

**Oregon Community College Association**  
**Diversity, Equity, and Inclusion Committee Charter**  
**Adopted on May 11, 2021**

**Mission**

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.

We commit to helping create campuses where race, ethnicity, and socioeconomic differences are no longer predictors of success and well-being.

**Purpose**

The Diversity, Equity, and Inclusion Committee will work to provide tools to community colleges to actively engage and recruit people of color in our communities to increase their participation and representation on our boards of education, support OCCA, all community college board members, and all community colleges in their 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.

**Definitions ([Lovingly borrowed from PCC's DEI Definitions](#))**

- **Diversity.** Individual and group differences along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, and various lifestyles, experiences, and interests. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions contained within each individual. Diversity is demonstrated by a group of people who are different sharing the same space.
- **Equity.** Refers to a heightened focus on groups experiencing disproportionate impact in order to remediate disparities in their experiences and outcomes. Equity takes into consideration the fact that the social identifiers (race, gender, socio-economic status, etc.) do in fact affect equality. In an equitable environment, an individual or a group would be given what was needed to give fair and just treatment. Equity is an ideal and a goal, not a process. It requires an intentional commitment to strategic priorities, resources, respect and civility, and ongoing action and assessment of progress towards achieving specified goals.
- **Inclusion.** The active and intentional operationalization of diversity and equity within every facet of life and activities (intellectual, social, cultural, geographical) with which individuals might connect. Organizationally, inclusion requires the identification and removal of barriers (e.g., physical, procedural, visible, invisible, intentional, unintentional) that inhibit members' participation and contribution and the need for decision/policymaking in a way that shares power. Inclusion also requires every member of the community to demonstrate these values and principles of fairness, justice, equity, and respect in learning, teaching, service, and employment, by being open to different voices and perspectives, developing an understanding of different cultures,

experiences, and communities, and making a conscious effort to be welcoming, helpful and respectful to everyone.

- **Antiracism.** The practice of identifying, challenging, and changing the values, structures, and behaviors that perpetuate systemic racism; the active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices, and attitudes, so that power is redistributed and shared equitably.

### **Guiding Principals**

The DEI Committee will support the following:

- Promote DEI as foundational to the work of OCCA.
- Incorporate diversity, equity, inclusion, and anti-racist principles and practices into the OCCA's strategic goals and objectives.
- Review and guide policies and communications of the board and other board committees to identify and address diversity, equity, and inclusion considerations.
- Provide feedback on strategies, and developmental activities for diversity, equity, and inclusion practitioners at all community colleges.
- Develop a diversity, equity, and inclusion strategy, setting priorities based on the following pillars:
  - ❖ Community College Partnerships
  - ❖ Inclusion, Access, & Recruitment
  - ❖ Completion & Retention
  - ❖ Communications & Awareness
  - ❖ Monitor the progress and impact of DEI committee efforts.
- Provide input on issues and initiatives brought to the DEI committee by internal groups and community college board members.

### **Role of Participants**

- Actively participate in committee meetings.
- Bring and support ideas.
- Identify and promote best practices.
- A policy advisory group, not an investigative body.
- Actively use power, privilege, and influence to interrupt systems of inequity and inequality.

### **Structure and Membership**

- The Chair of the DEI Committee shall be elected by the members of the committee from its membership. The Committee may elect Co-chairs to lead the committee.
- The DEI Committee membership shall consist of no more than 25 members appointed by the OCCA President consistent with OCCA Board Policies.
- DEI Committee members will serve at least a one-year term and are eligible for reappointment by the OCCA President in consultation with the OCCA Executive Director and approval by the OCCA Board at the association's fall board meeting.

- Vacancies on the DEI Committee will be filled by the OCCA President consistent with the OCCA Bylaws.
- The DEI Committee shall be comprised of eight to ten community college district board of education members, five to eight presidents, and three to five representatives from college staff affinity groups including members of the Diversity and Inclusion Consortium of Oregon Community Colleges, and other members appointed by the OCCA president based on their expertise and working knowledge of diversity, equity, and inclusion.

### **Member Responsibilities and Expectations**

- Attendance at 75% of the meetings annually.
- Commitment to continually learn and grow knowledge and skills related to DEI.
- Commitment to hearing, understanding, and promoting best practices to both the committee and back to the organization they represent.
- Meet with the college leadership they represent periodically to inform them (update, best practices, resources, and training opportunity) and ask for direction on moving DEI forward.
- Committee membership will coincide with the member term on the DEI Committee.

### **Committee Meetings**

- The DEI Committee will meet at least monthly, or as deemed necessary, to meet responsibilities in appropriate time frames.
- Meetings will be scheduled by the Chair/Co-chairs of the DEI Committee. In addition to regularly scheduled meetings, the DEI Committee should communicate regularly with the OCCA Board and other community college partners to maximize impact.
- The DEI Committee, as a standing committee of OCCA, shall follow Oregon Public Meetings Law.
- A majority of the members of the DEI Committee will constitute a quorum for the transaction of business.
- The affirmative vote of a majority of the committee shall be necessary for any action by the DEI Committee.
- The DEI Committee will keep minutes and such other records of its meetings as required by Oregon law.
- Meeting minutes shall be approved by the DEI Committee and by the OCCA Board as a consent agenda item.

### **Subcommittees**

- The DEI Committee may form one or more subcommittees as it deems appropriate to assist with the work of the committee including gathering information and making recommendations to the full committee.

### **Reports to OCCA Board**

- The DEI Committee Chair/Co-chair or their designee will regularly report to the OCCA board at its quarterly meetings. The Committee will also make recommendations to the OCCA Board as needed.

## **Charter**

- At least annually, the DEI Committee will review and reassess the adequacy of this Charter and make changes as needed as long as those changes are consistent with. current OCCA Bylaws or Board Policies.