

PCOSW Membership Meeting

October 21, 2015

11:30am – 1:00 pm

Valley Library Room 3622

Meeting Attendees

Abby Metzger, Debbie Colbert, Brooke Clair, Michelle Odden, Kathleen Stanley, Barbara Forrest-Ball, Bob Hobbs, Karen Holmberg, Tracy Vawter, Amber Ahlgren, Callie Newton, Celeste King, Kryn Freehling-Burton, Deborah John, Patrick McBrien, Amarah Khan, Cindy Alexis, Louisa Hooven, Inara Scott, Anesat Leon Guerrero, Jennifer Almquist, Allison Hurst, and Natalia Fernández

Meeting Minutes

11:30am Welcome and Intros

11:35am Ice Breaker Activity: Paul Ryan stated he may accept the speaker of the house position, but on his terms, including protecting his family time – discuss

11:50am Announcements

Remote Participation – the leadership team will let the membership know (Natalia and Cindy)

Canvas migration (Cindy) is working on this and requested volunteer to assist in the process

Suffragette Film - screening and discussion (Louisa) is in talks with Corvallis theaters to see when it will become available in town; we hope to organize an event

Suffragette: <http://www.focusfeatures.com/suffragette>

Iron Jawed Angels: <http://iron-jawed-angels.com/>

12:00pm Focus/Theme for the term - Campus Safety (Louisa and Kryn)

Input on speakers/topics – to initiate conversations to lead to better, more effective campus safety responses; there have been several incidents on campus just this fall term. Violence on campus is very gendered – there needs to be more discussion about this.

Judy Neighbors: Survivors Advocacy and Resource Center
<http://studenthealth.oregonstate.edu/survivor-advocacy-and-resource-center>

Discussion: Campus Safety Responses to Incidents this Fall Term

Response to sexual assault was very problematic. First week attack on female student and the campus alert named the suspect to be someone “middle-eastern” and for the second attack, the suspect was also listed as “Latino/middle-eastern.” However, the person taken into custody was an African American male. There were several middle-eastern students that were harassed by others because of their race/ethnicity.

Clery Act: <http://clerycenter.org/summary-jeanne-clery-act>

An open forum was organized that included students and David Blake – director of campus safety. The Clery Act states that law enforcement cannot change the alert that went out (law in the memory of a survivor). The law requires that within 45 minutes the campus needs to make an alert, however, this does not prevent bias in description of the suspect. Law enforcement is required by law to use the survivor's words to not reinterpret them in order to protect the survivor.

Is it possible for law enforcement to retain a survivor's statement, but then only use identifiers that are not nationality based? No, they need to use the statement given by the survivor. If the survivor states an attacker's nationality, law enforcement required to include that in the alert. The lens that law enforcement uses is different from our lens.

An incorrect suspect description means a larger racial profile by the public; however, a correct description may do the same.

Questions:

Does the law require that the survivor state an attacker's nationality?

Witness misidentification happens all the time and being a survivor does not take away from the fact that we all have stereotypes –

how can we help survivors and law enforcement use language that is perhaps not as harmful to an ethnicity/race/nationality?

Will law enforcement apologize?

Issue to consider: race is a social construct. The police have policy and law to follow and while we may not have the power to intervene, how can we better educate the public on cultural competency?

Speaker: Rut Martinez-Alicea's workshop "Working Effectively Across Differences" Wed Nov 4, 2015, in the Willamette Rooms of the Valley Library. And she will speak in the evening as well. Cindy will be sending more details soon.

Do we want to continue the campus safety conversation? Who can we invite to our next meeting(s)? This can be our theme for the year – to address these issues.

Law Enforcement: Mike Field and David Blake

Student Life Office

The Cultural Resource Centers directors

Campus Transportation

Campus plants that make it difficult to see un-lighted areas: can we have someone trim them or replace them?

Director for Greek Life

University Housing and Dining

ASOSU disability services – the lighting situation (lack of it) on campus, Dakota Train, Director of Accessibility Affairs

Ideas:

- Campus survey of what parts of campus feel unsafe to the campus community

- Plan a night tour of campus: the Women's Center and PCOSW used to do campus walks to address campus safety issues – perhaps we can do this again?

- Have a place where people can submit data about unsafe places – collaborate with Public Safety. What about an app for people to report unsafe places, a campus map app? Who would do this and where would the money come from? Could PCOSW fund this? How can we make this happen? We need buy-in to have someone to respond to the data gathered.

