

Diversity, Equity, and Inclusion Committee

Date: January 10, 2020 | Begin: 9:30–11:00 a.m. | Location: B240 | Recorder: Michell Gipson


Attendees: Jaime Clarke, Klaudia Cuevas, Kandie Starr, Stephanie Schaefer, Patrick Smida, Lindsey Pierce, Benjamin Alton, Ashely Magana, John Ginsburg, Camilo Sanchez, Caleb Feldman, Lisa Anh Nguyen


Guest: Tim Cook

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 <ul style="list-style-type: none"> - Klaudia did an Activity with the committee about First Impressions as a reminder to everyone to pause and take a minute to get to know each other instead of creating first impressions. - Committee members shared ways that first impressions have effected them. • An announcement was made that Lindsey Pierce will be leading our Marketing and Communication Subcommittee <ul style="list-style-type: none"> - Did a quick introduction 	<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"> ○ Edits were made to Nov 22 Meeting minutes. ○ There was a move to approve with suggested edits. There was a second motion. ○ Minutes are approved. ○ Edits were made to Dec 6 Meeting minutes. ○ There was a moved to approve with suggested edits. There was a second motion. Minutes are approved with suggested edits. 	<input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information

3. Checking In with Committee

- Update: Position for a Chief Diversity Officer has been submitted and it will go through the BAG process.
 - Funds for this position are not new. The funds are being shifted from the unfilled Director position in College Relations and Marketing.
 - If approved by BAG, the timeline would be spring for put together a job description and begin looking to hire a Chief Diversity Officer.
 - It will require feedback from the DEI committee around requirement for this position but also what this position will look like.
- Questions:
 - Is there funding for support staff?
 - There isn't right now but Tim is looking at possibly additional funding for support staff or where that support would be housed to provide some support.
 - John had suggested that there is work to be done on how this position will touch other aspects.
- Tim wanted to make it very clear that he does want the DEI work to be integrated throughout everything that we do. It is really important that DEI be the umbrella of how we accomplish everything.
 - The Board was very clear in their support of DEI work being integrated into everything.
 - The DEI Strategic Plan is going to directly inform the overall college strategic plan and from the very beginning be integrated in all that we do.
- Tim is concerned about people in the college trying to implement DEI work without integrating with the work that the DEI committee and strategic plan are developing.
 - Best example is the Equity lens; Tim has heard of 5 or 6 people making up their own equity lens. He doesn't know if that is the best use of resources as we are going to take time to develop one that works best for Clackamas.
 - Caleb had shared that a lot of questions have come up about the equity lens. Is it a list of items that people are checking off or is that something deeper like a framework or approach that we are working on developing?
 - Tim answer that we need a little bit of both. We need to talk structurally about how we are really changing equity and how are really viewing that throughout the college and then develop the tool what will help us do it.
- Stephanie had expressed concern about the committee positions being 2 year terms:
 - Based on the original math that would mean 5 to 6 new people on the committee every year.
 - It's taken a lot to develop trust and that could be detrimental to the committee
 - Tim stated that he would entertain more discussion or proposal around the topic of committee terms.

	<ul style="list-style-type: none"> • Tim had caution that as we continue to get into more of the work we are going to get more internal push back and more external pushback. He is encouraging everyone to ask the really hard questions now. So that we can talk about those questions as a community. 	
<p>4. Strategic Plan Timeline</p>	<ul style="list-style-type: none"> • DEI Strategic Plan Contract Extension for consultants Dr. Karim and Dr. Lewis. • Plan timeline <ul style="list-style-type: none"> ○ Jaime quickly went over the timeline. (see document attached) <ul style="list-style-type: none"> ▪ This term we are trying to dedicate 45 minutes of every committee meeting toward plan elements so when we see the full draft plan put together in February it won't be the first time the committee is seeing it. ▪ The subcommittee is working with the consultants to develop a table of contents and make sure it is clear what components we are writing and which components the consultants are writing. Hoping to have that finalized in the next week. • Tim asked at what point will you go to College Council and some of the internal groups to get feedback? <ul style="list-style-type: none"> ▪ The subcommittee has identified various groups that we will bring the Priorities Goals and Objectives and Indicators document to those groups. Some of those dates have been finalized and will happen in Winter term. <ul style="list-style-type: none"> - College Council - Access Retention and Completion - Guide Pathways Task Force - Full Time Faculty Senate - Part Time Faculty Association - Classified Association - ASG 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information  <p>DEI Strategic Plan Timeline 2020.docx</p>

<p>5. Strategic Plan: Definitions, Vision, Values</p>	<ul style="list-style-type: none"> • Review and discuss definitions, vision, values <ul style="list-style-type: none"> ○ To be part of the table of content and ask for the committee review. • Edit as needed: <ul style="list-style-type: none"> ○ Edits will be made to the Draft and Jaime will send it out by email for everyone to review. ○ Under vision statements: What does Globally Diverse Community mean? ○ Under Shared Values: Belonging, there is nothing in there that really communicates acceptance or affirmation of the diversity of human experience. ○ Under shared values: Empathy, Stephanie purposes to remove People with. ○ As a committee we spent time coming up with a set of definitions that went into our charter. <ul style="list-style-type: none"> ▪ Why have we not going with those definitions? ▪ We can go back and look at the definitions for our charter and make sure we align with what we have now. ▪ These were definitions that were provided with the progress report. ▪ 2 items are directly from our charter. ○ Really important that what comes out of this group is very consistent and a clear message. <p style="text-align: center;">Jaime will send out the track changes for the draft Definitions, Vision and Values and the definition in the Charter. Please come to next meeting with any suggested edits.</p> 	<input checked="" type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information  DEI Definitions Vision Values comm
<p>6. Debrief and review commitments</p>	<ul style="list-style-type: none"> • John shared an update with the flags <ul style="list-style-type: none"> ○ There is a draft that they are updating with the new flags chart that would go outside the multicultural center. ○ Waiting to hear when the flags can be swapped out. 	

Upcoming Meeting Dates			
			Location
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