



## **Equity Leaders Consortium**

**March 10, 2022**

**10-11:30 a.m.**

### **Agenda**

- **Welcome**

Scott welcomed the group and gave a warm welcome to a new member of the group, Gail Langellotto, College of Agricultural Science. Gail is cochairing the development of a diversity strategic plan in the College of Agricultural Science. Also, Gail recently had amazing success in integrating an equity focus for in a new Portland class of the Master Gardeners program, which resulted in almost half of new participants from BIPOC communities. (Huge shift in orientation and representation in a MG class)

Scott also highlighted Intercollegiate Athletics will post a new position dedicated to equity within IA. Congrats to Kimya Massey on their promotion and IA on this new focused position.

Lastly, Scott acknowledged the recently reported bias crime and the impact on the attack on Ukraine for OSU students and staff connected to Ukraine/Russia and staff working to support their needs. This led to a conversation about how the institution acknowledges and supports employees and students when there is war/conflicts/emergencies in global areas and nationally. Scott will send an email to the ELC list about the process OSU takes to support the impacts of these incidents so that ELC members take lead to provide this information to their units. Please use this information and relay this information to your units as relevant/applicable.

- **Warm Intros**

- Teams of three had 8 mins for introductions

- **ELC Data Dialogue Proposal**

There will be an ELC specific Data Dialogues session. Anyone in the ELC can participate. If you would like to further explore the DEI dashboards in Tableau and experience OID's Data Dialogue model, please share your availability on this doodle poll:

Participants will receive access to a pre-dialogue canvas module that includes light reading, a video orientation, and tableau guidance. Following the demonstration, OID staff members would be happy to coordinate a dialogue for your team or equip you with

the tools to facilitate yourself. Please reach out to [Jeff.Kenney@oregonstate.edu](mailto:Jeff.Kenney@oregonstate.edu) for more information.

- **Unit Talk – Ana Lu Fonseca, Extension and Engagement**
- **Leadership Lab - Employee of Color Retention Strategy**

There was an overview given on the President's and Provost's Leadership Council on DEI. The PPLC engagement priority for the PPLC this year is supporting the retention and success of Black, Indigenous, Latinx, Asian, and multiracial employees and their intersecting identities.

PPLC has deliberated its role, reviewed data, drafted an initial employee of color retention strategy aligning ongoing and planned actions with broader institutional efforts. PPLC leads are currently reaching out to stakeholder groups like Presidential affinity commissions, to review/edit.

The group took time to review the draft briefly and were asked to provide immediate responses/thoughts to the document. Group members had 7 mins for review.

Group conversation after brief review:

Quick, what resonated comments from group: Pre-boarding work II, negotiating pay, culturally relevant supervision, mentorship II, P&T equity service, all data pieces, livability.

Please continue to share edits, suggestions, additions, comments, etc. directly to this document.

- **Adjourned**