

Diversity, Equity, and Inclusion Committee Minutes

Date: January 28, 2022 | Begin: 9:30 to 11 a.m. | Location: Zoom | Recorder: Greer Gaston

Attendees: Andwele Castleberry, Beau Gilbert, Caleb Feldman, Casey Layton, Esther Sexton, Felicia Arce, John Ginsburg, Junko Iijima, Kathryn Long, Kevin Aguilar, Kim Crane, Klaudia Cuevas, Madalena Larkins, Maria Julia Sorrentino, Melissa Richardson, Ray Atkinson, 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"> • Land Acknowledgement • Labor Acknowledgement • Review Guidelines for Interaction <p>Stephanie reviewed these with the committee.</p>	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
2. Announcements	<ul style="list-style-type: none"> • Interns share/brief the committee on their activities at an upcoming meeting <p>Casey reminded the committee of the PSU interns working under the guidance of Sunny Olsen. The interns were interested in working on DEI-related projects. They have:</p> <ul style="list-style-type: none"> ▪ Reviewed documents and feedback on the interim equitable decision-making framework with the goal of developing tools or ways to help folks apply the framework to real world situations. ▪ Attended interim equitable decision-making framework training and/or train the trainer training. <p>Casey would like to invite the interns to an upcoming DEI Committee meeting so they can share what they have been working on and what they have learned to date. The interns will likely have questions for the committee members.</p> <p>Though not necessary to do in advance, committee members can share any questions they have for the interns with Casey.</p>	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

<p>3. Consider Meeting Minutes</p>	<ul style="list-style-type: none"> • Review January 14, 2022, meeting minutes • Vote on minutes <p>There was a motion by Esther, which was seconded by Andwele, to approve the minutes. The committee approved the motion.</p> <p><i>Note: Stephanie and Kim abstained.</i></p>	<input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information
<p>4. Volunteers Sought for Upcoming Events</p>	<ul style="list-style-type: none"> • Looking for volunteers: <ul style="list-style-type: none"> — Planning Black History Month event — Co-facilitators for upcoming <i>Roots of Social Justice</i> learning sessions on March 4 and April 29, from 9 to 11:30 a.m. • Future Volunteer Opportunities <ul style="list-style-type: none"> — Juneteenth — Pride Month — Environmental Justice — Women’s History Month <p>Casey acknowledged there are many cultural events that the college can be involved in.</p> <p><u>Black History Month (BHM)</u> The DEI Office is starting to plan for BHM. Casey:</p> <ul style="list-style-type: none"> ▪ Has connected with Beau and students at the Multicultural Center, the library, and black employees; she wants to coordinate with other groups that are offering BHM events, activities, and resources. ▪ Hopes to assemble some video vignettes featuring a student, an employee, and keynote speaker addressing Oregon’s African American history in the form of a short Ted Talk. ▪ Wants to keep announcements coming throughout the month. ▪ Anyone who wants to be involved and/or wants to help plan communications should contact Casey. ▪ Andwele and Kim volunteered to help with this work. <p><u>Roots of Social Justice Learning Sessions</u> Casey asked for facilitators for two, upcoming learning sessions scheduled for:</p> <ul style="list-style-type: none"> ▪ Winter term — Friday, March 4, from 9 to 11:30 a.m. ▪ Spring Term — Friday, April 29, from 9 to 11:30 a.m. <p>Maria S. volunteered to facilitate both sessions. Klaudia volunteered to facilitate the April 29 session. An audience member, Kathryn Long, also volunteered to facilitate. Facilitators need to start at 8:30; the half-hour before the session is used for prep/technology testing/reviewing run of show.</p> <p>Casey will check-in with facilitators to make sure everything is in order.</p>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

	<p>John asked if students attend. Casey will look into that. Students don't have access to NeoGov, the system used for registration. Casey also needs to consider whether the presence of students would inhibit some folks from fully participating.</p> <p><u>Future Volunteer Opportunities</u> Casey will be seeking volunteers for:</p> <ul style="list-style-type: none"> ▪ Juneteenth — College may host an event on campus in conjunction with community-based organizations, the county, and others. ▪ A collective Pride Month event ▪ Environmental Justice ▪ Women's History Month ▪ Asian American and Pacific Islander Heritage Month 	
<p>5. DEI Committee Vacancies</p>	<ul style="list-style-type: none"> • Filling committee vacancies, reviewing applications, consider logistics and time commitment <p>With the membership section Charter revisions adopted at the last meeting, the committee can begin to fill vacancies. Current vacancies include:</p> <ul style="list-style-type: none"> ▪ One full-time faculty ▪ One classified employee an applicant pool may already exist. ▪ Two at-large positions <p>Caleb estimates it will take about two hours total to review the applications. Reviewers could start with the applications for classified that are already in the system. As for the timeline, Caleb envisions advertising for the other positions the second week of February, reviewing those applications the second week in March, and making decisions before spring break.</p> <p>Esther, Andwele, Maria S., and Caleb volunteered to review applications.</p>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information
<p>6. Subcommittee/Work Group/Project Updates</p>	<ul style="list-style-type: none"> • Anyone who has updates <p>Caleb and Stephanie noted the recurring <i>Subcommittee Updates</i> agenda item was being changed to this item which is more generic. There are other groups — outside of the subcommittees — that may have things to share.</p> <p>Kim summarized the website assessment process and noted all the ways feedback had been sought; she encouraged people to attend a presentation on the findings slated for February 17. Kim and Andwele developed the three user journeys:</p> <ul style="list-style-type: none"> ▪ High school student considering an associate degree or certificate ▪ Current student navigating next steps/resources ▪ Working adult <p>Andwele reported folks from the Multicultural Center are working on a labor acknowledgement. They will be looking for feedback and support from the committee in April.</p>	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

	<p>Kathryn is working on elements related on antiracism during her sabbatical. This term, she is meeting with people to conduct interviews on empathy. Kathryn may contact committee members to see if they are interested in being interviewed or committee members should contact her if they wish to participate.</p> <p>Caleb and Casey reported on recruitment efforts for the strategic priority implementation group. They have piloted a recruitment PowerPoint regarding the expectations for someone serving on the group. The PowerPoint will be presented to various groups where representation is sought, like institutional research, human resources, the Access, Retention and Completion Committee. Caleb will share the entire list with the committee. If committee members see gaps or have other suggestions for other groups that should be represented, contact Caleb and Casey.</p>	
7. Tell Stephanie How Awesome She Is	<p>This was Stephanie's last DEI Committee meeting before she leaves the college.</p> <p>The group shared their thoughts and appreciation of Stephanie and all she has done to further DEI work at the college.</p>	