

OHSU Diversity Advisory Council

MINUTES JANUARY 28, 2008 1:15-3:15 PM

HRC14D03

MEETING CALLED BY	Mariann Hyland
TYPE OF MEETING	All-Council
FACILITATORS	Mariann Hyland
MINUTES BY	Verian Wedeking
ATTENDEES	Michael Axley, Phyllis Beemsterboer, Ella Booth, Jennifer Boyd, Lois Davis, Sima Desai, Nicole Gordon, Mariann Hyland, Denise Ingram, Roxann Jones, Valeria Palmer, Renee Rice, Maria Elena Ruiz, Linda Strahm, Verian Wedeking, Sean Woodward and Xuemei Wu Guest:

AGENDA TOPICS

MEMBER INTRODUCTIONS & APPROVAL OF MINUTES

MARIANN HYLAND

DISCUSSION	Meeting was called to order at 1:15 p.m. The Council members briefly introduced themselves including Jennifer Boyd, who recently joined the DAC and will be representing Marketing & Communications. Minutes from the previous meeting were unanimously approved.
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UPDATE FROM THE DIVERSITY AWARD SUBCOMMITTEE

Michael Axley

DISCUSSION	Michael Axley, chair of the Diversity Awards Subcommittee, reported back to the Council regarding the initial subcommittee meeting to develop a diversity awards recognition program. Michael provided the Council with an overview of the seven proposed award categories (faculty, student, staff, unit, volunteer, community partner, and leadership). Additionally, a two-tier award structure was discussed in which every nominee receives a pin, and then at an annual awards program a single nominee from each category would receive a still to be determined award for that category. Furthermore, he discussed the subcommittees' recommendations to name each category of the awards after individuals who have demonstrated a commitment to supporting diversity at OHSU. Also discussed was the idea to locate space on campus where a diversity wall could be developed highlighting both the historical and current culture of diversity at OHSU. Lastly, discussed was the need to develop a design for the diversity pins and awards.
CONCLUSIONS	The Subcommittee will meet again to develop criteria for the awards and conduct initial inquires into locating an appropriate space for the diversity wall. The Council members will provide their suggestions for the awards criteria to Verian before the subcommittee is scheduled to meet. Mariann concluded the discussion with a brief overview of the Center for Diversity & Multicultural Affairs Diversity Award program. She recommended that the

	DAC work with CeDMA in developing a single diversity award program at OHSU. The Council agreed with this suggestion and at the next subcommittee meeting Leslie Garcia will provide additional information on the CeDMA Diversity Award.
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OHSU ADOPTION OF "PERSON FIRST" LANGUAGE REGARDING INDIVIDUALS WITH DISABILITIES

LOIS DAVIS & MARIANN HYLAND

DISCUSSION	<p>Lois Davis informed the Council of the request from the Northwest Downs Syndrome Association (NWDSA) urging OHSU to adopt what is know as "People First" or "Respectful" language which places the person before the disability. Lois also informed the Council that the state of Oregon has passed Legislature in 2005, HB 3047, which mandates the shift to respectful language for all state agencies. Lois requested that the Council vote to adopt this language and formally submit a request to that OHSU adopts these language standards.</p> <p>Please see the attached documents titled Person_First.doc and HB3047.en.pdf for additional information.</p>
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CONCLUSIONS	The Council unanimously supports this effort to implement "People First" language and will recommend that the Policy Committee to adopt these standards.
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BUSINESS CASE FOR DIVERSITY UPDATE

LOIS DAVIS

DISCUSSION	<p>Lois provided the Council with an overview of the revisions of the Business Case Statement and explained the revisions allow OHSU to convey a message that our mission objectives go beyond Oregon; thus, effectively conveying the message that OHSU is a leader both nationally and globally.</p> <p>The Council agreed to the revision with the suggestion that an introductory statement be included when addressing the community within the state of Oregon indicating the relevance of OHSU's Mission to Oregonians. This addition would leave the base statement unchanged.</p>
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CONCLUSIONS	The business case statement was approved by the Council and will be sent to President Robertson and the DAC Steering Committee for their consideration.
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REVISIT DAC SUCCESS FACTORS

VERIAN WEDEKING

DISCUSSION	Verian provided a brief overview of the common themes and comments shared during the exercise conducted at the November 2007 meeting that examined aspects of the foundation, team infrastructure, and operationalizing the initiative of the DAC to in preparation of the Group Norms-Setting Exercise.
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CONCLUSIONS	
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GROUP NORMS-SETTING EXERCISE

MARIAN HYLAND

DISCUSSION	Mariann facilitated this exercise designed to assist in establishing team behavioral norms, develop a consensus on team values, and create a more effective environment for communication in a work team. The Council members initially worked individually identifying characteristics of a team
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	<p>they worked on in which they felt valued/respected. After the individual exercise the Council members were randomly assigned into groups to identify the three most important behavioral norms or rules to create an effective environment for communication in a work team. The groups were then asked to share their top two recommendations and have them recorded. After each team had shared their top two recommendations with the Council each council member was asked to select the three norms that they believe would be most effective in establishing an effective work team. The resulting rankings can be reviewed on the attached document titled, DAC_Group_Norms_Exercise_1-28-08.doc.</p>
CONCLUSIONS	<p>The results of the exercise will be tallied and used to further assist in the development of the Councils group norms.</p>

DEBRIEFING & NEXT STEPS

MARIANN HYLAND

DISCUSSION	<p>Review of the DAC Charter & development of group norms, including membership policies, will continue at the next regular meeting. The Awards Subcommittee will report back to the Council regarding the development of the diversity awards program. At next months meeting the DAC will establish a Communications Subcommittee to assist in developing effective communication networks for the DAC activities and programs.</p>
SPECIAL NOTES	

NEXT MEETING	Monday, February 25, 1:15-3:15 pm, HRC14D03
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