

OSU Equity Leaders Consortium
November 23, 2021 Meeting

Discussion Prompts

- 1. Immediate reactions to the content proposed given the results of the survey.
- 2. Reactions to the process of our meetings, specifically the 5 proposed facilitation areas, and anything else you might suggest.

Synthesized Notes – Key Takeaways

- Overall, the proposed strategies resonate and make sense to the consortium
- Establish norms and invest in rapport and trust building that lends to authentic, compassionate and ambitious engagement
- Allow for nimbleness, a responsive structure that can respond and attend to emerging needs
- Provide opportunities for folks to caucus in functional and interest groups
- Initiate action reflections at the close of meetings – prompt connections and work that might continue beyond the session
- Invite 30,000-foot perspectives, give OI staff space to share their observations and invite consortium feedback (Vibe Council)
- Expand Job Talks to invite presentations from unit and division wide teams, functional groups, or interest groups
- Enable the leveraging of power and resources for personnel with limited organizational agency and authority
- Distinguish the purpose and intended outcomes of this group from other groups and collectives, like the PPLC