

Diversity, Equity & Inclusion Committee Meeting
October 12th 2:00 - 4:00 pm PST
AGENDA

<https://bluecc.zoom.us/j/97347370605>; mobile: +12532158782,97347370605#

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| I. | Call to Order and Review of Agenda | Aaron Woods, Co-Chair |
| II. | Committee Facilitated Learning | Traci Simmons & All |
| | • Critical Race Theory | |
| III. | Review OCCA Equity Call to Action (attached) | Traci Simmons & All |
| | • Taking stock - what benefits, barriers and opportunities are available as we move forward on our action agenda | |
| IV. | Wrap up | All |

Next meeting: November 9th



OCCA Equity Call to Action

As OCCA continues its work related to equity, diversity, and inclusion, it is time to take action as an organization and emphasize our role in advancing this work. This is intended as a deliberate and intentional effort to indicate our commitment to racial and social justice. The following are intended as first steps in publicly demonstrating these values in our roles as OCCA board members, association employees, and in our personal and professional lives.

Board Statement and Call to Action

Recent tragic events toward Black, Indigenous, and people of color (BIPOC) have shown a bright light on the plague of institutional racism and systemic oppression that continues in our country. The Oregon Community College Association (OCCA) board, and the educational institutions we represent, are committed to learning, growing, and understanding both individually and collectively the diverse communities we serve and how best to meet their needs. We denounce all acts of racism and oppression.

We commit to creating campuses where race, ethnicity and socioeconomic differences are no longer predictors of success and well-being. Yet, Oregon Community College boards of education are predominantly white individuals while nearly 25% of our students identify as persons of color.

As an Association representing the 17 Oregon community colleges, we commit to the following to advance our work toward a just, racially diverse, and equitable community and state:

- The board focus in 2021 will be on addressing racial equity
 - Establish an OCCA Board Diversity, Equity and Inclusion Committee **to develop tools and resources for elected board members to use to** actively engage and recruit people of color in our communities to increase their participation and representation on our boards of education, support OCCA and all community college board members in their own individual and collective learning around racism and bias within our institutions and society, and recommend all Oregon community college boards consider adoption of the ACCT Equity Action Agenda;
 - Ensure that issues of diversity, equity and inclusion are central to OCCA board member training and new board member training sessions to embed equity as a core value of OCCA;
 - Conduct a systematic review of OCCA bylaws, board policies, operational practices and strategic goals to uncover any instances of racism or biases; and
 - Commit to shared learning as a board (e.g., read and discuss books as a part of our meetings, commit to attending other virtual learning opportunities, and provide opportunities for learning for elected board members statewide).

- Advocate with state and federal lawmakers to ensure strong investments in education and to enact policies that seek the elimination of systemic racism and all forms of social and economic inequality in our institutions, state, and nation; and
- Work to strengthen our relationships with external organizations that can help support access and success for our students from historically underserved and underrepresented communities.

OCCA Mission Statement

As a first step in this intentional effort to take action, the OCCA Board will consider and adopt a revised association mission statement that reflects our commitment to take active measures to improve diversity, equity and inclusion in all aspects of our work on behalf of community colleges

Revised Mission Statement:

Leading with racial equity, we advocate, communicate, and collaborate to strengthen community colleges for the benefit of Oregonians particularly those historically underserved or systemically marginalized in higher education.