

Diversity, Equity, and Inclusion Committee Minutes

Date: February 25, 2022 | Begin: 9:30 to 11 a.m. | Location: Zoom | Recorder: Greer Gaston

Attendees: Beau Gilbert, Caleb Feldman, Esther Sexton, John Ginsburg, Junko Iijima, Kathryn Long, Kattie Riggs, Kevin Aguilar, Kim Crane, Klaudia Cuevas, Nora Jameson, Sara Dier, 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>Greer reviewed these with the committee.</p> <p>Anyone who attends the meeting is free to volunteer to read the acknowledgements and guidelines.</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"> • Tuesday, March 1, from 11 to 11:45 a.m. -- PSU Interns Meet with DEI Committee Members • Facilitators needed for two interim equitable decision-making framework learning sessions: <ul style="list-style-type: none"> — On a Monday (to be determined) from 9 to 11 a.m. primarily for Foundation employees — On a weekday from 2:15 to 4:15 or on a Friday (to be determined) • Help promote upcoming <i>Roots of Social Justice</i> learning sessions <ul style="list-style-type: none"> — Friday, March 4, 9 to 11:30 a.m. — Friday, April 29, 9 to 11:30 a.m. <p>Caleb reviewed the above. Anyone trained to facilitate the interim equitable decision-making framework may do so; facilitators don't need to be currently serving on the committee. Greer will send an email to check the availability of those trained to facilitate.</p> <p>Caleb has accepted a job at another institution; they start spring term. Caleb will continue to teach on a part-time basis at CCC but can't continue with other tasks, like DEI, because they will be working full-time. Caleb will do everything possible to facilitate a smooth transition and is willing to talk with anyone who might be interested in taking on some of duties related to their role in DEI.</p>	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
3. Announcements from Associated Student	<p>Andwele and Madalena were not present; there were no announcements.</p>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

<p>Government (ASG) and the Multicultural Center (MCC)</p>		
<p>4. Updates</p>	<p>Open conversation on any topic relevant to the group</p> <p>Esther reported the work group is reviewing applications to serve on the committee. Maria created a Google document for those in the work group to register their votes, but the group has not met. Caleb asked the full-time faculty association to solicit applications from their group; he hopes applications will be received by the end of the term.</p> <p>Kathryn is starting interviews for her sabbatical project. The interviews are centered around empathy. Please contact her if you are interested in participating.</p> <p>Kim mentioned the website assessment presentation had taken place. An incredible amount of data was gathered through the assessment, and College Relations and Marketing is doing project planning around that data.</p> <p>Kim is updating the DEI webpage based on the work of a student peer assistant who has prepared a list of comprehensive resources. Kim is also working with Casey on holidays and acknowledgements. If you have suggestions to improve the DEI webpage, please share those with Kim. The labor acknowledgement is not posted on the page since it has not been formally adopted by the college yet.</p> <p>Caleb added that the next steps for the Resources and Training subcommittee is to add training opportunities and identify a way to maintain the resources so they don't get stale and the list stays current.</p> <p>Caleb said feedback from the kickoff meeting is being reviewed by the work group asynchronously; they hope to report back to the committee on March 11.</p> <p>Caleb reported the DEI strategic plan implementation team needs more participants and recruitment is underway. A mini presentation was created to share out what the work looks like and invite participation. Caleb has contacted faculty associations along with John and Beau to ensure students have an opportunity to work on this. Klaudia will contact the Association of Classified Employees about participation. Get in touch with Caleb, Casey, or Klaudia if you are interested in doing this work.</p>	<p><input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information</p>
<p>5. Guided Learning Activity</p>	<p>Continue the activity from the last meeting.</p> <p>Caleb introduced this activity, which is described here: https://docs.google.com/document/d/1bNva8pwYecl_1RHowDvUqPReXlUGul1jbuwuwAKjavBw/edit?usp=sharing</p>	<p><input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information</p>

	<p>Meeting attendees went into breakout rooms of three or four people for about 30 minutes. After returning, the following items were mentioned:</p> <ul style="list-style-type: none"> ▪ Being <i>prepared</i> to “go for broke.” ▪ Coming up with a point of unity to use a guiding statement during the hiring process. ▪ Tendency to “tippy-toe” around issues and settle for incremental change. Need to speak out. ▪ Concern over the process to determine whether the college will have a Juneteenth holiday. ▪ College leadership creating a Juneteenth holiday can feel performative to marginalized people; celebrating this holiday feels contrary to how they have been treated/valued at CCC. It feels superficial and like it was done because it reflects well on college leadership. ▪ Need spaces for support and to recharge for people of color. <p>People have expressed interest in learning about:</p> <ul style="list-style-type: none"> ▪ The exclusionary, historical aspects of Oregon. ▪ What the first people of this region are doing, like the Confederated Tribes of Grand Ronde project at the old Blue Heron Paper Mill at Willamette Falls or restoration efforts for the Pacific lamprey as shown in this video: https://critfc.org/fish-and-watersheds/columbia-river-fish-species/lost-fish-film/ ▪ The history and inequities built into our institution. 	
<p>6. Final Thoughts</p>	<p>Caleb thanked the attendees for their participation and contributions.</p>	<p><input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information</p>