

# OHSU Diversity Advisory Council

MINUTES

MAY 29, 2007

2:00-4:00PM

HRC14D03

<b>MEETING CALLED BY</b>	Leslie Garcia & Mariann Hyland
<b>TYPE OF MEETING</b>	All-Council
<b>FACILITATOR</b>	Traci Loveland
<b>MINUTES BY</b>	Alyson Evans & Ashwini Prasad
<b>ATTENDEES</b>	Michael Axley, Phyllis Beemsterboer, Ella Booth, Rob Boy (representing Kimberly Walker-Norton), Gina Bruun, Lois Davis, Sima Desai, Leslie Garcia, Barbara Glidewell, Nicole Gordon, Vanessa Green, Alison Grossblatt-Wait, Terri Harvath, Mariann Hyland, Denise Ingram, Iris Johnson, Joy McCammon, Jilma Meneses, Jeff Mike, Valerie Palmer, Renee Rice, Maria Elena Ruiz, Samia Saad, Linda Strahm, Robert Vieira, Sean Woodard, Xuemei Wu

## AGENDA TOPICS

### WELCOME

DR. JOSEPH ROBERTSON,  
PRESIDENT  
DR. LESLEY HALLICK,  
PROVOST

<b>DISCUSSION</b>	Dr. Robertson welcomed members to the Council, thanked everyone for their commitment, and relayed the importance of the Council's charge and his dedication to diversity at OHSU. Dr. Hallick discussed the history of OHSU's diversity efforts, which began in 1983 with an initiative to make diversity a priority. She was optimistic that the Council would make the strides needed and that had been envisioned for over 25 years.
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### INTRODUCTIONS

MARIANN HYLAND

<b>DISCUSSION</b>	<p>All 25 members introduced themselves and noted the reason(s) they accepted the invitation to join the Council as follows:</p> <ul style="list-style-type: none"><li>▪ Previous diversity-building experience</li><li>▪ Curious about what other departments are doing, and want to develop ways to team-up and share resources</li><li>▪ Create a staff of health care providers to match the diversity of OHSU patients</li><li>▪ Diversity recruitment</li><li>▪ Previously worked in more diverse organizations, and would like to see that environment at OHSU</li><li>▪ Diversify research subject base</li><li>▪ Create pipeline programs for diverse youth</li><li>▪ Work with other departments, interdisciplinary experience</li><li>▪ Be part of a big step for the University</li><li>▪ Eliminate racism</li><li>▪ Create career advancement opportunities for diverse faculty and staff</li></ul>
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	<ul style="list-style-type: none"> <li>▪ Build relationships with other departments for support with diversity efforts</li> <li>▪ Be a part of defining what diversity is at OHSU</li> <li>▪ Dissatisfied with current state of diversity at OHSU</li> <li>▪ Hope to make a positive impact</li> <li>▪ Personal convictions</li> <li>▪ Engage broader community</li> </ul>
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**REVIEW AGENDA & MEETING GUIDELINES**

MARIANN HYLAND  
LESLIE GARCIA

<b>DISCUSSION</b>	Introduction of meeting objectives and guidelines
<b>CONCLUSIONS</b>	<p>Meeting Guidelines agreed upon and to be followed at all Council meetings include:</p> <ul style="list-style-type: none"> <li>▪ Speak from "I"</li> <li>▪ Listen without interrupting</li> <li>▪ Be curious, explore new points of view</li> <li>▪ Be on time</li> <li>▪ Respect confidentiality</li> <li>▪ Turn cell phones and pagers off or to silent mode</li> <li>▪ Fully engage in exercises and discussions, give ideas, share insights, be transparent</li> <li>▪ Respect the opinions and thought processes of others</li> <li>▪ Allow equal opportunity for everyone to share their thoughts</li> </ul>

