



## Diversity, Equity & Inclusion Action Planning Workgroup

January 19, 2022

9:00-10:00 am

### MEETING SUMMARY

#### 1. Welcome

Workgroup co-chair Tom Fenske welcomed everyone to the meeting. He referenced this week's Martin Luther King Day observances and President Johnson's email today about how important it is that we as individuals commit to advancing diversity, equity, inclusion and social justice at OSU and beyond. It is an important and exciting time to be working on our division's DEI efforts—we're trying to build something bigger than ourselves that will continue on into the future.

#### 2. Team Learning: Equity Literacy

- a. Jeff Kenney, Ph.D., Director, Institutional Education for Diversity, Equity and Inclusion

Jeff reviewed the concept of equity literacy using an ecological framework that helps us consider interactions at different levels (interpersonal/group, institutional, structural and global). This workshop is intended to provide baseline knowledge and skills for conducting a critical analysis of DFA policies and practices through an equity lens. Inequity can be expressed in both subtle and explicit ways; it can be hard to see and when unaddressed, it can lead to substantial unfairness and disparate outcomes for people. "Equity literacy" is about learning how to read the environments we are in, identify equity problems, and create new ways to run our organization in ways that are fairer and more sustainable.

Workgroup members split into small groups to discuss a fictional case study where we practiced recognizing inequities and biases, developing short-term responses to the issues, and creating long-term solutions that redress issues in our systems and structures which lead to inequitable outcomes.

Steps for the analysis include:

1. Identify biases or inequities in the situation.
2. Take stock of various perspectives.
3. Consider possible challenges and opportunities .
4. Imagine equitable and just outcomes. (If resources were no issue, what would the ideal solution look like?)
5. Brainstorm immediate term solutions – a realistic response based on our imagined ideal outcome.
6. Brainstorm long-term solutions
7. Craft a plan of action that identifies the way forward.

Returning to the large group, workgroup members discussed their responses to the case study and analysis. Jeff highlighted some important aspects that can be applied to any situation, including:

- The need to consider perspectives of all the people impacted by the situation. Ask who else should be brought in to consider the solution—Who is impacted? Who has already developed a

good solution to a similar issue? Inviting people of diverse perspectives to participate early in a process can help ensure a positive outcome for all.

- Groups should try not to be defensive when decisions are criticized, but rather critically reflect on ways to grow and do better.
- Assess lessons learned after a situation is addressed and try to apply them at an institutional level. Consider actions to address policy, process and cultural issues so that solutions become a part of the daily workplace, not something that will be forgotten when people leave the organization.
- The 7-step analysis process can be applied to a wide range of situations, large and small. The 7-step process helps create dialogue about real issues that people are facing. The Office of Institutional Diversity can assist with analyzing equity concerns.

### 3. Next steps for the workgroup

- a. Continue discussion about equity literacy.
- b. Review workgroup's communication plan

### 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 2 (FOBC), 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**, Fiscal Coordinator 2 (HSBC), 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