Equity, Opportunity and Access Topic Team
Strategic Planning Project

May 6, 2015, 10-12 pm
Location: UCB, IELP Conference Room (4th floor)

Invitees:

<table>
<thead>
<tr>
<th>Charles Lopez</th>
<th>Roberto De Anda</th>
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<tr>
<td>Gayle Thieman</td>
<td>X Shannon Carr</td>
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<td>Judy Bluehorse Skelton</td>
<td>X David Bikman</td>
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<td>Roberta Hunte</td>
<td>X Kari St. Peters</td>
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<td>Christian Aniciete</td>
<td>X Galen Russell</td>
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<td>Jen Dugger</td>
<td>X Ann Marie Fallon</td>
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<td>Kirsten Keith</td>
<td>X Mark Wubbold</td>
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<td>Natalie Vasey</td>
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X=Attended

Agenda:
1. Review EOA initiatives
2. Discuss feedback from the Ice Cream Social in view of the initiatives

Notes:

1. Discussed EOA team goals:
   - Need to engage our external partners through another round of online outreach
   - Review the feedback we have already received online and at EOA townhall and Strategic Ice Cream Social

2. Broke into three groups to read print copies of the feedback sheets. Each team had an identical packet to read and discuss

3. Large group discussion of themes from reading Ice Cream Social feedback sheets and EOA online responses. What follows are the issues discussed.

A. EXPAND DIVERSITY FOCUS

- Lot of support for issues around culturally responsive training, increasing recruitment retention of students and adequate funding. A diversity focus should also include undocumented students.
- In addition to discussion of color we should focus on social class -- which addresses all students -- not just those of color.
B. EXPAND OPPORTUNITIES FOR DIVERSITY ACTIVITIES

- Provide more free events for marginalized communities.
- “No unifying aspect that binds PSU students together.” While events are open to all, perhaps our outreach efforts are insufficient. There are no traditions at PSU, e.g., convocation for students. Need more diversity activities that bring campus together, e.g., Party in the Park. Sponsor monthly exhibits that feature culturally specific art.

C. RECRUIT & RETAIN MORE DIVERSE STUDENTS

- There were many comments about scholarships and financial aid. UO creates pathways that target low SES students who are Oregon residents and have high GPA. They provide four years of college (PELL eligible, work study eligible, state aid eligible) at a negligible true cost.
- PSU needs to enhance bridges to middle school and high schools. Increase opportunity for diverse faculty and students to attend these meetings in the schools or on campus. An example of this are the Native American faculty already visiting schools through Title VII programs in urban area; tribal schools.
- Support for the cultural centers with more DMSS funding.
- Create Asian and Pacific Islander center.
- Expand capacity of each cultural center to reach out to middle and early high school students with PSU funding. Put more resources into DMSS to partner with cultural centers to provide the outreach.
- Not enough capacity in Admissions Office to reach out to everyone who is asking to visit PSU.
- Biggest obstacles are transportation (not enough bus parking) and people on campus to give them a tour (student ambassadors) and visit with them (faculty).
- Make it a university wide mandate that each department reach out to the urban region to recruit students.
- Some concern expressed by EOA - URM Faculty that they are expected to spend too much of their time recruiting, to the detriment of their own career development.

D. NEED TO RECRUIT & RETAIN MORE DIVERSE FACULTY

- In order to do this PSU needs to address faculty pay inequity between PSU and other universities and create financial incentives for URM faculty to come here.
- “We start low and we stay low.” Lack of competitive wages has huge impact on faculty of color.
- Create staff position in HR or Office of Global Diversity & Inclusion to focus on outreach and transition of diverse faculty and staff.

NEXT MEETINGS: May 13 and 20 - Noon to 2:00
NEXT STEPS:

1. Continue reporting out themes from Strategic Plan initiative sheets
2. Prioritize initiatives and revise Draft Plan
3. Fill in EOA Initiative Template for SPDT

GOAL: Initiatives are ready to share with SPDT by May 21.