

Diversity, Equity, and Inclusion Committee Minutes

Date: January 22, 2021 | Begin: 9:30–11:00 a.m. | Location: Zoom | Recorder: Greer Gaston

Attendees: Annissa Rhynders, Caleb Feldman, Camilo Sanchez, Dasha Kolpakov, Esther Sexton, Felicia Arce, Ivan Acosta, Jaime Clarke, Jason Kovac, John Ginsburg, Kandie Starr, Klaudia Cuevas, Lanie Sticka, Maria Dixon, Ray Atkinson, Sarah Lechner (Coraggio Group), Stephanie Schaefer, Greer Gaston

Individual commitments are highlighted in yellow.

Other outstanding work/tasks are highlighted in blue.

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 <p>Stephanie reviewed the Guidelines for Interaction.</p>	<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 January 8, 2021 meeting minutes Vote on minutes <p>There was a motion by Kandie, which was seconded by Maria, to approve the minutes. The committee approved the motion.</p>	<input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
3. Interim DEI Framework Trainings	<ul style="list-style-type: none"> Training team logistics Tentative schedule and requests <p>Stephanie and/or Jaime:</p> <ul style="list-style-type: none"> Learned a lot from two practice trainings; they made edits to the presentation as a result. Are doing their first official training later today. Said updated presentation materials are available in the Google drive. Materials will be updated in the I drive soon. Shared the link to the Google drive, and Stephanie will send it out via email to the committee members. Put together a logistics document with a presentation timeline, the pieces to cut and paste into the chat, and a script. Would like to know training teams' schedule availability. Last night, a Google form was sent out asking for this information. Said there are currently 10 requests for training. This includes the training Caleb and Ivan are doing for the Budget Advisory Group (BAG). 	<input checked="" type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

	<ul style="list-style-type: none"> ▪ Highly recommended teams practice with a receptive audience before conducting an official training. Practice should include a plan for which team member will narrate which slides. ▪ Said if teams determine when they can do a practice training, Stephanie can help find test participants. The teams are welcome to recruit test participants too. ▪ Said the training takes a full two hours. ▪ Wants the training to be more conversational, but there isn't time if one allows 30 minutes to practice using the tool. The training moves really fast. A committee member added that the practice training provided enough information to understand the concepts, but insufficient information on how the concepts were actually applied. ▪ Noted trainees may not look at the materials in advance. ▪ Will put training request form and training feedback form into the Google folder. ▪ Summarized training requests to date. Monday seems like a popular day. ▪ Thought trainers could work with members of other training teams where this seemed appropriate. John, Lanie, Dasha and Camilo -- members from different teams -- may provide training to Associated Student Government (ASG). <p>Ivan and Caleb wanted the BAG members to be familiar with the materials prior to the training. They used Microsoft Teams to share materials ahead of the training. They also provided a space within Teams to ask questions and discuss the materials. If this is successful, Stephanie suggested Ivan and Caleb might train the committee on how to use Teams in this way.</p> <p>Training team members should connect with one another to:</p> <ul style="list-style-type: none"> ▪ Get a practice session scheduled. ▪ Identify days/times when they are available to teach and provide this information to Stephanie and Jaime. ▪ Review materials and let Stephanie know if you have questions. <p>Several members of the committee expressed an interest in participating in a practice training. If a committee member is scheduling one of these, please "reply all" to a Diversity email to inform and invite others from the group.</p> <p>The committee moved to agenda item 6.</p>	
<p>4. College Strategic Planning</p>	<ul style="list-style-type: none"> • Intersection and alignment with DEI SP <p>This item was heard after beginning agenda item 5.</p> <p>Jason introduced Sarah Lechner, a consultant with Corragio Group, who is helping the college develop its strategic plan.</p>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

From the DEI committee, Esther, Ivan, Stephanie and Lanie are working with the strategic planning group.

Sarah and Jason want to hear from committee members: Is the college's strategic plan aligned with its DEI work and DEI strategic plan?

Sarah gave a PowerPoint presentation; the presentation is on file in the DEI record.

Sarah displayed a timeline. The strategic planning group is wrapping up the *Get Clear* phase. This phase included community involvement and the development of an insight report. The group is starting the *Get Focused* phase where elements of the plan will be drafted and shared.

Upcoming strategic planning activities:

- A focus group exercise will take place during winter in-service on February 12.
- A community partner survey.
- Check-in with the Board of Education.
- Planning work will take place in February or early March. This includes work on the college's vision, mission, and organizational values.
- Strategic priorities will be developed. These are the college's five big focus areas for the next five years.

Strategic indicators will measure success. Strategic actions are what will be done.

The strategic planning process will engage a broader range of people from February through May.

John asked what information the strategic planning subcommittee would need to prepare for in-service. In terms of what the DEI committee wanted to do with their time at in-service, Jason said it was up to the committee. Stephanie was thinking of a flipped classroom-style activity, but was open to other interactive ideas.

