

EOU Diversity Committee 02/28 2018

Eastern Oregon University
Diversity Committee Meeting
DATE February 28, 2018

Present: Justin Chin, Sarah Fischer, Tawnya Lubbes, Susan Whitelock, Jeremiah Kellogg, Colleen Dunne-Cascio, Chris McLaughlin, Andrea Williams, Kaley VanOcker, Sarah Witte, Lacy Karpilo, Josh Todd, Mila Buckland, Daysi Bedolla

Absent: Ramon Fukuichi, Wilson Zehr, Nicole Almanza, Laura Califf,
Minute taker : Tawnya Lubbes

| <i>Topic/Agenda Item</i> | <i>Discussion</i> | <i>Action</i> |
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| 1) Check-Ins | Introductions (Justin will take the lead) | |
| 2) Review and Approve Minutes | Postponed until next meeting | |
| 3) Special Guests: Campus Compact Oregon www.oregoncampuscompact.org Guests: Josh Todd & Mila Buckman | Justin will introduce Josh Todd and Mila Buckland from Campus Compact of Oregon joined the meeting. 1) What is Campus Compact? 21 Oregon institutions are members. Roughly 20 folks representing the different institution across the state. Membership include Higher Education, K-12 Schools, | <ul style="list-style-type: none"> • Who is approaching the President ? • What is our timeline? • What actions can take place in the continued discussion of joining Campus Compact (membership is approx. \$3100 as it is based on enrollment). • What are the pros/cons? • Sarah recommends creating a scope document with a |

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| | <p>non-profits, and some government agencies. Foster a culture of belonging rather than a culture of “other” Equity Lens was launched and then frameworks were created to support agencies.</p> <p>2) What work is currently being done in Oregon? Equity empowerment training, and cohort style training across the state at multiple levels. Race discussions and historical questions. Coming together and doing equity work. This year they sent a questionnaire to the equity group members to share needs. So they are now doing work addressing some of those questions. Fall was spent with a call out to partners for an action initiative and touch base regarding the goals. Their primary goal, supporting undocumented students and recruitment and retention of faculty of color are the primary action/training items.</p> <p>3) Progress to date? Folks are beginning to recognize their roles in working with the diverse populations of students who are served. They are beginning to see connections made and relationships built that were not possible previously because a space</p> | <p>timeline for deliverables and link to existing strategies and goals? The scope template is on the Provost’s webpage https://www.eou.edu/provost/</p> <ul style="list-style-type: none">• Tawnya and Justin will meet to follow up on next steps and solicit feedback from the committee. |
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| | <p>was not provided to foster those discussions. They have been working on unpacking definitions and the roles we hold without a presumption that the group is all knowing regarding best practices, but a collaboration regarding what practices may work for each stakeholder. Action teams have been created with roughly 20 members in each of two groups. They have found that some stakeholders who have experience and resources that are already developed that could be recognized and shared out. The time is critical to the sharing of what is occurring across the state and creating action to move forward.</p> <p>4) Questions from the group: Findings? The group isn't currently at the findings level, but they will be soliciting feedback and practices across the network regarding what more they can learn. They are seeing that many of the issues and concerns/gaps are similar across the network. This is particularly in regard to recruitment and retention of faculty of color. There are similar concerns. Currently they only have the shared experiences that resulted from the</p> | |
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| | <p>3 meetings to date. These are shared stories rather than data at this point.</p> <p>5) Once an institution joins, what does that look like? EOU was a member from 2000-2006 (ish). The institution joins, there is a membership fee. Then there are many opportunities for institutions including a year long training (Executive Learning Series and Equity Action Teams). They also host conferences including the presidential summit (April each year). They have an extensive resource library that members have access to do. They host a job board for listing employment opportunities. Additionally, members have the ability to apply to the AmeriCorps program (Vista and College Access). Free training and technical assistance (4 hours per year, 8 for rural areas). Discounts from campus merchandise (out of Portland). They would like to host meetings in the area, they hear needs and feedback and work toward helping meet those needs. There are also national gatherings available.</p> <p>6) Before or after success stories to date? Often with campus</p> | |
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transitions memberships status can change depending on the decisions of the institution. SOU created one of the first food pantries and then this was replicated across the state, these were started through Campus Compact support and funding through [Vista](#). Service Learning Programs at Warner Pacific, Concordia and Lane were started with [Campus Compact resources](#). Around the equity piece Warner Pacific has utilized nearly every resource Campus Compact has provided. One of the actions was looking at how they can restructure Warner Pacific to better meet the needs and serve the community. They brought many resources. Their transformation has been significant with growing enrollments and increase from 9% to 55% SOC (Students of Color) and they are the only HSI (Hispanic Serving Institution) in Oregon. They included a 24% reduction in tuition (this is the second time they have done that, the first was 18%-4 years ago).

- 7) What is the [Vista](#) program? This was a program that was in response to the war on poverty and has been developed over time to

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| | <p>meet the needs in serving institutions. It builds capacity to serve institutions that may not have the resources to address. The institution writes the program description through an identified needs, and a full time member will come to campus for one year and become part of the team to add the extra capacity to research, build community partnerships, and launch partnerships. This is an indirect service partnership so they come to build systems. They can apply for up to three years of service on the project. There are also additional resources and training provided to the institution and the Vista leaders all under the Equity Lens.</p> <p>8) What is the equity lens you are referring to? It is beyond the Oregon Equity Lens which was created from the Equity and Empowerment Lens of Multnomah which is significantly more in-depth.</p> <p>9) If we are even considering applying for Vista then we a letter of intent is due this Friday. Vista is a competitive process, so if we are even considering this we need to submit an email that says we are</p> | |
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| | <p>thinking of applying and then we can engage in further dialogue. Josh will share the RFP as well.</p> | |
| <p>4) ACTION NEEDED: Please review the policies</p> | <p>University Council is currently reviewing these policies for a vote in April: https://drive.google.com/file/d/1lrh8UGq3Czfqo0dOt79h1iG7VgQrcoa7/view</p> <p>These policies in this list were flagged to go to the Diversity Committee in the January PCC meeting and Jeff was supposed to check with to see if we had any objections to them going forward to the University Council: https://drive.google.com/file/d/1l4GuwQVJ7ReuVxo09jCIPi9hUXDa0lpx/view</p> <p>We need to gather any feedback from the committee and get it back to UC before their March 13th meeting. Committee Members are also welcome to attend that meeting.</p> | <p>Please review (the first policy on and email any feedback/concerns to Tawnya (tlubbes@eou.edu)</p> |
| <p>Good of the Order: Next Meeting: March 14, 2018</p> | | |