President and Provost’s Leadership Council  
November 3, 2022

Agenda

- **Employee of Color Retention Guidance Matrix** – Review
  - PPLC membership was asked to review the EOC Retention Guidance Actions, acknowledging four factors of decision-making
    - Factors clarifying “effort”; indicating degree of effort necessary to reach the goal for the retention of EOC
      - **Complexity**: Degree of difficulty, existing barriers, number of stakeholders it impacts, existing examples, etc. that affect the goal.
      - **Resources**: Degree of financial, human, infrastructural, and intellectual resources needed to achieve the goal.
    - Factors clarifying “impact”; indicating the degree of possible material change that positively advances retention of EOC
      - **Traction**: Degree of existing work already started connected to the goal; clarity of responsible leader(s) to advance the goal; willingness/attitude of leaders to advance the goal.
      - **Beneficence**: Degree to which advancing the goal will result in material change toward the retention of EOC.
  - Review scores will be plotted to inform deliberation of action prioritization and next steps
  - Reflection: “Was there anything you noticed as you were completing your individual review and scoring of the actions?”
    - Easily identify things I don’t know about, and things we think are easy
    - There are other ways to visualize the data
    - How do actions of PPLC and OSU improve Housing Access/Affordability/Livability
      - How OSU decisions impact employee’s availability to affordable housing
      - We may not have the ability to impact the cost of living in Corvallis, but our decisions allow people to work elsewhere
  - **Prioritizing Employee of Color Retention Guidance Dialogue** (Small group discussions)
    - Small group deliberation
      - What actions did members score more consistently? What actions were scored disparately?
      - What relationship, if any, do you observe between scores for complexity, resources and traction in relation to scores for beneficence? What might this mean for purposes of prioritization?
  - Identified top 6 Actions to focus on in AY2023 – PHASE 1
    - Culturally Equitable Supervision
• Goal 1: Build supervisor capacity to provide culturally equitable support
  o Action 1.1: Develop required professional development for supervisors to provide culturally equitable support for all employees
  o Action 1.2: Develop expectations for supervisors to conduct periodic retention check-ins with all employees
• Goal 2: Support opportunities for mentorship of BIPOC employees
  o Action 2.1: Provide institutional support for centralized, decentralized and/or external mentorship opportunities

  ▪ Onboarding and Communication
  • Goal 1, Action 1.1: Develop consistent opportunities for OSU to introduce new employees to the OSU community and learn from their experience to support success and belonging - Develop a comprehensive, consistent, role-specific and location-specific onboarding process and platform for all OSU employees

  ▪ Community Livability
  • Goal 1: Support livable communities within which OSU employees and their families reside
    o Action 1.2: Promote housing access and affordability
    o Action 1.3: Create comprehensive resources to support employee families and partners

• Next Steps on President and Provost’s Leadership Council Phase 1 Actions
  o Heather Horn (Human Resources), Rick Settersten (Faculty Affairs), Teresita Alvarez-Cortez and Scott Vignos (Institutional Diversity) will convene to review recommended focus areas, and determine where we are in the process
  o If other items rose to the top, please reach out to Heather, Rick, Teresita or Scott
• Preview of Diversity Strategic Plan discussion
  o Postponed to December 1 meeting

Administrative Updates:
• PPLC Reception with President Murthy, Thursday, Dec. 8, 5-7 pm (tentative) at the President’s Residence
• Meeting schedule for Winter and Spring terms will be updated; Pamela will reach out before Thanksgiving.

Next Meeting: Thursday, Dec. 1, 2022; MU 104 and Zoom

Abbreviations
• EOC = Employee of Color
• PPLC = President and Provost’s Leadership Council