Sarah asked how to ensure the DEI strategic plan and the college's strategic plan are aligned and connected. DEI needs to be considered in all aspects of the plan. It needs to be a pillar within the plan, because these are the things that will be prioritized and that resources will be allocated to.

Committee members offered the following comments:

- DEI should be woven throughout the college's strategic plan.
- Beyond the task of educating traditional students, the plan needs to address CCC's role in the community, and with employers and partners. The college has a broader reach and can make a greater impact.

	<p>Jason noted that CCC taking a leadership role in advancing DEI community-wide had been a discussion topic in the strategic planning process. This should be a collaborative effort with the community.</p> <p>Jason said there was a good deal of support and advocacy to make DEI a strategic priority, one of the pillars of the plan. He concurred DEI should be woven throughout the plan too.</p> <p>Jason asked if there were committee members who were interested in helping vet a few things such as:</p> <ul style="list-style-type: none"> ▪ Applying the interim DEI framework to plans for in-service and in publications. ▪ Making sure activities and language support DEI goals and values. <p>If interested, contact Jason.</p> <p>Sarah has seen the interim DEI framework and inquired about an abbreviated training for the planning team. Stephanie explained the training roll out and two-hour time requirement. It is a good idea to train the strategic planning committee, or at least have one person in each strategic planning priority cohort who is well-versed in the framework. People in cohorts could be invited to trainings scheduled for other groups. Jason supported this idea. Jason and Sarah would like to take the training as soon as possible.</p>	
<p>5. Debrief Inauguration</p>	<p>This item was heard prior to agenda item 4.</p> <p>Jaime noted there may not be much to discuss since the inauguration seemed to go smoothly and there was no significant civil unrest at the federal or state level. Felicia added the inauguration Google document was empty. No one had commented; there was nothing to report.</p> <p>John reported Portland made the national news about a group that damaged property. The group did not support Trump or Biden, but said Biden was a puppet of corporate interests and he was not progressive enough.</p> <p>When the committee returns to this agenda item, committee members asked to discuss:</p> <ul style="list-style-type: none"> ▪ The Board of Education’s statement regarding remarks made by County Commissioner Mark Shull. ▪ A lack of college recognition of Martin Luther King Jr., Day. <p>This item was tabled and the committee moved to agenda item 4</p> <p>The committee returned to this item after hearing agenda item 4.</p>	<p><input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information</p>

Lack of college recognition of Martin Luther King Jr., Day

A committee member expressed frustration and disappointment that the college didn't do anything to recognize/in honor of Martin Luther King Jr., Day. How can we ensure doesn't happen again? Another committee member, who teaches a several schools, said CCC was the only one that did not celebrate the holiday. This speaks by its absence.

Black History Month is in February and Women's History Month is in March. Jaime asked if there were specific things the committee wanted to acknowledge. Jaime suggested the communications and marketing subcommittee could take the lead on crafting statements to go out.

A committee member noted there are holidays celebrated in Oregon which are not celebrated at the federal level. **Ivan volunteered to work on developing a list of holidays.** Felicia thought the Social Web Action Group (SWAG) might have a list of holidays that could serve as a starting point. **Felicia will follow-up to see if there is a SWAG list.** Having a list would help the committee be more forward thinking.

Stephanie created a Google document that **committee members could add to as a way to share events they are aware of.** This could be a venue to share information on what the holiday/month is about and things one can do to celebrate/honor it.

John said Associated Student Government (ASG) did a trivia night centered on Martin Luther King, Jr. and civil rights. The event was well done, but sparsely attended. COVID likely affected participation. College employees can attend trivia night. Next month's event will focus on questions around Black History Month.

Board of Education's statement regarding remarks made by County Commissioner Mark Shull

Stephanie briefed the group on disturbing comments, like racist generalizations about Muslims, made by newly-elected Clackamas County Commissioner Mark Shull. CCC's Board of Education has issued a statement in response, though it did not address the specific comments made by Shull.

- Shull cannot be removed from office for six months.
- Shull apologized for comments, but then made more racist generalizations later.
- Some of Shull's comments were fairly recent -- fall 2020.

The committee shared links to news stories about Shull. The links are on file in the DEI record.

An audience member asserted the Board of Education's statement should have been stronger, and more specific and direct in its denunciation of Commissioner Shull's remarks. The statement didn't address the harm to those Commissioner Shull talked about.

- The following words/comments were used to describe the board's statement: ineffective, gross, not helpful, and focused on not offending white people.
- The harm needs to be called out.
- We cannot hide behind this idea that the college is apolitical in order to tiptoe around white people's feelings.
- It's not political to stand up for justice, equity, and human rights.
- People may be afraid to stand up for this, but we don't have the right to comfort at this point.
- This is racism, and because it isn't called out specifically, the college is allowing it to continue.
- The college needs to set an example by being more confrontational about such racism.
- The college talks about standing up for others, but doesn't do it. The people who are being harmed are not getting the support they deserve from the college.
- We are practicing white supremacy culture right now.

