Diversity, Equity & Inclusion Advancement Committee

August 1, 2023
2:00-3:30 pm
Cascade Hall

MEETING SUMMARY

• Welcome
  Co-chair Christine Atwood welcomed the group.

• Small group—free flow conversations
  Group members discussed ways they had promoted diversity, equity and inclusion (DEI) and the work of the advancement committee among their units to help raise awareness around the issues.

• Shared Learning Opportunity
  In advance of the meeting, committee members were asked to take a self-paced OSU College of Business online class introducing DEI concepts in the workplace (https://business.oregonstate.edu/faculty-and-research/centers-strategic-initiatives/center-advancement-dei/course-intro-dei)

• Sub-committee Reports
  Sub-committees focused on priority areas of the division’s DEI Action Plan have begun to meet. They shared updates with the larger committee.

  Training and Education: Embed Equity and Inclusion in Everyday Work Experiences (Aviva Rivera, Carrie Trant, Melissa Medina, Jessica King, Shoshana Shabazz) Working to curate a self-paced DEI training curriculum for all DFA employees (including leaders and supervisors) that will allow people to build awareness, common understanding and shared definitions for language that can strengthen people’s relationships and ability to collaborate.

  Employee Appreciation: Employee Appreciation and Recognition in DFA Units (Christine Atwood, Keahi McFadden, Penny Pinard, Monika Watkins) Encouraging units to implement a culture of appreciation, expand the use of existing recognition tools, and sharing ideas for different ways to show appreciation and make recognition more tangible for people.

  Peer sponsor/mentor: Foster a Welcoming DFA Workplace Climate that Increases a Sense of Belonging and Inclusion (Tracy Elmshaeuser, David Belton, Stephen Nelson, Melanie Rose) Initially focused on developing peer-to-peer mentoring opportunities—identifying model
programs and determining appropriate scale for DFA. Considering both formal and informal programs.

**Equitable hiring practices:** Establish Inclusive and Equitable Hiring Practices in the Division *(Mary Joslin, Jamie Bridenstine, Stephanie Smith, Manmeet Khertpal Singh).* Inventorying existing guidelines, resources and recommendations to provide more tailored guidance for DFA units and promote awareness of best practices.

- **Next Steps**

  Subcommittees will continue to meet regularly to develop their portfolios of work. They will share written reports with co-chairs. Co-chairs are preparing an update for the DFA Senior Leadership Team at their August strategic planning retreat. The discussions will ensure the work of the DFA Advancement Committee stays in alignment with the division’s overall strategic priorities and units’ FY24 project plans.