

**Diversity Advisory Council**  
**Monday, March 23, 2009**  
**1:15 – 3:15 p.m.**  
**Hatfield Research Center, 14D03**

---

**Attendees:** Phyllis Beemsterboer, Sima Desai, Rachel Dresbeck, Martin Epton, Leslie Garcia, Jesika Gavilanes, Vanessa Green, Mariann Hyland, Iris Johnson, Allison Krug (representing Joy McCammon), Laurie Mecham, Jilma Meneses, Valeria Palmer, Renee Rice, Maria Elena Ruiz, Samia Saad, Robert Vieira  
Dean Westwood, Luai Zarour

**Absent:** Lois Davis, Kirsten Jagne, Norm Kalbfleisch, Steven Scott, Linda Strahm, Xuemei Wu

**Guests:** Nancy Goldschmidt (Academic Affairs)

**Meeting Minutes:** Verian Wedeking

**Next Meeting:** Monday, April 27, 2009, 1:15 – 3:15 p.m., Hatfield Research Center, 14D03

---

**AGENDA TOPICS**

**Introductions, Announcements & Approval of Minutes**

**Leslie Garcia**

Members of the Council briefly introduced themselves, and Dean Westwood was welcomed as the new representative for the Child Development and Rehabilitation Center.

The following announcements were made: Lois Davis will be with OHSU until October; Dr. Tsering Lhewa, who participated in various high school programs previously offered by the Center for Diversity & Multicultural Affairs will be joining the pediatrics residency training program at OHSU; success of the OHSU sponsored Say Hey! NW, event in February; School of Nursing recently applied for a M2 grant to work with minority populations; update on continuing work of the Women in Medicine group concerning diversity in the School of Medicine; the Center for Coastal Margin Observation & Prediction (CMOP) sponsorship of a non-credit course on Native American and U.S. Government relations this summer; and the National Association of Hispanic Nurses-Oregon activities including the development of new web site, grant applications and request for speakers concerning relevant medical and policy topics.

The meeting minutes from January 2009, were approved by consensus. Additionally, Leslie informed the Council the Denise Ingram is no longer with OHSU, and expressed appreciation for Denise's commitment to the Council and its activities.

**Diversity Strategic Plan – Executive Leadership Team  
(ELT) Diversity Presentation Meeting Update**

**Mariann Hyland**

Mariann informed the Council that the meeting with the ELT is scheduled for April 22<sup>nd</sup>, and will focus upon OHSU's diversity programs, federal compliance requirements, the philosophical and business case for diversity, and provide an overview of the draft OHSU

Diversity Strategic Plan. Mariann also indicated due to the current economic situation the Council will be engaging in an activity to identify and rank the strategies for each objective within the strategic plan, so that these priorities can be communicated to the ELT.

Additional discussion followed concerning the impact of the current fiscal situation to the Council's operating budget and ability to maintain current initiatives, activities and support staff levels.

### **Diversity Climate Survey Planning Update**

**Phyllis Beemsterboer & Nancy Goldschmidt**

Phyllis and Nancy reported on the recent meeting of the subcommittee to discuss developing the proposed diversity climate survey. During this meeting the subcommittee discussed the possibility of conducting a perception based survey, inclusion of focus groups and need to review previously collected data. Additionally, Nancy indicated that she will be researching survey data conducted by comparable organizations and private industry to identify best practices. A brief discussion followed concerning population sampling methods and need ensure that the survey is effectively delivered to those staff who have limited English proficiency and who may not have internet access at their work stations/areas.

The subcommittee will continue to work on developing the survey questions and discuss sampling methods, and will provide the Council with an update as those activities occur.

### **Define Goals for ELT Diversity Presentation**

**Leslie Garcia & Mariann Hyland**

Mariann and Leslie lead the Council through a review of the meeting goals. Several recommendations from the Council were made to assist in clarifying those goals. Lastly, the timeline of approving the strategic plan by June 1, 2009, was supported by the Council.

### **Prioritization of Draft OHSU Diversity Strategic Plan Strategies**

**Presenter**

The Council members separated into six groups to discuss and prioritize the strategies within the six objectives of the strategic plan. In general, the strategies determined to be a priority included those concerning: the diversity climate survey; increased recruitment and retention of diverse students, residents, fellows, faculty and staff; enhancing a welcoming environment; enhanced communication and collaboration across OHSU; and development of a university community engagement plan concerning diversity initiatives.

### **Next Steps**

Mariann and Leslie will provide the Council with an update regarding the diversity presentation to the ELT at the next scheduled meeting.

The Diversity Climate Survey Subcommittee will continue to work on developing the survey and will provide further updates upon their progress.

