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		<ul style="list-style-type: none"> - Questions/comments for DR to share w/Dean’s Team 		<ul style="list-style-type: none"> - Chair led review of now-approved bylaws and asked for feedback (for developing amendments) - Chair highlighted opportunities for use and evaluation of Reflexive Tool (thanked Alexis Dinno and others who contributed to this) - Chair & Liaison explained role of APCC and how the DEIC can inform their work - Chair discussed the need to “cross-pollinate” DEIC work across the committees of the school <ul style="list-style-type: none"> o Chair of Student Affairs committee highlighted that Bylaws point SAC to DEIC, but that it’s not reciprocal, particularly around a grievance process - DEIC member highlighted to need for DEIC to be engaged in both the grievance process (at the school level) as well as the need for transparency and accountability around this process at both institutions (e.g., access to aggregate data to track trends at minimum) <ul style="list-style-type: none"> o DEIC discussed ways in which the Diversity Plan could be used to encode this into the business of the school 	<ul style="list-style-type: none"> ⇒ Liaison to create amendment to ensure reciprocal loops between DEIC and other key committees ⇒ DEIC will work to ensure that the Diversity Plan (and Bylaws) have reporting and grievance processes – including access to data – centered
<div style="background-color: black; width: 20px; height: 10px; margin-bottom: 5px;"></div> <div style="background-color: black; width: 20px; height: 10px;"></div>	15	<p>Public Website Pages for all standing committees. Discussion of expectation</p> <ul style="list-style-type: none"> - Share new expectations - Discussion and Q&A - Questions/comments for DR to share w/Dean’s Team 	<p>Website content will include:</p> <ol style="list-style-type: none"> 1. Committee name and charge 2. Committee Dean’s Office Liaison (title only) 3. Committee meeting dates for AY 21-22 4. Committee agendas as they occur – <u>all names</u> and any 	<ul style="list-style-type: none"> - Chair explained the purpose and goal of sharing meeting agenda and notes on the website (transparency, accountability, community engagement) - DEIC members felt this was a great idea. 	<ul style="list-style-type: none"> ⇒ Chair & Liaison will share redacted version of minutes w/committee



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			<p>confidential info redacted</p> <p>5. Committee minutes as they are confirmed – <u>all names</u> (including participation list for each mtg) redacted and any confidential info redacted (APC, Fac Council are closed sessions, therefore minutes will <u>not</u> be posted to website.)</p>		
■	15	Sharing & discussing other relevant issues		<ul style="list-style-type: none"> - Liaison shared news about potential new OHSU Provost - DEIC member shared their positive experience participating in the “Creating an antiracist syllabus training” offered in the SPH by OHSU’s OII 	Moving forward agenda requests to be submitted 2 weeks prior to next meeting
■		Closing & Thanks			

Next DEIC Meeting: December 2nd 1-2PM



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SPH Diversity, Equity & Inclusion Committee
December 2021 Meeting
Confirmed Minutes

December 2, 2021
1:00pm – 2:00pm
Zoom

Members Present

- | | |
|---------------|----------------|
| 1. [REDACTED] | 6. [REDACTED] |
| 2. [REDACTED] | 7. [REDACTED] |
| 3. [REDACTED] | 8. [REDACTED] |
| 4. [REDACTED] | 9. [REDACTED] |
| 5. [REDACTED] | 10. [REDACTED] |

Non-Voting Members Present: [REDACTED] – Taking minutes. [REDACTED] - Chair

Ex-Officio Members Present: [REDACTED]

Guests Present: N/A

Members Absent: [REDACTED]

Who	Time	Agenda Item/Topic	Associated Documents	Notes	Actions	Status
[REDACTED]	10 mins	Welcome & Check In, Introduction		Introductions led by Chair - Executive Specialist		
[REDACTED]	5 mins	Review & Approval of Prior Meeting Minutes*		Motion to approve minutes.	Approved	
[REDACTED]	5 mins	Updates on all questions/comments shared w/Dean's Team		Questions and comments have been shared with the Dean's Team.		



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				Nothing to report at this time.		
█	15	Development of Subcommittees & Working Plans <ul style="list-style-type: none"> - Scholarships - Assessment - Definitions - More 		Working Groups: <ul style="list-style-type: none"> - Scholarships - Assessment - Definitions - Bylaws - DEI Plan Subcommittees & working groups can include non-DEIC members.	A survey will be sent to committee members within the next month requesting their interest.	
█	5	SPH DEI Plan	DEIC_StrategicPlan_DRAFT_110421	DEI plan needs to be created and will be worked on via working group as listed above.		
█	15	Revisit Bylaws discussion re: supporting a diverse student body after recruiting and admitting, including participation/transparency in grievance process.	DEIC_DescriptioninBylaws	In the process of making amendments to the bylaws. Proposed revision: Add/revise language regarding student support and prevention of grievances not just participation/transparency. Discussed ways in which this can be added to the DEI Strategic Plan. Discussed creating a working group to actively work on amendments of the DEIC bylaws.		
█	5	Closing & Thanks				



