Honor the Homeland and Ancestors.
Connection to the resources that give us life.
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.
Pathway to our next reality. Dr. Ame Lambert, Vice President, Global Diversity & Inclusion

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 go of my modesty as a child.” “I slept on top of my daughter.”
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.
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.
Destiny

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

“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
“Until our new ways become now ways”
- Ame Lambert
“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
"We need new seeds."
- Cathy Royal
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.
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.