- There is an app for people to call for assistance, so someone can keep track of where they are and/or be walked to their destination.

12:30pm Increase in the Wage Gap issue – we need to prepare our students to advocate for wage equity. It's a conversation not to be ignored. Perhaps we can develop a workshop with career services. This is an issue nationally and here on campus. Women need the skills to be pro-active in their negotiations and in addressing the issue of wage inequity in the workforce. And, there is the wage compression issue that is not necessarily associated with gender.

How can each subcommittee think about the wage gap and how we can address it?

Maybe the Office of Equity and Inclusion should be a partner in this conversation?

12:35pm Subcommittee Descriptions and Breakout Sessions

Please note: we will check in with the subcommittees again in January 2016 and then the leadership team will request a report in April in order to submit a full report to the President.

1pm Meeting Adjourned

PCOSW Membership Meeting
November 18, 2015
10:00 – 11:30 am
Valley Library #3622
Willamette Room East

Meeting Attendees

Amber Ahlgren, Debbie Colbert, Kelly Vining, Celeste King, Barbara Forrest-Ball, Mayela Delatorre, Whitney Archer, Louisa Hooven, Anne Gillies, Kryn Freehling-Burton

Meeting Minutes

10:00am Welcome and Intros

10:10am Public and Campus Safety Speakers with facilitator Louisa Hooven

Guest Speakers:

Lt. Teresa Bloom, Oregon State Police station commander at OSU (last day next Tuesday, moving to capitol mall office)

Dave Blake, Office of Human Resources and Public Safety

Sgt. Eric Judah, Assistant Station Commander (will be station commander Dec 1)

Judy Neighbours, Survivor Advocacy and Resource Center

Angelo Gomez, Office of Equity and Inclusion

Denson Chatfield, Director of Public Safety

Campus Safety Overview: what is currently happening & how can PCOSW help

- The structure of OSU's campus safety

On any given day there are 35,000 people on campus; the campus functions like a small metro community. OSU does not have nor want its own police department; instead, the university partners with the Oregon State Police. Dept. of Public Safety includes non-armed officers that do not have same powers as Oregon State Police and are usually the first to respond. They patrol the campus 24/7. They deal with a variety of issues including facility management and environmental issues i.e. buildings and power issues such as weather that affects school closures. And, they provide lots of training to depts. i.e. active shooter response trainings. The definition of "Public Safety" is broad. Threat assessment: active shooter threat assessment à looking for stalking and harassment cases. Team include CAPS, HR, legal counsel, student conduct, public safety, etc. multi-disciplinary team

For Specific Information, read through the Public Safety Website

<http://fa.oregonstate.edu/publicsafety>

- Putting together RFP for campus assessment

Need RFP to get a third party, an independent examination to see what's needed. Then, based on that, more money can be requested. They need requests to be evidence based. For example, some asked for more lighting a lot and get more blue lights, but blue lights were only used once last year and it was an accident.

Goal is to create more of a community relationship with public safety officers so that people feel safe and know their PSOs.

- Question: Campus safety assessment - does that include sexual safety?

Survivor Advocacy and Resource Center

Most sexual violence occurs in known relationships (90%), not strangers. OSU has created a very comprehensive approach to train people and raise awareness of sexual assault and how to best assist survivors to help them through the healing process. CAPS works with survivors with a team of trauma counselors. The Advocacy Center was established this summer to providing information and support to survivors and get them connected to other support systems as need be – the center acts as a hub to connect all the services OSU offers.

<http://studenthealth.oregonstate.edu/survivor-advocacy-and-resource-center>

The Advocacy Center represents the institution's commitment to place survivors' needs first. The center is anonymous and survivors can choose whether or not to come forward to law enforcement.

There is an increase in the reports – that means that survivors are trusting the system and are willing to come forward.

2013-2014: 69 cases of sexual misconduct (mostly students)

2014-2015: 115 cases

2015-2016: 160+ expected

It's disturbing but gratifying that people are feeling comfortable coming forward to hold attackers accountable.

Office of Equity and Inclusion (O of E and I)

They are not confidential yet always try to work with the survivor if the person does not wish to go forward. However, there are exceptions i.e. severity of the case, if a weapon was used, if the survivor is a minor, etc. However, these instances are rare and in most instances, they honor the wishes of the survivor.