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*The agenda will be shared with the committee 1 week prior to meeting

**Agenda items requested to be submitted 2 weeks prior to next meeting

Next DEIC Meeting: January 24, 2022



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Diversity, Equity & Inclusion Committee

Monday, January 24th, 2022

3:00-4:00PM

[Zoom Link](#) Password: [REDACTED]

Confirmed Minutes

Members Present

[REDACTED]

Non-Voting Members Present: [REDACTED] – Taking minutes. [REDACTED] - Chair

Ex-Officio Members Present: [REDACTED]

Guests Present: N/A

Members Absent: [REDACTED]

Who	Time	Topic	Associated Documents	Notes	Actions	Status
[REDACTED]	3 mins	Welcome & Check In				
[REDACTED]	2 mins	Review & Approval of Prior Meeting Minutes*	Confirmed December 2021 Minutes			Approved
[REDACTED]	5 mins	Updates on all questions/comments shared w/Dean's Team		No updates		
[REDACTED]	5 mins	DEIC Chair for next year		Committee will need to elect a new Chair by end of academic year.	Committee Members send nominations via email to Chair.	
[REDACTED]	5 mins	Faculty cluster hire		Recruitment will start in Fall 2022.	[REDACTED] to connect with Research Committee Chair to create a menu	



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				Chair of Research Committee would like DEIC to be involved. There are several areas for engagement. What would the time commitment be and what are the options for engagement?	of sorts of options/commitments for DEIC members. █ expressed interest in contributing to this and will connect with Dawn to coordinate.	
█	5 mins	Self-study preliminary results		Need to continue to work on the Strategic Plan for DEIC and develop clear goals and metrics. CEPH requires a strategic plan for DEI, and the SPH's lack of a plan is a point of criticism from them.		
█	25 mins	Subcommittees & Working groups		Strategized and restructured the Strategic Plan table. Created subfolders in OneDrive for working groups.	Each working group move their document(s) forward by next month's meeting and report back to the group. DEIC Chair to follow up with documents and links via email. Make sure you're able to access OneDrive, and notify admin support if you're having trouble.	
█	TBD	Emergent issues/concerns/questions/comments		N/A		
█		Closing & Thanks		February DEIC meeting TBD.	Admin support will send a doodle poll to	



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					schedule meeting series for the remainder of the academic year,	
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**Agenda items requested to be submitted 2 weeks prior to next meeting

Next DEIC Meeting: February 2/24/2022 10:00 –11:00am



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Diversity, Equity & Inclusion Committee

Thursday, February 24, 2022

10:00 – 11:00AM

Via Zoom

Confirmed Minutes

Members Present

- | | | |
|---------------|---------------|----------------|
| 1. [REDACTED] | 6. [REDACTED] | 10. [REDACTED] |
| 2. [REDACTED] | 7. [REDACTED] | |
| 3. [REDACTED] | 8. [REDACTED] | |
| 4. [REDACTED] | 9. [REDACTED] | |
| 5. [REDACTED] | | |

Non-Voting Members Present: [REDACTED] – Taking minutes; [REDACTED] - Chair

Ex-Officio Members Present: [REDACTED]

Members Absent: [REDACTED]

Who	Topic	Associated Documents	Notes	Actions	Status
[REDACTED]	Welcome & Check In				
[REDACTED]	Review & Approval of Prior Meeting Minutes*	Confirmed January 2022 Minutes			Approved
[REDACTED]	Social Justice Strategic Plan – School Level	School Level Presentation	<p>[REDACTED] presented the school level plan and where it currently stands. It’s very close to completion.</p> <ul style="list-style-type: none"> Each member of the Dean Teams has been tasked with creating and proposing certain components of the strategic plan. Dawn was tasked with proposing the Social Justice related components. 	<ul style="list-style-type: none"> [REDACTED] will format the plan presentations into a word document and send out to the committee. 	



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			<ul style="list-style-type: none"> • Current plan and ideas are being workshopped with the APCC, Faculty Council and different committees throughout the school. • This DEIC's goal will be to find how the DEIC can be connected and reflected in the plan. • Committee suggested a recommendation to change the way the values are stated. 	<ul style="list-style-type: none"> • Committee Members, please sent your feedback, questions or comments to [REDACTED]. 	
[REDACTED]	DEIC Strategic Plan - Working group breakout rooms	<p>DEIC_DescriptioninBylaws.docx (PSU LINK)</p> <p>DEIC_DescriptioninBylaws.docx (OHSU LINK)</p> <p>Google Form (DEIC Working Groups)</p>	<p>Chair shared the DEI Description in Bylaws and the working group's proposed changes.</p> <ul style="list-style-type: none"> • Committee proposed adding an accountability component to the bylaws that feed up to the school level plan. <ul style="list-style-type: none"> ○ See proposed changes in the associated documents tab. <p>Breakout session did not take place during the meeting.</p> <ul style="list-style-type: none"> • Committee members would like a clearer direction for subcommittee meetings outside of full committee meetings. • Working groups will need dedicated times/space. 	<ul style="list-style-type: none"> • Committee Chair, [REDACTED] and Admin support will to carve out time to support the DEIC working groups in moving our work forward. • Committee members, please fill out the google form and fill out the doodle poll for the working groups. 	Definitions Working Group meeting schedule for 3/17/21.
[REDACTED]	Emergent issues/concerns/questions/comments		Committee members expressed having difficulties accessing		



