

Meeting Minutes

Call to order

A meeting of Equity Inclusion Action Committee was held at Lewis and Clark College on November 14, 2016.

Start Time: 3 pm

Adjourn Time: 4 pm

Attendees

Attendees included Sheila Yacob, Araceli Cruz, Jennifer Campbell-Lucas (Phone), Jessica Steinhebel.

Members not in attendance

Members not in attendance included Romeo Lopez Gonzalez and Greg Kerr.

Approval of minutes: Sheila Yacob

Reports

1. Committee was updated on the EDI efforts so far for 2016, which include:
 - o Successful implementation of first ever EDI track at the 2017 OASFAA Annual Conference, recruiting of EDI specific trainers for the conference, and EDI related articles in the December issue of the OASFAA Newsletter.

Unfinished business

1. On going: Committee members need to continue to add resources to the groups Google drive, which will be used as a place holder for resources that will go on the OASFAA website or other social media.
2. Finalize draft of committee definition and EDI definition.

New business/ action items

1. After much discussion, the Committee has decided that "Diversity" needs to be included in the Committee's name. Diversity and equity are different and important to EDI. Frankly, EDI work cannot be done successfully without including Diversity. Previously, there were outside concerns about the use of "Diversity" in the name possibly making members feel excluded. However,

everyone is diverse in their own way. The Committee feels that by better defining all elements of Diversity this will not be an issue.

- a. Action: Jessica will connect with Jennifer Knight, the President, about adding "Diversity" to the Committee name.

2. In reviewing the current EDI sessions scheduled for the 2017 OASFAA Annual Conference, the Committee recommends that an Intro to Equity, Diversity, and Inclusion be added as a session. The Committee feels that it is important not to assume that everyone has had training or are experts in EDI. The intro session will provide a starting point for members new to the terminology.

- a. Action: Jessica will email Leslie and Anastacia.

3. In the spirit of applying EDI and mirroring some of the sessions being offered, the Committee recommends that name tags for registrants have the option to include pronouns. Additionally, other EDI related material should be included in the OASFAA conference bags, such as pronoun cards, tribal, and veteran information.

- a. Action: Jessica will email Leslie and Anastacia. If approved, Jessica will make further contact with presenters to determine available materials.

- b. Action: Sheila will check the Genderman website to see if cards and/or other materials are available.

4. The Committee is charged with defining equity, diversity, and inclusion for OASFAA.

- a. Action: Jessica will create a doc in Google Docs. All Committee members will need to contribute their ideas for these definitions. The Committee will then finalize the definition via email before the next meeting.

5. The Committee asked that a link be included in the OASFAA newsletter to the EDI resources page.

- a. Action: Jessica is on the Communications Committee and will get the link in the December newsletter if the link is ready to go.

6. In determining what EDI material is appropriate to share on social media, the Committee needs to know the Communication guidelines. The Committee plans to share more EDI information and training opportunities on the Facebook page. Jessica shared that Communication Committee is tasked with creating the guidelines.

- a. Action: None needed at this time.

7. Sheila mentioned Tim Wise as a possible future key note speaker or presenter around EDI topics. Sheila recommended watching some of his videos on YouTube.
- a. Action: None need at this time.