

Diversity, Equity, and Inclusion Committee

Date: February 14, 2020 | Begin: 9:30–11:00 a.m. | Location: B240 | Recorder: Michell Gipson

Attendance: Klaudia Cuevas, John Ginsburg, Caleb Feldman, Patrick Smida, Stephanie Schaefer, Kandie Starr, Lindsey Pierce, Melissa Richardson, Camilo Sanchez, Benjamin Alton

Topic/Item	Key Points <i>Provide 50 words or less on expected outcome</i>	Category
1. Welcome & Review of Guidelines for Interaction	<ul style="list-style-type: none"> • Review Guidelines for Interaction The committee read the Guidelines for Interaction out loud. 	<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 meeting minutes • Vote on minutes <ul style="list-style-type: none"> ○ There was a motion to approve followed by a second ○ Minutes Approved as written 	<input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

3. Strategic Plan: Values and Strategic Priorities

- Review and discuss Values and Strategic Priorities 2 & 3
- Subcommittee has not made edits to the Values document, it comes strictly from the progress report.
- Shared Values: Committee read through and had discussion about the wording of each definition in the document and agreed on the edits that were made.
 - **Belonging:**
 - Suggested the statement learn about and accept the suggestion was to change the statement to celebrate the diversity of human experience.
 - There was a suggestion to use the word affirm.
 - **Empathy:**
 - Suggestion to use the word compassion.
 - Do we want them to just understand or do we want them to engage with diverse perspectives?
 - **Respect:**
 - Suggested that Students, staff, faculty and administrators should be changed to College community because we have used that in a couple different places.
 - Models these shared values.
 - Will people know what shared values are?
 - **Student Success:**
 - There was a discussion about moving Student Success to the top as a first value since we prioritize our students.
 - Suggested taking out our existence as an educational institution and replace with role as educators reasoning for that is that education institution is not a being the community that makes up this institution also like calling everyone who works here educators.
- The committee went over draft Priority 2 and at the next DEI meeting; we will bring the whole plan to the committee.
 - Reminder that this is a draft we are still going around to various shared governance to get feedback to continue working on this document.
 - There have been different workgroups that have been working on each of the strategic Priorities individually. The subcommittee will spend time next week trying to align them so that they sound like that are coming from one voice. We will be trying to balance the level of specificity, timeline detail and collaboration from different parts of the campus without sounding prescriptive or inflexible.
 - There will be a chart version for the public that is less dense and easier to read.

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- **Priority 2** is looking at our students and what are we doing to recruit a diverse student body population and maintain them: Edits and suggestions were made:
 - Eliminate equity gaps for Students:
 - Camilo had brought a point about the classrooms environment and schedule needs to be addressed and it was shared that this is part of Priority 3 that involves the classrooms and the environment.
 - There was a question that was brought up asking if this needs to be called out in some way or referenced that we know that the goal is coming?
 - 2.1.5: Increasing awareness of community partners and organizations to address barriers to entry and onboarding for underserved students.
 - There was a concern that there is going to be a list of resources that is kept somewhere. Do we just need to be aware or are we going to refer people to this list?
 - If the goal is to increase awareness, there is no action from this objective other than maintaining a list that people can access. What does Increase awareness of community partners and organizations look like?
 - In Action 2.1.5.3 there is a plan to develop a communication plan for sharing out the resources. What are the expectation with what will be done with that information?
 - All the information needs to come together in one place and all educators need to be aware of this list and be able to get this information out to our students.
 - There was a feeling that the words in 2.1.5 entry and onboarding felt too narrow that maybe the word retention be added or student barriers.
 - 2.1.3 The Admissions team is going to start calling themselves Admissions and Recruitment in conjunction with the new building.

- **Priority 3** is looking at the teaching and learning pieces of the plan.
 - Klaudia asked the committee to take some time to go through the rest of the document and give any suggestions, comments and questions that you may have electronically.

4. Update on Chosen Name

- DIG Update on Chosen Name:
- Lisa sent an update from the meeting from Jan 15th.
 - Workgroup met with ITS and they are working on a policy on name change. The policy work needs to go through ARC.
 - ARC Policy subcommittee will be working on a policy around chosen name.
 - Tara has asked Chris to give presentations around campus to inform the college about why this is important.
- Lindsey shared that they have already added chosen name to admission application so we are already collecting that data for incoming students as well as any students that tells us what their chosen name is.
 - What about pronouns?
 - There is a place in colleague but doesn't know if the data is being collected in any way at this time.
 - The chosen name is stored in the Bio screen. Many of the business processes have to be changed to pull chosen name. That is part of what we are working on.

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<p>5. Subcommittee Reports</p>	<ul style="list-style-type: none"> • Time for each subcommittee lead/members to share and problem solve together • ERG: <ul style="list-style-type: none"> ○ Kaleidoscope ERG are continuing to meet on regular basis. The regular meeting the attendance is pretty good. The social attendance is pretty low but they are working on that. ○ In Living Color ERG has met 2 times. • Training: <ul style="list-style-type: none"> ○ There is a safe zone training today from 12-4. ○ Looking at bringing in a Bias trainer from Beaverton High School. ○ Sharon Furno from Criminal Justice is having a discussion on Gender Identity. March 4, 6 – 8 at Harmony campus. Asked if that person would be willing to do a training here on the main campus during regular hours and they said that they would be willing to do that. • Resources/Library: <ul style="list-style-type: none"> ○ Have had a few events; ○ Feb 20 is another book club discussion group for One City One Book event. ○ Feb 26th from 5 – 6:30 there is a STEM talk at Harmony West community room where a speaker is going to be talking about adolescents and the brain. ○ Feb 27th in McLoughlin Auditorium there will be a reading, question and answer with Heidi W. Durrow ○ March 5 another discussion group ○ Klaudia had shared that the Listed One City One Book activities is listed on the DEI website under Training and Events • Marketing and Communications subcommittee: <ul style="list-style-type: none"> ○ They would like to contribute to the DEI newsletter with a specific DEI related communication tip or best practices. ○ Updated the race and ethnicity categories on the college application. We will be getting feedback from other groups on campus. • HR <ul style="list-style-type: none"> ○ Melissa will be joining us in replace of Rachael and will be leading the HR subcommittee. 	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
<p>6. Debrief and review commitments</p>	<ul style="list-style-type: none"> • Kandie presented and the new employee orientation. There was a question in regards to land acknowledgements and how we can do a better job? <ul style="list-style-type: none"> ○ John can share with the group the Honor Native Land Guide. ○ Suggested that maybe in a future meeting we can have a discussion about Land Acknowledgment. 	<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
February 28, 2020	9:30am	11:00am	B240
March 13, 2020	9:30am	11:00am	B240