A committee member suggested having an honest conversation with Tim. Jaime asked if committee members wanted to meet with Tim and Lori. As executive director of college relations and marketing, Lori drafts most of the messages for Tim and the Board of Education. Committee members supported having a separate, private meeting with Tim and Lori. Jaime asked who would like to participate. The meeting with Tim should be open to allies. Many people have a huge stake in this and the message may be more powerful coming from them. A committee member asked if the group should engage with the Board of Education directly.

Committee members made the following comments about messaging, including messaging on the insurrection at the capitol:

- As a public institution, it's not clear what is political and what isn't. Emails were received as a result of the committee's statement about Black Lives Matter.
- Other institutions, that are comparable to CCC, offered very different responses and called out racism for what it is. Could we talk with other community colleges about their messaging?
- Being a public institution feels like a barrier, because it's not clear what we are allowed to do.
- The committee needs to be empowered with access to legal counsel. In the past, this access was not obtained easily. Does this merit a conversation with Alissa?
- Unsure where the line is between what can be said and what cannot. Don't want to lose the opportunity to speak.
- Messaging needs to be responsive; it requires a quick turn-around.
- How does the college help people understand the issues, if the college isn't direct/clear in its communication?
- Tell Tim what the committee wants called out.
- Even when messaging seems benign, committee members have heard from those above. The college needs to support DEI messaging.
- This is too important not to say something. Actual issues need to be addressed. Committee members need to push for this, otherwise they are complicit. When challenges come up, they need to be faced, not avoided or addressed in an indirect way.

	<ul style="list-style-type: none"> ▪ Are jobs at stake if committee members speak out about white supremacy? Everyone has a different risk tolerance, but if committee members and the college don't take risks, we are perpetuating the problem. ▪ Frustrated the college isn't speaking out. It needs to be outspoken about its beliefs and values. <p>Jaime will arrange a meeting with Tim, Lori, and possibly Alissa, about stronger messaging from the college and the committee and legal advice. Email diversity@clackamas.edu if you are interested in participating in this conversation.</p>	
<p>6. Upcoming Trainings</p>	<ul style="list-style-type: none"> • Equity Training with Erin Jones 1/28 • Northwest Regional Equity Conf. 2/24-26 (\$300) • NCORE Conference 6/7-11 (\$475) <p>This item was heard prior to agenda items 4 and 5.</p> <p>The Equity Training with Erin Jones is free and offered through Clackamas County. The link is on the diversity webpage.</p> <p>For classes with a fee, committee members can use professional development funds or the committee can cover the cost. If committee members want to request payment, email the request to diversity@clackamas.edu. It's preferable to put the charge on a college credit card, rather than request reimbursement.</p> <p>Groups of 10 or more receive a discount at Northwest Regional Equity Conference. Stephanie will look into coordinating this.</p> <p>NCORE will likely be virtual and the committee has funds to pay for attendance, especially since there are no travel costs. There is also a per day rate for folks that can't attend all five days.</p> <p>John noted members of the strategic plan subcommittee will attend a virtual webinar next week, <i>The Forgotten Constituency: Engaging Staff in DEI Initiatives</i>.</p> <p>Kandie said there is a free NCORE training on February 3, from 1 to 2:30, entitled <i>Engaging Contemporary Interracial and Trans National Dynamics Surrounding Black Students</i>.</p> <p>Jaime updated the group on the two request for proposals (RFPs) around anti-racist training and developing a needs assessment and comprehensive education plan:</p> <ul style="list-style-type: none"> ▪ RFPs went out in summer and again in early fall; no responses were received. ▪ The RFP will go out again next week ▪ Jaime is seeing more interest this time. ▪ The deadline for proposals is February 5. 	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

	<ul style="list-style-type: none"> ▪ Proposals will be shared with the committee. <p>The Multicultural Center is facilitating a session to build support for the land acknowledgement next Tuesday, before the matter goes back to College Council. Lanie will read the land acknowledgement as part of the upcoming State of the College address.</p> <p>Stephanie said DEI will play a part in winter in-service.</p> <p>Jaime has been working with Tim regarding a proposed ban on hate symbols. This has been gaining some traction as a possible Board of Education policy.</p> <p>The committee moved to agenda item 5.</p>	
<p>7. Debrief and review commitments</p>	<p>Jaime summarized some commitments:</p> <ul style="list-style-type: none"> ▪ Identifying holidays. ▪ Connecting with those on your training team. Determine and share your availability. ▪ You are welcome to stop by the Tuesday session on land acknowledgement. ▪ There may be an update on banning hate symbols at the next meeting. 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information