Equity, Opportunity and Access Topic Team
Strategic Planning Project

April 23, 2015, 10-12 pm
Location: MCB, Gold Room (5th floor)

Invitees:

<table>
<thead>
<tr>
<th>Invitee</th>
<th>Attended</th>
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<tbody>
<tr>
<td>Charles Lopez</td>
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<tr>
<td>Gayle Thieman</td>
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<td>Judy Bluehorse Skelton</td>
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<td>Roberta Hunte</td>
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<td>Christian Aniciete</td>
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<td>Jen Dugger</td>
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<td>Kirsten Keith</td>
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<td>Natalie Vasey</td>
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X=Attended

Agenda:

1. Review April 8 minutes and University Studies Listening Group
2. Complete Draft Action Plans
   - Retention of Students
   - Recruitment and Retention of Diverse Faculty
3. Review other Topic Teams’ Questions and Develop 3-4 questions for:
   - Town Hall April 28, 4:00-6:00
   - Strategic Ice Cream (Town Hall), April 29 4:00-6:00

4. REPORT OUT:

Meeting Notes:

Topic: General Discussion and review of minutes

- How should the EOA proceed with the development of initiative proposals in order to meet the deadline?
- Reviewed the online Feedback questions from the other Topic Teams.
- Reviewed the April 8 minutes and the Topic Team themes embedded in those notes.

Themes:

RECRUITMENT FACULTY OF COLOR
• Market PSU as an opportunity to contribute, develop, implement programs for research and teaching in areas of diversity. “I can make a difference….. campaign”
• Provide post doc opportunities for early career faculty of color at PSU (and maybe they’ll stay)
• Provide GA support for faculty of color

RETENTION FACULTY OF COLOR

• Mentorship of new faculty of color is essential for new hires and also more explicitly reward tenure faculty of color as mentors
• GA support for faculty of color
• Post Tenure Faculty complete for Faculty Enhancement Grant
• Increase total pool of money for FEG AND set aside additional funds for faculty of color
• Hold regular facilitated conversations with faculty of color (Global Diversity and Inclusion)

TRANSITION OF STUDENTS

Attracting prepared students and putting them into the correct classes
• Writing Placements with enhanced and enforced standards (like math) TOEFL institutional exam success?
• Set up for failing in coursework that emphasizes academic writing
• Students are better served at PCC as freshman where there is a placement process.
• Diversity recruitment advisors in admissions
• Formalize informal recruitment already happening

Enhanced support for underrepresented students
• Writing Support: increase knowledge of existing resources and expand
• Expand supports services in DMSS: advisors, programs, e.g. Asian Pacific Islander students
• Are domestic Middle Eastern and North African students being tracked for support needs?
• High D/X/F classes need more support services and tracking. (e.g. general chemistry, which is a gatekeeper for department majors and for a degree)

Orientation programs specific to underrepresented populations
• Thoughtful orientations that are community specific, e.g., lunches
• Diversity orientation fair and cultural centers for underrepresented populations

Intentional engagement in Portland area high schools
• Expand and fund Bridges or similar projects (HS sophomores)
• Is there a funded position to provide financial advise and education
• Formal transition programs from HS to college with focus on serving underrepresented populations

Increase funding for and education about diversity scholarships
• Scholarships coordination: clear articulation for whom scholarship is intended
• Expand scholarships to multi-year

Outreach to Parents and Families from recruitment to graduation
• Expand on current programs for families during the recruitment phase
• Formalized way of capturing emails and family contact information for a newsletter
• Family week or weekend
• Financial advising sessions for families for first generation college students

QUESTIONS FOR TOWN HALL MEETINGS

1. What can PSU do to remove barriers to success for an increasingly diverse student body including students of color?
2. How can PSU best recruit and retain diverse faculty and staff, including faculty and staff of color?
3. What is PSU’s role in addressing local socio-economic disparities among Portland’s marginalized communities?

OUTREACH TO TOWN HALL PARTICIPANTS for 4/28 and 4/29

• Members of the Equity Opportunity Access Team: will be sending out personal emails to leaders/staff/board members in the following organizations and asking them to attend
  • Kirsten: Basic Rights Oregon; PFLAG Black Chapter, Queer Intersections, Transactive
  • David: Coalition of Communities of Color
  • Roberto: reach out to Latino organizations on Global Diversity Inclusion website
  • Jen: Disability Rights Oregon and ACLU of Oregon and Ed Washington (GDI liaison to PPS for diversity)

April 28 Town Hall More like a focus group:

• Context for presentation (include summary of proposed action steps): Judy
  • Mark will send strategic plan overview to David and Judy
• Possible multimedia presentation (Suzy)
• Provide 3 questions on paper (Mark)
• Coffee and cookies (Kari & Suzy)

**NEXT MEETINGS**

Topic Team: April 28  Native American Center: 4-6  (Mark will take notes)

April 29  Plaza  3-6  (Cards for visitors to the table to fill out and for topic team members to fill out if needed) Staff will take feedback cards and

Wed May 6: noon to 2:00

• Review staff created summary reports of two Town Halls
• Revisit draft action plans we wrote
• Revisit feedback from resource centers
• REVISE draft action plans