



DIRELLECALICA
DIRECTOR PSU INSTITUTE for
TRIBAL GOVERNMENT

T:ME TO ACT EQUITY SUMMIT
Envisioning and Creating
a Just and Equitable PSU

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OCTOBER 30 2020
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Acknowledging the land we are on. Direlle Calica, Director, PSU Institute for Tribal Government
Honor the Homeland and Ancestors. Connection to the resources that give us life.

1
Not Living
up to OUR
IDEALS

3
PAST DIALOGUE
did not create
CHANGE

2
NOT DOING
ENOUGH

4
FAILURE to
TAKE ACTION
CAUSED
HURT

Fresh
Start
TODAY
ENVISION
BOLD
ACTION

DR. STEPHEN PERCY
PRESIDENT, PSU

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Fresh start today. Envision bold action. Dr. Stephen Percy, President, Portland State University

1. Not living up to our ideals. 2. Not doing enough. 3. Past dialogue did not create change. 4. Failure to take action caused hurt.

DR AME LAMBERT
VICE PRESIDENT
GLOBAL EQUITY and INCLUSION

ICAN'T
BREATHE

pathway to
our NEXT REALITY

NEW WAYS
BECOME NOW WAYS

LIFE CAN
BE CHANGED

LIFE CAN
BE ENDED

WHO GETS TO...
BE HUMAN

TRUTH and
RECONCILIATION

FORGIVENESS

TAKE
the
RISK
ONCE
MORE

REPAIR

TRUTH · ACKNOWLEDGEMENT · RESPONSIBILITY

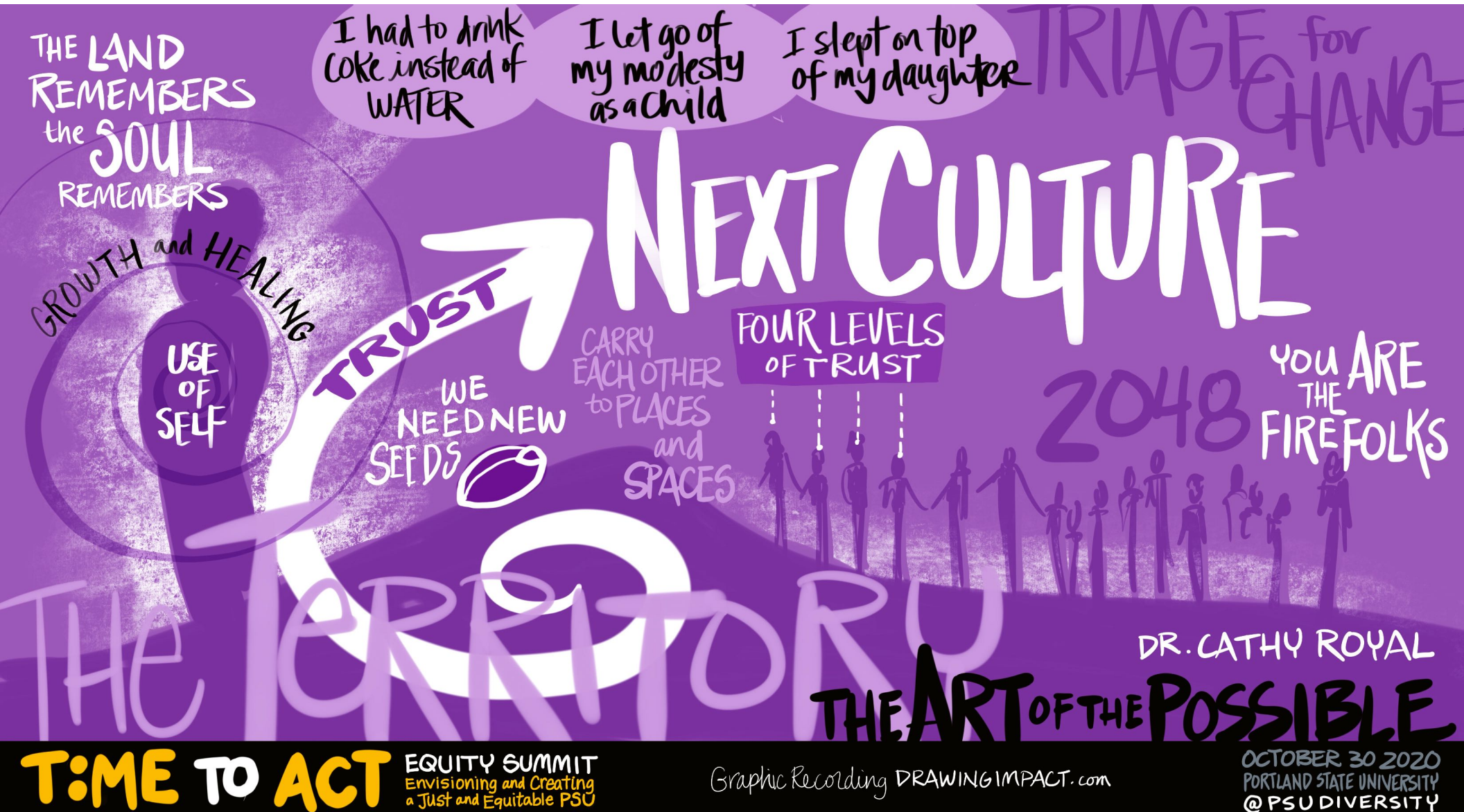
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Pathway to our next reality. Dr. Ame Lambert, Vice President, Global Diversity & Inclusion

