

September 9<sup>th</sup>  
 Committee on Diversity and Inclusion  
 Meeting Minutes

MINUTES                      SEPTEMBER 9, 2016                      3:00P.M-5P.M                      STAMM WEST

<b>MEETING CALLED BY</b>	Janet Steverson
<b>TYPE OF MEETING</b>	CDI meeting: Open to the community
<b>FACILITATOR</b>	
<b>NOTE TAKER</b>	Bruce Taft Jr.
<b>ATTENDEES</b>	Julio Appling Jane Atkinson Jes Bradshaw Garry Brown Isacc Dixon Mark Duntley Linda Eguiluz-Gonzalez Glenna Gee-Taylor Kodai Kubota Laura Shier Deena Sajitharan Janet Steverson Yueping Zhang

I. Introduction of new members – Jes Bradshaw, Garry Brown, Kodai Kubota and Deena Sajitharan

II. CDI messages to community

<b>DISCUSSION</b> (All members)	<ul style="list-style-type: none"> <li>• Janet S – Over the summer we had some upsetting things happen in different parts of the country. There is a downside to sending out emails every time that a national tragedy happens. At the same time, if something significant happens it is good for the community to hear that we have resources for them. Further, if we do not respond, students and staff in marginalized groups feel isolated. Additionally, students who are off-campus might need a supportive family structure. It's important to let them know we are thinking about them and that we have resources for them.</li> <li>• Jane A- Example of why we should respond. School shootings were happening last year, and if something were to happen at LC or in Portland, we would respond. But, should we respond for everyone if something happens and for every event? If we don't send a message we sometimes get backlash from colleagues</li> <li>• Glenna G.T – as a student, it doesn't bother her that she gets emails about events.</li> <li>• Various members weighed in on the benefits of sending out such e-mails. Those benefits include the following: Students like knowing that the institution supports its members and it's an opportunity to educate the community.</li> </ul>
<b>CONCLUSIONS</b>	Emails that go out will not be limited to events that only happen on campus. Follow up at next meeting regarding parameters.

<b>TOPIC</b>	Audio archiving project	Isacc Dixon
<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>• Isacc D - This project will consist of interviews with Portland community members fighting for social justice. Roosevelt high school needs help with interviews, recordings, etc. Other students from Lewis and Clark who have helped before have had a blast helping out .</li> <li>• Jane A- Mitch Reyes, professor of rhetoric and media, has done work at Roosevelt before and still is. He might want to help with this.</li> <li>• Glenna G.T- L&amp;C has a learning community that focuses on education. This would be a great opportunity for them to help. She will email Isacc Dixon for more information.</li> <li>• Isaac D.- would be nice to have buses of students come visit Lewis and Clark from schools like Roosevelt and Madison. Opportunities like this can change their minds about furthering their education.</li> </ul>	
<b>CONCLUSIONS</b>	Glenna will email Isaac D. for more information.	

<b>TOPIC</b>	Revision of the preamble to the draft action plan	
<b>DISCUSSION</b> (All members)	<ul style="list-style-type: none"> <li>• Janet S – preamble was revised during the 7/29/16 summer planning session. We are now soliciting feedback from the entire committee.</li> <li>• Jane A – only thing that seems to not work is the 3<sup>rd</sup> sentence of the 1<sup>st</sup> paragraph. Nothing else is said about the past, and it leads to automatic leap of thinking about the future.</li> <li>• Garry B- we should elaborate on what it means to learn from our past. “What part of the past are we going to learn from”?</li> <li>• Isaac D– agrees that we should add some part of the history in the preamble.</li> <li>• Mark D- change it to “we are committed to understanding and learning from our past.”</li> <li>• Erik F – we shouldn’t hide the past because there is also good in our past.</li> </ul>	
<b>CONCLUSIONS</b>	<p>The CDI is going to move the 3<sup>rd</sup> sentence of the 1<sup>st</sup> paragraph in the action plan.</p> <p>Before the next meeting, Garry, Deena and Kodai will have a list of action words that they want the CDI to add to the sentence.</p>	

<b>TOPIC</b>	MLK week of service	
<b>DISCUSSION</b>	Mark D – is coordinating with Nathan Baptiste to get students and events involved with MLK week. We are having two keynote speakers during MLK week in 2017. This week allows us to educate the community on police brutality, oppression, racism, etc.	
<b>CONCLUSIONS</b>	Please email Mark Duntley if members of the CDI or students would like to participate. The MLK Planning Committee is currently being formed.	

<b>TOPIC</b>	Update on climate survey
<b>DISCUSSION</b>	Janet S – a 3 <sup>rd</sup> party, Culturally Engaging Campus Environments (CECE) will facilitate the survey. There are separate surveys for students and staff/faculty. The CDI needs to talk up the survey and get the word out to people to take it. Information from this will help us with the strategic plan.
<b>CONCLUSIONS</b>	Get the word out to student/staff/faculty to take the climate survey once it is ready.

<b>TOPIC</b>	Action Plan
<b>DISCUSSION</b>	Janet S- the action plan needs a drafting team
<b>CONCLUSIONS</b>	Julio Appling, Isacc Dixon, Erik Fast and Joe Becker will all be part of the drafting team for the action plan. CDI members need to read the revisions and give feedback.

<b>TOPIC</b>	Strategic Plan
<b>DISCUSSION</b>	Janet S- the plan needs a vision to move forward. We need working groups to help implement the plan into the college. All summer Janet met with staff members on the CAS campus and had discussions about diversity and inclusion. Meetings are still occurring in the Fall.
<b>CONCLUSIONS</b>	<p><b>Working groups helping to put together focus groups</b></p> <p>Faculty – Yueping Zhang, Mark Figueroa</p> <p>Student – Linda Eguiluz</p> <p>Staff – Mark Duntley, Mark Figueroa</p>

<b>TOPIC</b>	Education campaign
<b>DISCUSSION</b>	Janet S – the education campaign will prove that implicit bias does exist and we are all prone to it. We have a diversity fund that has \$28,000 dollars in it. It was a one-time thing, but we are trying to have a campaign that will encourage donors to give again.
<b>WORKING IDEAS</b>	A student led education campaign. It is a competition to see who can create the best draft idea for an education campaign. We can have groups on each of the 3 campuses. We have \$28,000 dollars to award to groups who come up with the best plan. In each group their will be faculty, staff, and students. There will be winners on each campus, and we can give a fixed amount to each group. We need to have more than just 3 groups, but each campus should have a certain amount of groups. We need to determine how much money each person gets. Still blurry on the details, but this is the idea for now.