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			<p>OneDrive/SharePoint with their PSU credentials.</p> <ul style="list-style-type: none"> • OneDrive/SharePoint is an OHSU assigned system that replaced Box. <ul style="list-style-type: none"> ○ The best login method is to use your OHSU credentials. Using your PSU credentials is possible but it leaves room for access issues. ○ If you intend to use your PSU credentials, please make sure to check your spam/junk folder for the email from <no-reply@sharepointonline.com> ○ Mark the email safe and move it to your inbox. This will make the file button “clickable”. • ██████ screen shared how to troubleshoot. <ul style="list-style-type: none"> ○ Open an incognito window ○ Go to: https://www.office.com/signin ○ Enter your PSU credentials ○ On the top left-hand side of the page, click the boxed ellipses. ○ Select “OneDrive” ○ From here you can view files. Select “shared files” and you should see a list of files that have been shared with you. ○ Bookmark the page if you’d like quick access. 		
██████	Closing & Thanks		Next meeting is scheduled for <u>March 29, 2022 10:00 – 11:00am.</u>		



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**Agenda items requested to be submitted 2 weeks prior to next meeting

Next DEIC Meeting: March 29, 2022 10:00 – 11:00am



Diversity, Equity & Inclusion Committee

March 29, 2022

10:00 – 11:00AM

Via Zoom

Confirmed Minutes

Members Present

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]

Non-Voting Members Present: [REDACTED] - Taking minutes; [REDACTED] - Chair

Ex-Officio Members Present: N/A

Members Absent: [REDACTED]

Who	Topic	Associated Documents	Notes	Actions	Status
[REDACTED]	Welcome & Check In				
[REDACTED]	Review & Approval of Prior Meeting Minutes*	February 2022 Minutes	Quorum was not formed for motion to approve.		Approved via Email vote
[REDACTED]	Subcommittee documents	(Link to document)	Committee members used the meeting time to work on the subcommittee documents.		

**Agenda items requested to be submitted 2 weeks prior to next meeting

Next DEIC Meeting: April 21, 2022 10:00 – 11:00am



Diversity, Equity & Inclusion Committee

April 21, 2022

2:00 – 3:00PM

Via Zoom

Confirmed Minutes

Members Present

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED] Chair

Non-Voting Members Present: [REDACTED] Taking minutes

Ex-Officio Members Present: [REDACTED]

Members Absent: [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]

Who	Topic	Associated Documents	Notes	Actions	Status
[REDACTED]	Welcome & Check In				
[REDACTED]	Review & Approval of Prior Meeting Minutes*	March Meeting Minutes - <Link>	Quorum was not formed for motion to approve in meeting.		Approved via email vote
All	Subcommittee documents	<Link to document> Meeting Recording <DEIC April 21, 2022.mp4>	Committee members used the meeting time to work on the subcommittee documents.		

**Agenda items requested to be submitted 2 weeks prior to next meeting

Next DEIC Meeting: May 20, 2022 12:00 – 1:00PM



Diversity, Equity & Inclusion Committee

May 20, 2022

12:00 – 1:00pm

Via Zoom

Confirmed Minutes

Members Present

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]

Non-Voting Members Present: [REDACTED]

Ex-Officio Members Present: [REDACTED]

Members Absent: [REDACTED]

Who	Topic	Associated Documents	Notes	Actions	Status
[REDACTED]	Welcome & Check In				
[REDACTED]	Review & Approval of Prior Meeting Minutes*	May Meeting Minutes	Quorum was not formed for motion to approve in meeting.		Approved via email vote
All	Subcommittee documents	Link to document	Committee members used the meeting time to work on the subcommittee documents.		

**Agenda items requested to be submitted 2 weeks prior to next meeting

Next DEIC Meeting: June 14, 2022 9:00AM – 10:00AM



Diversity, Equity & Inclusion Committee

June 14, 2022 9:00 – 10:00am

Location: Zoom

Confirmed Minutes

Members Present

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Non-Voting Members Present: [REDACTED]

Ex-Officio Members Present: [REDACTED]

Members Absent: [REDACTED]

Who	Topic	Associated Documents	Notes	Actions	Status
[REDACTED]	Welcome & Check In				
[REDACTED]	Review & Approval of Prior Meeting Minutes*	May Meeting Minutes	Quorum was not formed for motion to approve in meeting.		Approved via email vote
All	Subcommittee documents	Link to document	Committee members used the meeting time to work on the subcommittee documents.		

**Agenda items requested to be submitted 2 weeks prior to next meeting

Next DEIC Meeting: October 12, 2022 2:00PM – 3:00PM