

# Diversity, Equity, and Inclusion Committee Minutes

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

**Attendees:** Andwele Castleberry, Caleb Feldman, Casey Layton, Esther Sexton, Felicia Arce, John Ginsburg, Junko Iijima, Kathryn Long, Kim Crane, Kirby Gleason, Klaudia Cuevas, Madalena Larkins, Maria Sorrentino, Melissa Richardson, Ray Atkinson, 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
<p><b>1. Welcome &amp; Review of Guidelines for Interaction</b></p>	<ul style="list-style-type: none"> <li>• Land Acknowledgement</li> <li>• Labor Acknowledgement</li> <li>• Review Guidelines for Interaction</li> </ul> <p>Caleb reminded committee members to approve minutes electronically.</p> <p>Caleb reviewed the items above, giving attendees time to reflect on the acknowledgements. Caleb encouraged others to lead this in the future.</p>	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
<p><b>2. Announcements</b></p>	<ul style="list-style-type: none"> <li>• Friday DEI Committee meetings don't work for interns, so find a time when committee members can meet with interns for conversation.</li> <li>• Juneteenth</li> </ul> <p>Casey reported the PSU interns are unable to attend a DEI Committee meeting because the meeting conflicts with their class schedules. Casey suggested arranging a separate meeting for the interns and DEI members—who can attend—to discuss:</p> <ul style="list-style-type: none"> <li>▪ The resources the interns are working on to examine the equitable decision-making framework.</li> <li>▪ The interns' experiences in applying the equitable decision-making framework to different projects.</li> <li>▪ Feedback and committee member perspectives about the equitable decision-making framework.</li> <li>▪ Suggestions for building a tool to help the college community apply the equitable decision-making framework.</li> </ul> <p>Casey asked if committee members who attend would report back to the committee.</p>	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

	<p>Juneteenth commemorates the abolition of slavery in Texas, and is an official Oregon state holiday. Casey said the college is considering making it a paid holiday for CCC employees, but there are some technicalities to work through, including changing the academic calendar and talking with the associations. The concept will be presented to the Board of Education (BOE), Leadership Cabinet, and at Presidents' Council. There may be a BOE proclamation in March. <b>Reach out to Casey, Melissa, or Caleb if you have any concerns or considerations.</b></p> <p>Casey is meeting today with Clackamas County Equity Coalition to discuss a Juneteenth collective celebration that could be held in-person, outdoors at CCC. She will look for committee involvement once she has more details.</p>	
<p><b>3. Updates</b></p>	<ul style="list-style-type: none"> <li>• <b>Open conversation on any topic relevant to the group</b></li> </ul> <p>Maria reported on the Budget Advisory Group (BAG). The main highlights from the last meeting: tuition revenue is down, federal funding increased. Jeff shared the budget presentation he will give to the Board of Education. No budget cuts are planned this year due to federal funding and cost savings related to remote work. As a result, the BAG won't have many decisions to make. Maria, Casey, Melissa, and Felicia shared their perspectives on the meeting.</p> <p>Caleb noted that though there were no decisions to make regarding budget cuts, this implies the budget is status quo and the college will continue to operate as it has in the past. If the college isn't changing anything, then it's not improving equity. Just because there are no cuts, doesn't mean the college isn't making decisions. Melissa suggested this perspective should be brought forward to the BAG.</p> <p>This conversation spurred Casey to think about the outcomes of the budget improvement process. She suggested the budget improvement process group might give a presentation and offer an opportunity for committee members to influence and engage in back-and-forth dialogue regarding the process.</p> <p>Madalena reported on the Multicultural Center (MCC).</p> <ul style="list-style-type: none"> <li>▪ The MCC has hired two students and is in the process of onboarding them.</li> <li>▪ MCC folks are planning for international week. The theme will be indigenous cultures throughout the world. They are working with the librarians.</li> <li>▪ MCC folks are working internally on the labor acknowledgement before starting public sessions. They will want DEI Committee involvement. Getting the acknowledgement finalized will be a long process.</li> </ul> <p>John announced Madalena and Andwele are making a presentation to the Board of Education next Wednesday. They will report on all work MMC has been doing over the past year.</p> <p>Kim reported she met with Casey and Greer to discuss communication channels around holidays/celebrations, etc. There will be:</p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Discussion</li> <li><input type="checkbox"/> Decision</li> <li><input type="checkbox"/> Advocacy</li> <li><input checked="" type="checkbox"/> Information</li> </ul>

	<ul style="list-style-type: none"> <li>▪ A new section added to CCC This Week.</li> <li>▪ A resource on holidays and observances —identified by Beau— added to the DEI webpage. Folks were encouraged to join the Marketing and Communication Subcommittee if they would like to be involved.</li> </ul> <p>Klaudia reported the work group —made up of <b>Klaudia, Caleb, Madalena, and Junko</b>— had an initial meeting to begin reviewing kick-off meeting feedback from September. At that time, the committee discussed the pros and cons of its structure and what it might look like going forward given there is a new, collegewide DEI strategic priority that intersects with the DEI Strategic Plan. <b>The work group plans to identify themes and possible action items for committee to consider in the near future.</b></p> <p>John mentioned a local organization, Emerging Leaders PDX, was looking for people to serve as volunteer evaluators for mock interviews. This organization offers internships for students of color.</p>	
<p><b>4. Guided Learning Activity</b></p>	<p>Caleb wants to make time for the committee to participate in peer-lead learning activities related to anti-racism and colonialism. Caleb had an activity prepared and attendees went into breakout rooms of three or four people.</p> <p>Caleb shared a link to a document that:</p> <ul style="list-style-type: none"> <li>▪ Outlined the learning activity.</li> <li>▪ Had links to signup sheets to volunteer to read the land and labor acknowledgement, develop/lead future learning activities.</li> <li>▪ Had links to additional resources.</li> </ul> <p>When the attendees returned from breakout rooms, Caleb said they could pick up at part two of the activity next time. <b>Attendees were asked to send any notes to Caleb or put them in the document.</b></p>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information
<p><b>5. Final Thoughts</b></p>	<p>Caleb thanked everyone for their participation.</p>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information