

OHSU Diversity Advisory Council

MINUTES

JUNE 19, 2007

2:15-4:15

HRC 14D03

MEETING CALLED BY	Leslie Garcia at 2:15pm
TYPE OF MEETING	All-Council
FACILITATOR	Traci Loveland
NOTE TAKER	Alyson Evans
ATTENDEES	Phyllis Beemsterboer, Ella Booth, Patrice Eiff (representing Sima Desai), Leslie Garcia, Nicole Gordon, Vanessa Green, Alison Grossblatt-Wait, Terri Harvath, Mariann Hyland, Denise Ingram, Iris Johnson, Roxann Jones (representing Barbara Glidewel), Joy McCammon, Jeff Mike, Keri Paintner (representing Lois Davis), Valerie Palmer, Renee Rice, Samia Saad, Linda Strahm, Bob Vieira, Kimberly Walker-Norton, Sean Woodard, Xuemei Wu, Karen Wegner, Bernadette Adeniran

AGENDA TOPICS

APPROVAL OF MINUTES

LESLIE GARCIA

DISCUSSION	Minutes from the May 29 th meeting were distributed for review by all members. Leslie asked for any comments, changes or revisions.
CONCLUSIONS	No changes were suggested, and minutes were approved.

MEMBER INTRODUCTIONS AND DIVERSITY INSIGHTS

MARIANN HYLAND

DISCUSSION	<p>Mariann asked the member to briefly introduce themselves and to share any announcements, thoughts, or ideas they thought would be beneficial to the Council. The diversity insights that were shared include:</p> <ul style="list-style-type: none">▪ Mariann Hyland: The Physical Access Committee submitted a proposal to OHSU's capital budget committee for funding to eliminate barriers to accessibility.▪ Bernadette Adeniran: She will be joining the DAC this summer as she works in the AAEO Office as an intern.▪ Leslie Garcia: Please submit any diversity event announcements to her for inclusion on the CeDMA calendar, and she is collecting bilingual children's book for the Women's Center book drive.▪ Terri Harvath: SON students are starting a GLBT group and she will be the faculty advisor, all are welcome to participate.▪ Jeff Mike: There was a discussion among HR business partners about plans for diversity recruitment.▪ Bob Vieira: He is the chair of the search committee for a new SON dean, and would appreciate input and recommendations from DAC.
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	<ul style="list-style-type: none"> ▪ Ella Booth: Volunteers are needed for OMSI "You Can Be a Doctor Week" July 26-August 1. ▪ Patrice Eiff: Women in Academic Medicine participated in a panel discussion about work/life balance and the child care and other needs of mothers at OHSU. ▪ Vanessa Green: There is a Post-Doc position open at CMOP, and she would appreciate input and suggestions on diversity recruitment.
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DEVELOPING FOCUS AND PRIORITIES

TRACI LOVELAND

DISCUSSION	<p>Council members were randomly assigned to four different groups and instructed to pretend they were teams of diversity consultants for OHSU. They were given packets of data and asked to process it as a group to develop a SWOT analysis and list of top priorities for the Council. After 45 minutes of discussion time, the teams were asked to report out their conclusions to the whole group, and Traci debriefed the activity.</p> <p>During debrief there was a question raised about the value of conducting a climate survey. The concern was that the information would reflect what we already know and the Council would have to spend a long time preparing and conducting it. There was also a point made that the survey would have to be very widely responded to in order to produce useful data. Points raised in favor of conducting a survey were that it will help the Council decide what areas need to be addressed first and set benchmarks, learn the feelings and perceptions of the OHSU community, have data that will help communicate the Council's recommendations, create an opportunity for people to buy in to the initiatives, an opportunity to educate respondents, and to compare the Council's ideas with those of the OHSU community. It was also announced that there are surveys being conducted at BodyWorlds, which could be useful to the Council in assessing the outside community's perception of OHSU.</p>
CONCLUSIONS	<p>Please see attachment for the results of the SWOT analysis and priority list.</p> <p>The overarching themes that appeared in each teams' answers were: 1) the need to assess the climate and initiatives of the University; 2) the need for more diversity recruitment; and 3) the development of funding and resources to support diversity.</p>

MEETING DEBRIEF

TRACI LOVELAND

DISCUSSION	<p>There were suggestions made about resources that could be useful to the Council, including having a suggested reading list on building diversity and also creating a central website where members can access Council material. The website could also possibly be linked to the President's website to give it more status and exposure.</p>
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SPECIAL NOTES	<p>The next meeting will be Monday, July 23 from 1:00-3:00 pm in HRC 14D03. There is no specific homework for this meeting, but come</p>
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prepared to discuss what you think should be included in OHSU's definition of diversity.