"I can't breathe": Life can be changed; life can be ended; who gets to be human? New ways become *now* ways. Take the risk once more. Truth and reconciliation. Forgiveness. Repair. Truth. Acknowledgement. Responsibility.



The Art of the Possible. Dr. Cathy Royal

The land remembers, the soul remembers. Growth and healing. Use of self. Triage for change. Four levels of trust. You are the fire, folks. The territory. We need new seeds. Next culture. 2048. "I had to drink coke instead of water." "I let fo of my modesty as a child." "I slept on top of my daughter."

from Verbal Report Out

PSU TAKING
ANTI RACISM
STANCE

Commonalities
PARADOXICAL
RELATIONSHIP
BEING SELF

How we are
able to be in
the presence
of others

RESOURCES
and SUPPORT for me
as a STUDENT with a
DISABILITY
and be a voice for
these students

HOW WE are
FULLY SEEN and
HEARD at PSU vs.
OTHER PLACES

The
Portland
Way

conforming
Pressure

DISCOVERY

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Discovery

PSU taking anti-racism stance. Commonalities, paradoxical relationship, being self. How we are able to be in the presence of others. Resources and support for me as a student with a disability, and be a voice for these students. How we are fully seen and heard at PSU vs other places. The Portland way. Conforming pressure.



Dream

Genuine relationships and conversation. Recognize the colonization of others. I have a voice and am heard at PSU. A bigger, stronger table. Everyone is the manifestation of someone's dream. Factor it in; if you don't see it, let it go. Sexism. Stay with the discomfort. BIPOC representation across the university.

AMRI JOHNSON
we · us · he · him

EMPLOYEE ACCESS,
SUCCESS and EQUITY

PSU IS A PLACE
WHERE FACULTY and
STAFF of COLOR THRIVE

WHAT DOES
SUCCESS
LOOK LIKE,
& FEEL LIKE

CAMPUS CLIMATE and
INTERGROUP RELATIONS

JEDI at EVERY
LEVEL of the ORG

WELCOME to
YOUR UNIVERSITY

EDUCATION,
SCHOLARSHIP
and SERVICE

ACCOUNTABILITY
to POLICY

CODIFYING

INFRASTRUCTURE

REMOVING
BARRIERS

FLOW the
RESOURCES to
MEET NEEDS

QUALIFY +
QUANTIFY
DEI in JOB
DESCRIPTIONS

STUDENT ACCESS,
SUCCESS and EQUITY

K-PSU RELATIONSHIP
with STATE of OREGON

HOW CAN WE ACTUALLY CREATE IT?

