



## Diversity, Equity & Inclusion Action Planning Workgroup

February 23, 2022

9:00-10:00 am

### MEETING SUMMARY

#### 1. Welcome

Workgroup co-chairs Keahi McFadden and Tom Fenske welcomed workgroup members, and recapped last week's meeting.

#### 2. Review summary of themes from small group discussions: *What would equity look like in DFA functions and processes?*

Last week, the workgroup broke into small teams to discuss what equity would look like in the DFA functions and processes. Following the Feb. 16 meeting, the co-chairs consolidated the small group comments into one document. Today, workgroup members split into different small groups to refine and update the consolidated document about equitable functions and processes in the DFA. The information collected will help the workgroup develop a draft vision statement for stakeholder input, and it will be used to inform development of action plans.

#### 3. 5-minute free write: What would a diverse, inclusive and just DFA look like to you?

To help everyone get into the mind-space of creating a vision for the DFA's DEI plans, co-chairs asked workgroup members to spend time writing their thoughts about what a diverse, inclusive and just DFA would look like. They asked members to try and synthesize all that we have discussed in a high-level way. This is the time to dream big as we try to articulate an ideal future state for the DFA.

#### 4. Begin to articulate a vision of DFA's ideal future state, unburdened by resource and time constraints.

- a. What will an observer notice about the organization in ten years if the organizational vision is realized?

The co-chairs asked members to share some of the statements from their free-writes. They noted that the questions that were posed – what would an equitable DFA look like to each individual, and what would an observer see in an equitable DFA – those are different ways of getting to the same place: what an ideal DFA culture might look like in five or ten years. Workgroup members shared these initial visions:

- An inclusive environment where it doesn't matter your title, job or classification—you are treated as an equal with valid information and ideas to share.

- An environment where everyone feels comfortable being themselves, have a sense of belonging, feels the org respects them as a person as well as an employee. Everyone feels like they have allies.
- Comfortable, engaged with others with an open mind and genuine curiosity- intentional compassion to understand other's perspectives.
- People are allowed to show up as their full self and feel comfortable being open and vulnerable – they can share when they don't understand or are uncomfortable.
- The "social power differential" between the majority culture (white) and everyone else is understood and processes reflect that. It is known that dominant culture individuals may not see or accept that differential, but as in institution, we account for it.
- If DEI work was embedded in our work area it would feel like it was as important to the organization as safety – with the same level of buy in from the employees. Employees used to make fun of safety and bully other employees who wanted to be safe. It took a long time but that old mindset has been removed from nearly all industries and organizations. How did that mindset shift so completely? How can we duplicate that with DEI work, where it is 100% embedded in the organization?
- We are always working to evolve and change, we recognize mistakes and correct our approach; we don't do things just because that is how they have always been done. We are creating a new path together. We build relationships that allow for trust, questions and respectful curiosity about each other. If people are offended in an interaction, we take accountability for our words and learn better ways to relate.
- Natural advancement.
- We have equitable compensation across departments so everyone knows their contributions are valued. We address pay differentials so that people who have been at OSU a long time do not fall behind in salary relative to newcomers.
- We have broad buy-in across the division around diversity, equity and inclusion goals. DFA employees understand the importance of the issues and contributing to solutions.
- We demonstrate inclusive representation across the division – all experiences, languages and perspectives are valued and respected. People of different backgrounds can see themselves represented in DFA positions.
- The DFA is ahead of the curve on DEI matters - setting the trend of the rest of the state/nation's communities.
- An environment of shared caring—we are a community and we support each other.
- Units are not siloed and have the opportunity to work across/collaborate across departments/units. Will lead to less "that's not my job" and more "let's reach out to \_\_\_ unit, I know someone there."
- Everyone feels valued and knows that the work they do makes a difference.
- Shared governance.
- Care more about people than budgets or bottom lines.
- Collaborations among all stakeholders to make the best decisions possible, understanding this will take longer (time wise) and will need to work on buy-in among differing stakeholders.

5. Next steps for the workgroup
  - a. Design a process to collect internal and external stakeholder data about the future state vision
  - b. Summarize stakeholder input and incorporate it into a refined vision statement

Co-chairs will collect the ideal vision statements into a shared document. They asked workgroup members to continue contributing their thoughts over the next few days. Co-chairs will work to synthesize everyone's contributions into a draft vision statement for the workgroup to discuss next week.

Workgroup members will also discuss how best to engage with stakeholders to get input about the draft vision statement. Workgroup members agreed that the vision statement needs to include powerful emotional and visual imagery to be most impactful.

#### DFA DEI Action Planning Workgroup Members

**Teresita Alvarez-Cortez**, Acting Assistant Vice President, Strategic Diversity Initiatives, Office of Institutional Diversity (*workgroup advisor*)

**Christine Atwood**, Administrative & Diversity Manager; Procurement, Contracts & Materials Management

**Machelle Bamberger**, Hazardous Waste Safety Officer, Environmental Health & Safety

**Kirsten Bradley**, Project Manager, Enterprise Project Portfolio Management Office

**Jonathan Champney**, Buyer 2, Facilities Services

**Kim Cholewinski**, Academic Human Resources Officer, University Human Resources

**Todd Cross**, Trades Maintenance Coordinator, Facilities Services

**Tracy Elmshaeuser**, Executive Assistant to the Senior Associate Vice President for Administration

**Tom Fenske**, Business Center Manager (HSBC, BEBC), Controller's Unit (*workgroup co-chair*)

**Keith Foster**, Insurance Contract Specialist, Insurance & Risk Management

**Anne Gillies**, Search Advocate Program Director, University Human Resources

**Jessica King**, Travel & Expense Support Specialist, Controller's Unit

**Mary Macy**, Fiscal Coordinator 1 (HSBC), Controller's Unit

**Daniel Mahoney**, Academic Liaison, University Human Resources

**Melissa Medina**, Retirement Officer, University Human Resources

**Keahi McFadden**, Executive Assistant to AVP of University Facilities, Infrastructure & Operations (*workgroup co-chair*)

**Christina McKnight**, Director, Insurance & Risk Management

**Stephen Nelson**, Chief Procurement Officer; Procurement, Contracts & Materials Management

**Bob Richardson**, University Land Use Planning Manager, Capital Planning & Development

**Aviva Rivera**, Business Center Manager (FOBC, CEOAS), Controller's Unit

**Melanie Rose**, Manager of DFA Strategic Initiatives (*workgroup administrator*)

**Justin Schaffer**, Accountant 2 (FOBC), Controller's Unit

**Stephanie Smith**, Fiscal Coordinator 2 / Travel Administrator, Controller's Unit

**Sudie Swader**, Fiscal Coordinator 1 (AMBC), Controller's Unit

**Jane Waite**, Social Justice Education Initiative Director, University Human Resources

**Ben Wessel**, Director, DFA Information Technology