Investigation = interviews, sometimes many. If there is sufficient evidence, then “mini-trials” occur. There are threats of litigation. The cases are becoming more challenging.

Since April of last year, the O of E and I has hired 5 additional people for the dept. to work to handle the cases: Equity Associates.

Survivors have a protected status and supervisors need to be aware of their rights --- come to the Office of E and I and the Advocacy Center to learn more

- Prevention (not the same as risk assessment)

For Public Safety it's a lot about education. Focus now is geared to active shooter awareness; however, threat assessments are about domestic violence and other issues. Current campaign to “see something, say something” to encourage people to report crimes that occur; many times, people wait to share what they see. Public Safety wants to minimize the time gap between an incident and a report so that they can respond as soon as possible to prevent future crimes.

Students: how do they communicate? Friends, RAs, instructors and professors - sometimes students fear of getting someone in trouble and they share info with others but not law enforcement until a later time.

Need to “break the code of silence” – that is what the “see something, say something” campaign is about.

Need to start having discussions about domestic violence to begin changing the culture.

Question: recruitment of student athletes

O of E and I: anyone disciplined for serious misconduct cannot participate in athletics.

There is a transfer policy on the books says that any student convicted of student misconduct cannot transfer to OSU. There's a lot of discussion whether or not to focus on just athletes --- this can be a stereotypical assumption since there are many students of color represented in athletics and there is a wide range of attackers.

Public Safety does reach out to athletes to educate them.

Big Beavers Give a Dam program – works with various communities such as Greek Life and Athletics

Question: is there a plan to develop a vetting system of transfer students to check for misconduct convictions? The rule has not been enforced – will it be?

O of E and I: That raises a challenge to vet all students. One step is to ask students to disclose that information, however, people can lie. If they were

to vet all applicants that would mean an infrastructure that currently does not exist.

If you've been charged with a sex crime and you are registered as a sex offender, when you transfer, you have to notify the police, and if you do not report it, you are in violation of your conviction and may be arrested.

- Discussion of terminology

Women's Center: community dialogues about rape culture and how to identify it. And, to be aware of the terms we use: "sexual misconduct" vs. "rape culture" – the former term minimizes the experience of violence.

What term is best to use to address the wide spectrum of sexual violence / abuse / harm / assault?

The issue is that because most assault and violence occurs in a known relationship, survivors may not know how to identify that has happened to them and may minimize what happens to them.

Trauma becomes a second skin to survivors and it affects many aspects of their lives ---- based on the statistics, we have many people on campus who are living with trauma on a daily basis. We know that one of the reasons that students drop out is because they are dealing with these issues and do not have the tools and resources to do so most effectively for them. "Sexual Misconduct" can be a minimizing term.

O of E and I 3 to dos:

Stop the violence / address the effects / prevent reoccurrence

"addressing the effects" can be a long term process

Need to better define our terms and be careful and clear of our vocabulary.

- Membership Questions and Comments

Comment and Question: issues of how we handle sexual health in this culture ---- this starts in the home and in the K-12 system.

White House: what is consent? Consent is connected to healthy relationships.

Question: to what extent are the programs instituted evidence based and how are they evaluated?

Advocacy Center: programs are very much evidence based (and some have been stopped b/c of lack of evidence)

- Ideas of Ways PCOSW Can Help

National Stalking Awareness Month ~ speaker \$

Cindy Alexis is convener of Speaker Series subcommittee

Safety App idea

Public Safety does monthly walks at night to check for safety

Groundskeepers: 9 people that maintain the physical landscape

Look for lighting issues and trees/bushes that might affect sight (plans for a conversation this evening about lighting)

- Public Safety Communication System

Looking into technology to see how people best communicate; new system to be used in January 2016. Currently can reach people by email but not so many by text (78,000 vs. 3,000); the new system will be faster.

Comment: check your offices notification systems to make sure that they work

- Clery Act

<http://fa.oregonstate.edu/publicsafety/campus-crime-report-clery-act>

Clery Act Reporting: what happens when there is a misidentification of a suspect's racial/ethnic background? It's a federal law. Public Safety has 45 mins from notification to get something out. Clery Act is under the Dept. of Education. There are severe punishments for reporting too late or misreporting too soon.

