

# OHSU Diversity Advisory Council (Council)

MINUTES

SEPTEMBER 24, 2007 1:00-3:00PM

HRC14D03

<b>MEETING CALLED BY</b>	Leslie Garcia
<b>TYPE OF MEETING</b>	All-Council
<b>FACILITATOR</b>	Leslie Garcia, & Mariann Hyland
<b>MINUTES BY</b>	Verian Wedeking
<b>ATTENDEES</b>	Phyllis Beemsterboer, Ella Booth, Lois Davis, Sima Desai, Leslie Garcia, Nicole Gordon, Mariann Hyland, Denise Ingram, Roxann Jones, Traci Loveland, Joy McCammon, Jeff Mike, Valeria Palmer, Samia Saad, Linda Strahm, Bob Vieira

## AGENDA TOPICS

### APPROVAL OF MINUTES & MEMBER INTRODUCTIONS

LESLIE GARCIA

<b>DISCUSSION</b>	<p>Attending Committee members briefly introduced themselves and then the minutes from the August 27, 2007 meeting were distributed for review and comments. Leslie Garcia asked for comments, changes, and/or revisions. Minutes were unanimously approved as presented.</p>
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### REVIEW RECOMMENDED DAC STRATEGIC PLAN & NEXT STEPS

Mariann Hyland & Leslie Garcia

<b>DISCUSSION</b>	<p>Mariann discussed the plan of action for incorporating DAC Strategic Plan recommendations into the draft OHSU Strategic Plan and reviewed the recommendations that the Council developed during the August 27, 2007 meeting. The DAC recommendations are to be presented to the President and the Executive Leadership Team, prior to the October 30, 2007 OHSU Board of Directors meeting, in which the OHSU Strategic Plan will be presented for review and approval.</p> <p>The Council members were provided several handouts including examples of diversity definitions from other institutions and organizations to provide references to assist in developing a definition of diversity for OHSU. Also, included were copies of DAC Homework Assignment Questions 1 &amp; 2, the draft list of strategies and tactics, and the business case for diversity developed by the Council reflecting the objectives and themes found within OHSU's Vision 2020 Plan Five-Year Goals.</p>
<b>CONCLUSIONS</b>	Review of plan and next steps.

### CREATE RECOMMENDED OHSU DIVERSITY DEFINITION

MARIANN HYLAND

<b>DISCUSSION</b>	<p>The Council members were randomly assigned into four groups to review and discuss the handouts provided and work together to develop a single definition of diversity for their group. After approximately 20 minutes a member from each group shared their group's draft definition with the entire council and wrote them down. Lastly, each Council member was asked to vote for their two preferred definitions.</p> <p>Although, no single definition was adopted by the Council, this exercise provided an opportunity to further explore and refine what concepts and themes should be considered in developing the final definition. A few insights and comments that were shared include:</p> <ul style="list-style-type: none"> <li>▪ Any definition that is developed needs to be focused upon the larger concepts behind the definition statement</li> <li>▪ The use of a behavioral statement that conveys action to reflect the ever changing nature of diversity should be considered</li> <li>▪ The need to list diverse groups within the definition, to help expand awareness</li> <li>▪ Members voiced concern with using the word tolerance in the definition as it may not properly convey the need to embrace diversity; not just tolerate it</li> <li>▪ Ensure any definition that is developed is specifically relevant to OHSU and the community</li> </ul> <p>See documents titled DAC Diversity Definitions developed in this exercise.</p>
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<b>CONCLUSIONS</b>	<p>The Council decided that the results of the vote should be utilized as a tool to help further refine a definition. Mariann and Leslie will develop three definitions based on the draft definitions that will convey a message of action and acknowledge the larger conceptual meaning. These three definitions are to be presented to the Council at the next meeting for their consideration.</p>
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**REVIEW BUSINESS CASE FOR DIVERSITY & DEVELOP OHSU'S RECOMMENDED COMPLETING BUSINESS CASE STATEMENT FOR DIVERSITY**

LESLIE GARCIA

<b>DISCUSSION</b>	<p>Leslie facilitated this exercise to create a compelling business statement for diversity and requested that the Council apply the 5 business driver points developed at the August 27, 2007 meeting as an outline. The Council was divided into three groups and charged to create a business case statement. After 20 minutes, the teams were asked to report out the business case statement they had created to the whole group.</p> <p>After group discussion a vote was to be called to determine which of the three business case statements the Council preferred. Prior to the vote, Bob Vieira and others expressed a concern for selecting a business case statement before knowing how the statement fits into OHSU's Strategic Plan. Other members of the Council agreed with this point and it was decided that the vote would be used to help determine which elements should be incorporated in the final version, rather than voting to adopt one of the three statements. The vote</p>
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	<p>was conducted by a show of hands and no preferred choice arose. A discussion ensued and the following are a few general themes the Council believes should be contained in the business statements developed by the individual groups including:</p> <ul style="list-style-type: none"> <li>▪ Foster a learning environment and healthier community</li> <li>▪ Embracing diversity in a competitive market</li> <li>▪ Creating a community of ownership, where people feel supported and part of the larger OHSU community</li> <li>▪ Motivate people to embrace diversity as an effective business plan</li> <li>▪ Compel people to continually challenge their own perspectives; thereby, continually expanding one ones definition and understanding of diversity</li> </ul> <p>See documents titled DAC Business Case Statement in this exercise.</p>
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<b>CONCLUSIONS</b>	<p>Mariann and Leslie will develop a business case statement that will incorporate the themes developed by the Council and present at the next meeting for their further consideration, review, and action.</p>
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**DEBRIEFING & NEXT STEPS**

MARIANN HYLAND &  
LESLIE GARCIA

<b>DISCUSSION</b>	
<b>SPECIAL NOTES</b>	<p>The meeting was adjourned at 3:05 pm. Minutes submitted by Verian Wedeking</p>
<b>NEXT MEETING</b>	<p>Oct. 22m 2007</p>