Diversity, Equity & Inclusion Advancement Committee

May 10, 2023
10:00am - Noon

MEETING SUMMARY

• Welcome

Co-chairs Christine Atwood and Keahi McFadden welcomed the group.

• Introductions
  o Around the room—introduce yourself
  o Small group—free flow conversations

• Advancement Committee Charge (video)

Vice President for Finance and Administration Mike Green prepared a video message to deliver the committee charge. The committee charge can be found at: https://fa.oregonstate.edu/dei/dfa-dei-advancement-committee.

This is an advisory committee; our charge is to present to SLT (Senior Leadership Team) implementable ideas to assist with executing the DEI Action Plan. Our aim is to help DFA (Division of Finance and Administration) employees connect with the Action Plan and access resources. It is important to remain flexible and open as we move forward.

• Discussion Topics
  o Common definitions (https://diversity.oregonstate.edu/definitions). Committee members agreed that language used should be broadly understood and approachable. The viewpoint is through our unique DFA lens and voice referencing and adapting what other departments have done.
  o Team Agreements previously established by the DFA DEI (Diversity, Equity, and Inclusion) Action Planning workgroup will be used to guide the committee. The group agreed to group etiquette practices such as we will be respectful of each other; we will foster trust and openness; we will not fault others for disinformation but focus on education. We can further connectivity by reaching out and sharing our lessons beyond our meetings.
  o A vision statement was established by the DFA DEI Action Planning group and adopted by SLT and DFA as a guiding vision for the committee’s work. The Advancement Committee in its DEI efforts will honor the authors’ voices and use this as a guide.
  o Sub-committees to advance the committee’s work will be established at a later date.

• Advancement Committee Survey Results
Committee members responded to a survey to rank in order their preference of six initiatives identified for FY24 (July 1, 2023 – June 30, 2024) they wanted to work on. The results indicated that a majority of the members wanted to work on three initiatives: Embed Equity and Inclusion in Everyday Work Experiences; Establish Inclusive & Equitable Hiring Practices; and Increase a Sense of Belonging and Inclusion. The other initiative that the co-chairs and Focus Group will work on is Employee Recognition at the unit level. These initiatives are the priorities for the year.

- **Embed Equity and Inclusion in Everyday Work Experiences:** Training and Education
  - The committee’s initial discussion included would this training be required or optional; is it ongoing or one-time learning; how will this appear in the DFA culture-will there be a shift; what is the incentive to encourage acceptance and attendance? OSU’s College of Business and OID have good resources.

- **Fostering a Welcoming DFA Workplace Climate that Increases a Sense of Belonging and Inclusion:** Peer Sponsor/Mentor program. This initiative was the overall group's top pick - 62.5%. The committee’s initial discussion included new employees struggle to feel like they belong and the need to find a network of support; establishing the program can allow outreach before employment starts such as a “Welcome to Corvallis, Oregon” packet to include local resources, housing information for new employees relocating to Corvallis.

- **Establish Inclusive and Equitable Hiring Practices:** Recruitment Guidance/Search Support
  - The committee’s initial discussion included learning that HR (Human Resources) is currently working on this across campus; what would be improvement specific to DFA; position description considerations regarding: Are our requirements inclusive? (Is a bachelor’s degree necessary?), Is the job description applicable and inclusive, Will the person applying have a clear idea of roles and responsibilities, Are our interview practices inclusive; prior access to interview questions.

- **Employee Recognition at the Unit Level.** The committee ranked this initiative as the least preferred. The committee’s discussion included Without other DEI concerns being met, this type of recognition might feel disingenuous; Some individuals might be doing this already; Some individuals may not welcome the attention. Important to consider how someone would want to be acknowledged and how it is unique to teams.

- **Final Comments**
  - Remainder of Advancement Committee Survey Results to be discussed at next meeting.
  - Next meeting time - TBD