**DIVERSITY B.I.N.G.O**

LESLIE GARCIA

<b>DISCUSSION</b>	Icebreaker activity to learn about diversity within the Council membership and interact individually. Led discussion on being aware of our innate stereotypical assumptions, and how to see beyond them. Introduced principles of: <b>B</b> e aware, <b>I</b> ncluding others, <b>N</b> ever assume, <b>G</b> ive respect, and <b>O</b> penly communicate.
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**REVIEW OF DAC CHARTER & CHARGE**

MARIANN HYLAND  
LESLIE GARCIA

<b>DISCUSSION</b>	<p>A PowerPoint was presented summarizing the Council's charge and presenting OHSU diversity statistics and local and national demographics. Copies of the PowerPoint were made available to all council members and copies included in their notebooks. The following requests were made for more information about OHSU diversity statistics:</p> <ul style="list-style-type: none"> <li>▪ Comparison of Portland and rural Oregon demographics</li> <li>▪ Clarification regarding OHSU's affirmative action plan, including data regarding nurses and numbers of people impacted.</li> <li>▪ Religious affiliation statistics</li> </ul>
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**IDENTIFICATION OF TOP PRIORITIES**

TRACI LOVELAND

<b>DISCUSSION</b>	Preliminary vote from each Council member as to what areas of the Council's charge they felt are most important to their mission area and the university. This is not intended to be an official vote but rather a tool to assist in
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	deciding the Council's priorities.
<b>CONCLUSIONS</b>	<p>Tallying the votes yielded this ranking of priority actions: <i>(See Attachment 1 for a more detailed breakdown)</i></p> <ul style="list-style-type: none"> <li>▪ Strategies to improve the University climate, retention and advancement. Value = 61</li> <li>▪ Identification of resources to build contacts and partnerships with diverse communities and organizations Value = 28</li> <li>▪ Identification of resources to support cultural competency related to diversity Value = 26</li> <li>▪ Identification of resources to support diversity initiatives Value = 25</li> <li>▪ Identification of existing programs and development of new diversity initiatives to support the University's mission areas Value = 10</li> <li>▪ Identification of resources to assist departments in preparing their diversity strategy plans Value = 6</li> <li>▪ Identification of resources to assist employees in mastering the diversity core competency in performance appraisals Value = 5</li> </ul> <p>Ranking of priority targets:</p> <ul style="list-style-type: none"> <li>▪ Faculty - 10</li> <li>▪ Staff - 8</li> <li>▪ Students - 5</li> <li>▪ Patients - 4</li> </ul> <p>Ranking of priority focuses:</p> <ul style="list-style-type: none"> <li>▪ Recruitment, Hiring, and Advancement - 17</li> <li>▪ Research - 4</li> <li>▪ Teaching - 3</li> <li>▪ Retention - 2</li> <li>▪ Healing - 1</li> <li>▪ Community Service - 0</li> </ul>

**MEETING DEBRIEFING**

TRACI LOVELAND

<b>DISCUSSION</b>	<p>Initial impression of DAC charge, meeting items, seeking of feedback included:</p> <ul style="list-style-type: none"> <li>▪ Members excited about DAC</li> <li>▪ Interested in the definition of "diversity"</li> <li>▪ Break up the charge into accomplishable units with a specific focus</li> <li>▪ Rotate meeting space/location</li> <li>▪ Develop timelines</li> </ul>
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- Members appreciative of the transparency, including receiving OHSU and demographics data
- Instructions for the Council Questionnaire/assignment- June 12

<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>
Send out electronic version of DAC Questionnaire	Alyson Evans	6/1/07
Send out GroupWise appointments for rest of 2007 meetings	Alyson Evans	6/1/07
Council Members return completed DAC Questionnaires to Alyson	All members	6/12/07
Research Census information for Portland and rural Oregon religious affiliation.	Alyson Evans	6/19 Council meeting
Deliver presentation regarding OHSU's affirmative action plan.	Mariann Hyland	Future meeting

**NEXT MEETING**

Tuesday, June 19, 2:15-4:15pm, HRC14D03