

OHSU Diversity Advisory Council (Council)

MINUTES OCOTBER 22, 2007 1:00-3:00PM

HRC14D03

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| MEETING CALLED BY | Leslie Garcia |
| TYPE OF MEETING | All-Council |
| FACILITATORS | Leslie Garcia & Mariann Hyland |
| MINUTES BY | Verian Wedeking |
| ATTENDEES | Michael Axley, Phyllis Beemsterboer, Rick Bentzinger, Ella Booth, Lois Davis, Sima Desai, Leslie Garcia, Nicole Gordon, Vanessa Green, Alison Grossblatt-Wait, Lesley Hallick, Terri Harvath, Mariann Hyland, Denise Ingram, Roxann Jones (representing Barbara Glidewell), Traci Loveland, Joy McCammon, Jilma Meneses, Jeff Mike, Renee Rice, Maria Elena Ruiz, Valeria Palmer, Samia Saad, Linda Strahm, Bob Vieira, Kimberly Walker-Norton, Verian Wedeking, Sean Woodward and Xuemei Wu Guest: Ashwini Prasad (AAEO) |

AGENDA TOPICS

MEMBER INTRODUCTIONS& GUIDELINES

MARIANN HYLAND

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| DISCUSSION | Meeting called to order at 1:05 p.m. Lesley Hallick and Rick Bentzinger were welcomed and the Council members briefly introduced themselves. Members were thanked for their dedication, hard work and accomplishments to date. Cake was served in celebration of the DAC's contribution to OHSU's strategic planning process. |
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UPDATE ON DAC STRATEGIC PLAN RECOMMENDATIONS AND NEXT STEPS

LESLEY HALLICK and RICK BENTZINGER

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| DISCUSSION | <p>Lesley and Rick expressed their appreciation to the Council for their input to the strategic plan and urged the Council to keep up the great work. Lesley and Rick then provided an update to the Council regarding the development and the adoption process of the OHSU Strategic Plan, Vision 2020. Selected highlights from the update included:</p> <ul style="list-style-type: none"> ▪ Affirmation that many of the recommendations from the DAC are incorporated throughout the plan including a focus upon diversity in the preamble ▪ Several of the suggestions from the Council made evident the relationship between elements in the strategic plan and the promotion of diversity at OHSU (i.e., childcare, flextime and other employee incentives) ▪ A challenge that is being addressed in the strategic plan includes how to increase diversity in faculty recruitment, retention and promotion ▪ The input from the DAC has been extremely helpful at facilitating discussion at the Executive Leadership Team (ELT) meetings by assisting to clarify and translate issues regarding diversity |
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| | <p>Comments during the discussion from the Council members included:</p> <ul style="list-style-type: none"> ▪ A concern over limited resources to execute the strategies and tactics in the strategic plan to promote diversity ▪ A desire to work closely with the ELT to accomplish the goals as put forth by the strategic plan ▪ Need to develop both long term and short term strategies to recruit underrepresented students, faculty, and staff |
| CONCLUSIONS | The ELT will be looking to the DAC for leadership in implementing the tactics outlined in the strategic plan, and resources will be refocused and made available to assist the DAC and for those activities that promote diversity at OHSU. |

APPROVAL OF MINUTES

MARIANN HYLAND

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| DISCUSSION | The minutes from the September 24, 2007, meeting were distributed for review and an open request for comments, changes, or revisions was made. Minutes were unanimously approved as presented. |
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REVIEW OF OHSU DIVERSITY DEFINITION

MARIANN HYLAND

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| DISCUSSION | Copies of the previously developed definition from the September 24 th Council meeting were distributed along with several alternative draft definitions. An open discussion followed and it was agreed that a subcommittee should be formed to develop a definition of diversity based upon selected elements contained in the various definitions thus far presented. A call for volunteers to participate in a working subcommittee to develop a single definition to be presented at the next DAC meeting on November 26, 2007, was made. |
| CONCLUSIONS | Those who volunteered for the subcommittee included: J. Kimberly Walker-Norton, Sean Woodward, Denise Ingram, and Alison Grossblatt-Wait |

REVIEW & ADOPT BUSINESS CASE STATEMENT FOR DIVERSITY

LESLIE GARCIA

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| DISCUSSION | Due to time constraints it was suggested that a working subcommittee also be created to develop a business case statement. The Council agreed and called for volunteers to participate. |
| CONCLUSIONS | Those who volunteers for this subcommittee included: Lois Davis, Jilma Meneses, Vanessa Green, and Jeff Mike. |

DEBRIEFING & NEXT STEPS

LESLIE GARCIA & MARIANN HYLAND

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| DISCUSSION | The subcommittees will be scheduled to meet within the next few weeks to develop a single definition and business case statement to be recommended to the full Council for their review and approval at the November 26 th meeting. |
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| SPECIAL NOTES | The meeting was adjourned at 3:10 pm. |

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| NEXT MEETING | Monday, November 26, 1:00-3:00 pm, HRC14D03 |
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