

**Diversity Advisory Council**  
**Monday, January 26, 2009**  
**1:15 – 3:15 p.m.**  
**Hatfield Research Center, 14D03**

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**Attendees:** Phyllis Beemsterboer, Jennifer Boyd, Lois Davis, Sima Desai, Martin Epon, Leslie Garcia, Jesika Gavilanes, Vanessa Green, Mariann Hyland, Denise Ingram, Kirsten Jagne, Norm Kalbfleisch, Allison Krug (representing Joy McCammon), Laurie Mecham, Jilma Meneses, Valeria Palmer, Renee Rice, Samia Saad, Linda Strahm, Xuemei Wu, Luai Zarour

**Absent:** Rachel Dresbeck, Iris Johnson, Maria Elena Ruiz, Steven Scott, Robert Vieira, Sean Woodward

**Guests:** Nancy Goldschmidt (Academic Affairs), Mike Tom (AAEO)

**Meeting Minutes:** Verian Wedeking

**Next Meeting:** Monday, March 23, 2009, 1:15 – 3:15 p.m.; Hatfield Research Center, 14D03

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## **AGENDA TOPICS**

### **Introductions**

Members of the Council introduced themselves and the following new members were welcomed: Dr. Martin Epon, representing House Officers; Jesika Gavilanes, representing School of Nursing; Laurie Mecham, representing School of Medicine; Luai Zarour, representing Student Council.

The following announcements were made: the 9<sup>th</sup> Annual OHSU Multicultural Health, Science and Engineering Career Conference is scheduled for February 20<sup>th</sup>; the Center for Coastal Margin Observation & Prediction (CMOP) will be honoring Alan Parker, Chippewa Cree Scholar and attorney, for his work with the Native American community in July; the Global Health Center is offering an interdisciplinary elective course titled, *Global Health in Local Communities: Community Health and Educational Exchange*.

The meeting minutes from November 2008, were approved by consensus with a minor revision to the list of attendees.

### **Say Hey, NW!**

**Mike Tom**

Mike informed the Council that this quarter's Say Hey, NW! event will be hosted by OHSU on February 12<sup>th</sup>, at CHH. Say Hey, NW! is a reception held quarterly by Partners in Diversity (PID) to welcome new professionals of color to the Portland metro area. The event brings together professionals, new to the area with a more established "welcoming brigade." Attendees include community leaders, corporate and government representatives, community organizations and individuals willing to help make the honorees feel welcome and more connected with their new community.

Members of the Council are invited to attend the event, and an appointment will be sent to each member's calendars.

### **Member Appreciation**

**Leslie Garcia & Mariann Hyland**

Marian and Leslie thanked the departing Council members Jennifer Boyd, Lois Davis and Sean Woodard for their service and commitment to supporting diversity at OHSU. It was noted that over the past year their dedication and hard work in developing the diversity definition and business case, communication materials, the university's diversity web site, securing a matching fund agreement for the Diversity & Multicultural Affairs Fund from the ELT, and their support of the community was instrumental in the Council's efforts in supporting OHSU's vision and core values.

### **Diversity Web Site**

**Verian Wedeking**

Verian informed the Council that the OHSU Diversity Web Site recently incorporated the university's new enterprise web-based event calendar software for publishing online, interactive, calendars of events. This calendar system offers visitors an easy-to-navigate web calendar, a collection of interactive event actions, including adding events to their own calendar system, distribution of event information, and setting email and cell phone text message reminders on events.

Additionally, Verian discussed utilizing Google Analytics on the Diversity Web Site to collect information to measure and analyze visitors' activity to better improve the site. This tool will provide information on the effectiveness of the site architect, visitor's physical location, page visits, and various online activities like bounce rates.

### **Diversity Strategic Plan Adoption Update**

**Mariann Hyland**

Mariann reported that ongoing conversations have been taking place with Steve Stadum regarding presenting the draft strategic plan to the ELT. The presentation will incorporate a discussion on compliance, affirmative action and cultural factors. Mariann informed the Council that due to the recent financial situation the ELT has been forced to focus their attention on the budget crisis; however, there is a commitment from the ELT to meet to determine both priorities and identify resources to execute the objectives in the plan. For now the Council will move forward on Objective 1.1 to develop and implement a university-wide diversity climate assessment.

### **Diversity Climate Survey**

**Nancy Goldschmidt**

Leslie informed the Council that Nancy Goldschmidt, Associate Vice-Provost for Academic Affairs, and Phyllis Beemsterboer have agreed to co-chair a subcommittee that will develop the climate survey. Nancy holds a Ph.D. in education policy and has extensive experience in developing surveys and other assessment tools. The initial steps for the subcommittee will be to define the timing, scope, approach, participant populations and process of the survey.

Discussion included: the need to include focus groups as part of the assessment strategy to provide the necessary detailed information not gathered in a survey; provide data that is both qualitative and quantitative; need to determine resources; need to collect demographic information from participants; and the need to have a number of the focus groups composed on distinct populations to foster open communication.

The following Council members volunteered to participate on the subcommittee:  
Sima Desai, Leslie Garcia, Kirsten Jagne, Laurie Mecham and Luai Zarour.

**Next Steps**

Mariann and Leslie will provide updates to the Council regarding presenting the draft Diversity Strategic Plan to the ELT.

Nancy and Phyllis will meet to discuss the timing and develop a timeline for the climate survey project.