



# Diversity, Equity and Inclusion

FALL 2020 NEWSLETTER

## Committee Welcomes New Members and Co-Chair

The Diversity, Equity, and Inclusion (DEI) Committee welcomed eight new members this year. New members were selected using an application process. The application and expectations of committee members are available on the DEI webpage. New committee members include:

- Dasha Kolpakov, ASG and Multicultural Center representative
- Esther Sexton, Full-time Faculty representative
- Felicia Arce, Disability Resource Center representative
- Ivan Acosta, At-Large
- Junko Iijima, Part-time Faculty representative
- Lanie Sticka, ASG representative
- Lindsey Pierce, Classified representative
- Maria Dixon, Classified representative

In addition to new committee members, the committee has a new co-chair, Stephanie Schaefer. Stephanie has served on the committee since it began in 2017. Prior to the formation of the committee, Stephanie was a member of the Diversity Task Force.

A full list of committee members is available on the Standing Councils & Committees page. Committee meetings are open to the college community; agendas and the Zoom meeting link are posted on the committee page.

## Interim DEI Framework

One of the initial actions in the recently passed DEI Strategic Plan is the development of a DEI Framework. The DEI committee has invested time into researching equitable decision-making frameworks and lenses from a variety of organizations. Following the committee's initial research, an interim framework was determined. The interim framework is based on the Equitable Decision-Making tool that was developed by Clark College's Office of Diversity, Equity, and Inclusion.

The DEI Committee will be rolling out trainings to help college employees utilize the interim framework this academic year. The committee will be seeking feedback on the interim framework throughout the year and will use that feedback to determine a DEI framework to adopt at the college for long term use. The interim DEI framework and a list of training dates will be available on the [DEI webpage](#) by the beginning of winter term.

## Ban on Hate Symbols

On September 18, the Oregon State Board of Education passed an important health and safety rule, [581-022-2312 All Students Belong](#). The rule recognizes that all students are entitled to educational experiences free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, ability, or national origin without fear or hatred, racism or violence. The rule prohibits the display of hate symbols including three of the most recognizable symbols of hate — the swastika, the confederate flag, and the noose. Although the rule was directed toward the K-12 education system, the DEI Committee has championed the college to adopt a similar policy. Policy development is underway and a draft policy will begin going through the shared governance process this fall and winter.



**WE WELCOME:**

**ALL ETHNICITIES**

**ALL RELIGIONS**

**ALL COUNTRIES OF ORIGIN**

**ALL GENDER IDENTITIES**

**ALL SEXUAL ORIENTATIONS**

**ALL ABILITIES**

**ALL AGES**

**WE STAND WITH YOU. YOU ARE SAFE HERE.**

## Employee Resource Groups

Employee Resource Groups (ERGs) are voluntary groups of employees that organize to provide an opportunity for member of non-dominant groups to formally gather and be recognized, and to engage in the diversity and inclusion efforts occurring at the college. ERGs are focused on engagement and retention of employees and are designed to support members of underrepresented groups. Employees who would like to participate in ERGs or form a new group, are encouraged visit the [DEI webpage](#) to learn more.

## Native American Heritage Month

November was Native American Heritage Month. The Multicultural Center hosted a variety of events throughout the month to celebrate Native American students and local tribal nations, including the Clackamas, Multnomah, Watala, Tualatin, Kathlamet, Tumwater, Chinook, Kalapuya, and Molalla peoples. In addition to hosting events, the Multicultural Center and the DEI Committee are co-sponsoring the adoption of a formal land acknowledgement for the college. The land acknowledgement will be going through the shared governance process this fall and winter.

## Subcommittee Announcements

The DEI subcommittees are excited to begin the 2020-21 school year. Subcommittees are a great way to be directly involved in shaping diversity, equity, and inclusion work at the college. There are currently five subcommittees:

- Employee Resource Groups: The subcommittee reviews and approves employee resource/affinity groups.
- Human Resources: The subcommittee works to ensure diversity, equity and inclusion in talent acquisition, training opportunities and employee retention.
- Marketing and Communications: The subcommittee works closely with the College Relations and Marketing Department to review communications to ensure they are inclusive and accessible.
- Resources & Training: The subcommittee insures the provision of diversity, equity, and inclusion training and resources to students, employees, and the CCC community.
- Strategic Plan: The subcommittee tracks implementation and reporting related to the DEI Strategic Plan.

To join a subcommittee, please email [diversity@clackamas.edu](mailto:diversity@clackamas.edu) to express your interest.

**Communication** The DEI Committee wants to ensure regular and open communication with the college community. The [DEI webpage](#) contains updates on the development of the DEI Strategic Plan, a list of training and events, and helpful resources. You can find all DEI Committee meeting agendas and minutes on the [committee webpage](#) in the myClackamas portal. You may also reach us directly at our shared email address, [diversity@clackamas.edu](mailto:diversity@clackamas.edu).

