time	End time	Location
January 10, 2020	10:30am	12:00pm	B240
January 24, 2020	9:30am	11:00am	B240
February 14, 2020	9:30am	11:00am	B240
February 28, 2020	9:30am	11:00am	B240

March 13, 2020	9:30am	11:00am	B240
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