

# OHSU Diversity Advisory Council (Council)

MINUTES

AUGUST 27, 2007

1:00-3:00PM

HRC14D03

<b>MEETING CALLED BY</b>	Leslie Garcia
<b>TYPE OF MEETING</b>	All-Council
<b>FACILITATOR</b>	Leslie Garcia, Mariann Hyland, & Kirsten Jagne
<b>MINUTES BY</b>	Verian Wedeking
<b>ATTENDEES</b>	Maria Elena Ruiz, Samia Saad, Iris Johnson, Revena (representing Barbara Glidewell), Lois Davis, Michael Axley, Sean Woodard, Jeff Mike, Linda Strahm, Alison Grossblatt-Wait, Phyllis Beemsterboer, Laurie Mecham (representing Ella Booth), Nicole Gordon, Sima Desai, Leslie Garcia, and Mariann Hyland. Guests: Frank Cook (CeDMA), Kirsten Jagne (Human Resources), and Verian Wedeking

## AGENDA TOPICS

### APPROVAL OF MINUTES

LESLIE GARCIA

<b>DISCUSSION</b>	Minutes from the June 19, 2007 meeting were distributed for review and comments. Leslie Garcia asked for comments, changes, and/or revisions. Minutes were unanimously approved as presented.
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### MEMBER INTRODUCTIONS& GUIDELINES

LESLIE GARCIA

<b>DISCUSSION</b>	All attending members introduced themselves and Leslie introduced the following guests: Kirsten Jagne, Verian Wedeking, and Frank Cook.
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### DIVERSITY/INCLUSION DEFINITIONS & DIVERSITY BUSINESS CASE

KIRSTEN JAGNE

<b>DISCUSSION</b>	<p>Kirsten facilitated an exercise exploring the elements of inclusion &amp; diversity. DAC Homework assignment "Identify What Diversity Means to You" was used as the reference in relationship to the OHSU Mission.</p> <p>The exercise asked the membership to individually rank the top five essential elements they felt were the most important in defining diversity based on the Four Layers of Diversity Model. Group discussion followed on similarities, differences, and implications of each of individual rankings, and a larger group discussion followed. Lastly, the membership worked in randomly assigned groups to build a "Business Case for Diversity." They examined the four relationships between internal and external opportunities and liabilities of either promoting or failing to support diversity and the positive/negative impact on OHSU.</p>
<b>CONCLUSIONS</b>	<p>Selected highlights included:</p> <ul style="list-style-type: none"> <li>▪ How one identifies the elements of diversity is subjective and reflects one's personal experiences and unique perspectives based upon race, ethnicity, gender, age, sex, socioeconomic status, and shifting identities</li> </ul>

	<p>through out time.</p> <ul style="list-style-type: none"> <li>▪ This exercise brought attention to the fact that developing a common definitive definition of diversity is complex.</li> <li>▪ Provided an opportunity to compare and contrast the implications of either promoting or not promoting diversity at OHSU.</li> <li>▪ See enclosed detailed handout titled August 27, 2007 DAC Business Case for Diversity.</li> </ul>
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**REVIEW OF OHSU STRATEGIC PLAN &  
DEVELOPMENT OF DIVERSITY STRATEGIES AND TACTICS**      MARIANN HYLAND

<b>DISCUSSION</b>	<p>Leslie and Mariann concluded the presentation with a discussion leading to an exercise designed to provide input for goals and tactics supporting the OHSU Strategic Plan (OHSU Vision 2020)</p> <p>Council members were randomly assigned into four groups and requested to draft strategies and tactics for the six strategies that compose the OHSU Vision 2020 Plan-Five Year Goals.</p>
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<b>CONCLUSIONS</b>	<p>Recommendations for strategies and tactics were outlined as a group supporting the OHSU Vision 2020 plan (See enclosed handout titled Aug. 27, 2007 OHSU-DAC Recommendations for Strategies and Tactics to Achieve OHSU's Vision 2020-Five Year Goals.</p>
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**DEBRIEFING & NEXT STEPS**      MARIANN HYLAND

<b>DISCUSSION</b>	<p>The Council members stated the need to further develop and refine a definition of diversity. Furthermore, the membership recommended developing and incorporating diversity and multicultural competency training opportunities at OHSU. It was recommended this type of training should be mandated and supported throughout the university by the ELT.</p>
<b>SPECIAL NOTES</b>	<p>The meeting was adjourned at 3:10 pm.</p>

<b>NEXT MEETING</b>	<p>Monday, September 24, 1:00-3:00 pm, HRC14D03</p>
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