

Diversity, Equity, and Inclusion Committee

Date: February 28, 2020 | Begin: 9:30–11:00 a.m. | Location: B240 | Recorder: Michell Gipson

Attendees: Jaime, Klaudia, Melissa, Kandie, Patrick, Lindsey, Camilo, Ashley, John, Christina, Stephanie, Ben, Lisa Anh

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 Committee read the guidelines for interaction together. 	<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 <ul style="list-style-type: none"> ○ Klaudia made a few edits to minutes. • Vote on minutes <ul style="list-style-type: none"> ○ Minutes approved with changes. 	<input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
3. NCORE Attendees	<ul style="list-style-type: none"> • NCORE registration is coming up and the Committee has funds to support at least two people and possibly a third attend the conference in New York, May 26-30, 2020. • Early bird registration closes on March 31. • Jaime and Klaudia asked the group to consider attending the conference and bringing information back to the college. • Lindsey, Stephanie, and Kandie shared that they were interested in attending. • The Committee will discuss and make a decision as to who will attend the conference during the March 13 meeting. 	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information

**4. Strategic Plan:
Priorities, Goals,
Objectives &
Activities**

- The committee agreed that values approved with the changes.
- Review and discuss Strategic Priorities.
 - Edits were made
- Timeline was updated. The subcommittee changed the timeline by two weeks They have scheduled two more subcommittee meetings and a half-day work session where they will be diving in to try and wrap everything up.
 - Committee will have a first glance at the final draft March 13.
 - We will then have an opportunity for the college community to look at the draft plan and have some feedback opportunities.
 - It is anticipated that the final vote will be on April 10 by the larger committee.
 - Then it will be given to Tim for his approval and adoption by the college.
- **Strategic Priority 1**
 - A version of Strategic Priority 1 was sent to the Committee a few days ago and there have been changes since then.
 - The name of the Priority changed. The subcommittee felt the goals were really honing in on building the foundation to create the diverse, equitable and inclusive culture.
 - They have had a lot of conversation in the subcommittee about building capacity and what that looks like in the organization. In trying to capture where we needed capacity the subcommittee came up with three areas:
 - Goal 1.1 – Create a diverse, equitable and inclusive workforce. This has workforce language in it but it also has information about learning, development and professional development.
 - Objective - 1.1.1 Speaking to professional development needs and how to lead DEI initiatives. The DEI committee should have some really focused training on how to lead DEI initiatives.
 - There were several comments in the progress report that DEI committee felt like they were not in a place where they had the development, training and knowledge the DEI committee needs to do this work. This needs to be done in partnership with College leadership.
 - This work could ideally take place in the spring.
 - Objective 1.1.2 – This is speaking more broadly to grow all employees’ cultural competency development.
 - We are required by the state to grow our cultural competency for our employees.
 - There has been a lot of energy around a mandatory DEI summit or training.
 - Action 1.1.2.3 – This is actually Strategic Priority Goal 3.2 but because we talked about the DEI committee, we talked about

	<p style="text-align: center;">college leadership and all employees it felt important to recognize the instructional staff.</p> <p>Questions: There was a question about what the idea or intent was around a specific Clackamas-centered leadership development program.</p> <ul style="list-style-type: none"> • This is an objective of Tim's. He would really like to see an internal Leadership program be created to ensure that employee and supervisor experiences are positive. <ul style="list-style-type: none"> ▪ Understanding that a Leader doesn't have to be a supervisor. ▪ Reinforce skills and having them be specific for our environment. • Strategic priority 3 <ul style="list-style-type: none"> ○ The dates will come out and be put into the chart. ○ Some of their feedback was to shorten the language and they gave some suggested edits. ○ There was a suggestion that it might help and be easier to follow if the language was more consistent. ○ 3.1.3 – There was a discussion around a suggestion to say all employees of the college so that would possibly include student employees as well. <ul style="list-style-type: none"> ▪ Define employee in the glossary. ▪ John will make sure that the subcommittee does a glossary status check. 	
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<p>5. Debrief and review commitments</p>	<ul style="list-style-type: none"> • The Strategic Priority subcommittee will bring the entire draft plan to the Committee for review in two weeks. • Kandie Shared that the two ERGs that are currently meeting have said that they are planning on using their \$500 from the budget this year. 	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
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Upcoming Meeting Dates	Start Time	End time	Location
March 13, 2020	9:30am	11:00am	B240
April 10, 2020	9:30am	11:00am	B240
April 24, 2020	9:30am	11:00am	B240
May 8, 2020	9:30am	11:00am	B240