TASK
FORCE

DESIGN

LETTING GO

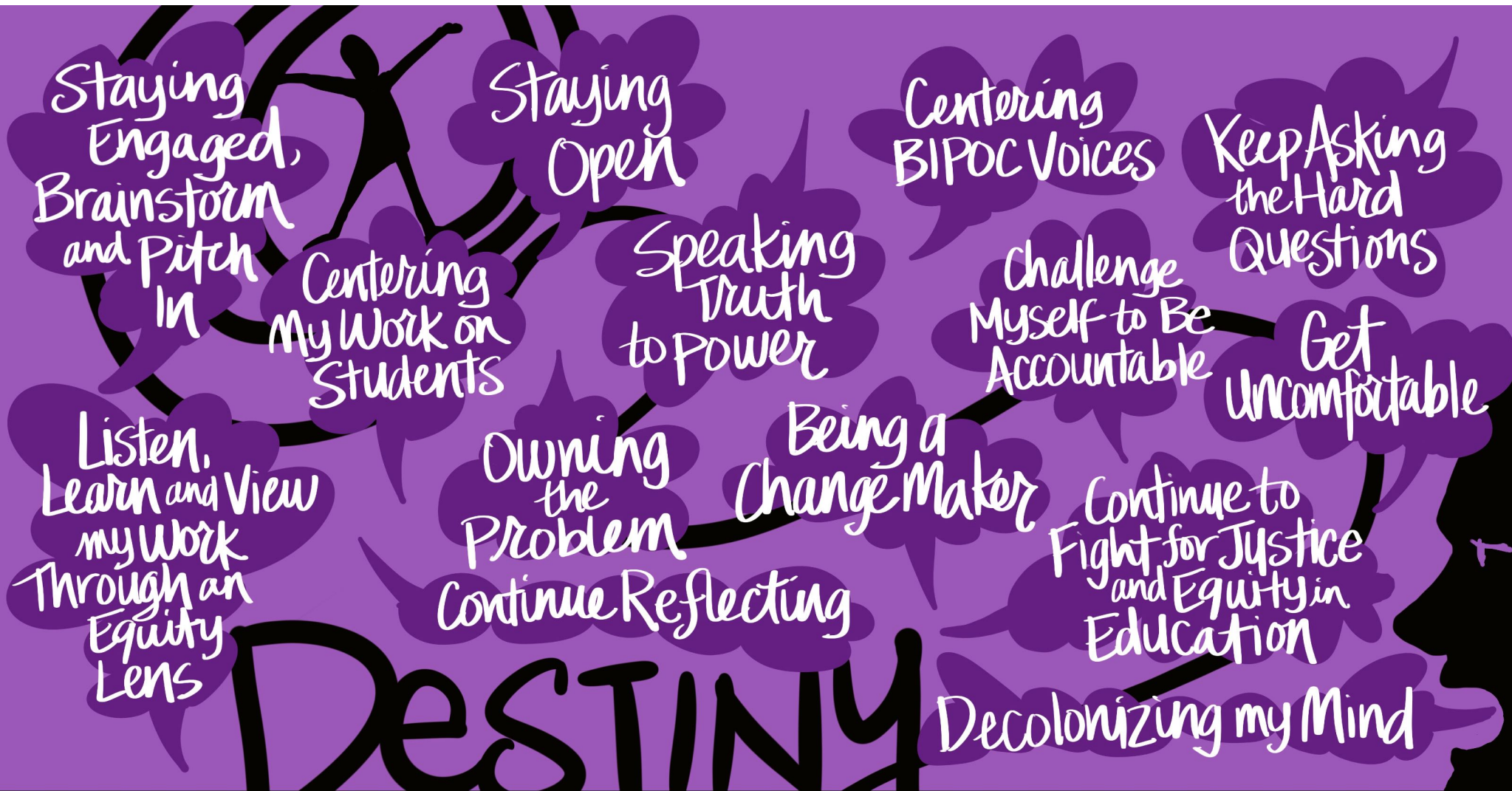
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Design Amri Johnson, we, us, he, him

Co-creation. PSU is a place where faculty and staff of color thrive. Employee access, success, and equity. Student access, success, and equity. What does success look like, feel like? Campus climate and intergroup relations. Jedi at every level of the org. Welcome to your university. Education, scholarship, and service. Accountability to policy. Codifying. Infrastructure. Removing barriers. Flow the resources to meet needs. Qualify + quantify DEI in job descriptions. Letting go.



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Destiny

Staying engaged, brainstorm and pitch in. Listen, learn, and view my work through an equity lens. Centering my work on students. Staying open. Owning the problem. Continue reflecting. Speaking truth to power. Being a change maker. Centering BIPOC voices. Challenge myself to be accountable. Continue to fight for justice and equity in education. Decolonizing my mind. Keep asking the hard questions. Get uncomfortable.

Never doubt that a small group of
THOUGHTFUL, COMMITTED
citizens CAN CHANGE the WORLD

Indeed it is the ONLYTHING
THAT EVER HAS.

-Margaret Mead

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"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."
- Margaret Mead

If anyone could do it
ALONE we would not
BE HERE.

- Ame LAMBERT

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"If anyone could do it alone, we would not be here."
- Ame Lambert

Until our NEW WAYS
Become NOW
WAYS - Ame
Lambert

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"Until our new ways become now ways"
- Ame Lambert

SPEAK what you WANT
UNTIL you SEE what
YOU SAID

-Cathy Royal

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"Speak what you want until you see what you said."
- Cathy Royal

A vision that is so BIG
and so GREAT that it
TRANSFORMS
US

- Ame Lambert

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"A vision that is so big and so great that it transforms us."
- Ame Lambert

We Need New
SEEDS

Cathy Royal

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"We need new seeds."
- Cathy Royal

FOUR LEVELS of TRUST

I TRUST
that you
UNDERSTAND
my INTERESTS

2

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Four Levels of Trust

2. I trust that you understand my interests.

FOUR LEVELS of TRUST

3

I TRUST that YOU
CARE ENOUGH about
ME that
You want to see my
INTERESTS
SATISFIED

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Four Levels of Trust

3. I trust that you care enough about me that you want to see my interests satisfied.

FOUR LEVELS of TRUST

4

I TRUST that you CARE
about me and UNDERSTAND
MY INTERESTS well
enough that you will
REPRESENT my INTERESTS
EVEN IF I AM NOT
PRESENT

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Four Levels of Trust

4. I trust that you care about me and understand my interests well enough that you will represent my interests even if I am not present.