The law says that whatever the survivor reports, it HAS to be stated in the notification. Public Safety cannot edit the person's statement. Law enforcement asks for every description possible, anything that stands out: hair, eyes, skin color, accent, clothing, height/weight, etc.

Law enforcement understands the sensitivities of misidentifications, but they have to protect the person reporting first.

Comment: the issue was more after the fact. At OSU the students that identified with the misidentified suspect were then targeted. The campus did not handle the situation well after the fact to then protect the misidentified community.

Once the suspect is apprehended, then law enforcement can share that information and in some cases "correct" the information.

Law enforcement's perspective is that they did not do anything wrong – legally they did what was required of them.

- **Campus Culture of Hate**

There is a community culture of hate on this campus both against people of color and women.

Culture of online trolling with hate speech: according to the law it is protected by 'freedom of speech' and to find someone's IP address is a law enforcement issue and is much more difficult and complex to do.

The "see something, say something" campaign is not as easy to do for some communities, esp. communities of color

Question: how do you change what is in someone's heart? At what point does hate speech become a violation, legally?

Office of E and I – freedom of speech is used as a cloak of safety for people to say things that are purposely harmful and violent. Office of E and I is in the process to hold people accountable. Hate speech is intended to intimidate and the Office of E and I cannot and will not continue to protect those people under 'free speech.'

O of E and I will make a statement in solidarity with the students

Law enforcement perspective: there are many entities who receive hateful comments based on their identities i.e. law enforcement included.

"See something, say something" isn't working for some because then the campus would not have needed a "Speak Out" event - those students did not feel that they have a safe space to share the violence against them they have endured. Some things are invisible to some due to privilege

PCOSW Action Items

PCOSW can advocate, provide workshops and trainings, provide \$ for speakers

Statement of solidarity to support students of color and women

Team led by Anne Gillies

Other Questions and Topics of Future Discussion

- best practices at other institutions that OSU can adopt
- how can OSU address the harm caused to a community by witness/survivor mis-identification?
- what is occurring at Cascades and Newport?
- need for better communication that is well-informed, insightful, and understands the complexities of multiple needs and communities

Announcements

- OWHE conference in January 2016
<http://www.owhenet.jigsy.com/annual-conference>
- Kathryn Clancy speaker in January 2016
<http://www.anthro.illinois.edu/people/kclancy>
- Subcommittee sign-ups
Contact Cindy if you are not listed as a committee member
- NCFDD membership opportunity
<http://oregonstate.edu/admin/aa/national-center-faculty-development-diversity-membership>

PCOSW Membership Meeting
December 10, 2015
1:30pm – 3:00 pm
Valley Library Room 3622

Meeting Attendees

Louisa Hooven, Natalia Fernández, Kryn Freehling Burton, Jennifer Almquist, Karen Holmberg, Debbie Colbert, Tracy Vawter, Callie Newton, Allison Hurst, Kelly Vining, Anne Bahde, Lyn Riverstone, Inara Scott, Cindy Alexis, Whitney Archer, Darlene Russ-Eft

Meeting Minutes

1:30 pm Welcome; November minutes approved; introductions

1:40 pm Debrief on the panel discussion from the November meeting as well as the Students of Color Speak Out held November 16

Leadership Team: these meetings are a safe space for us to have difficult conversations and to then bring up important issues to the president.

- Questions and Concerns

How can PCOSW be a part of and help lead the process toward OSU being a more inclusive and safe campus?

How do we deal with micro-aggressions? How do you respond when it's not about you, it's about someone else, but it's very hurtful to the person being talked about? What about when there is a power dynamic differential and/or it's a colleague? How to intervene without the fear of losing one's job or feeling like they need to leave their position? Can we, should we intervene, esp. when we may place ourselves in harm? What if you do confront someone? Does that truly change the individual or just change the relationship between you and the person, perhaps even put you at risk?

If we don't say something when micro-aggressions are said, then we are part of the problem, we are a part of the negative campus climate. We need respectful, but firm replies in order to address the micro-aggression.

- Issues beyond OSU

What about the K-12 system? If these issues are not dealt with before students come to campus, OSU is inheriting the problems that come with issues that have not been addressed re: racism, harassment, bullying, etc. These are issues even earlier in a child's development i.e. some students as young as kindergarten are told to not tattle-tale, but they don't know the difference between little issues and big issues (bullying and name calling), the way adults want them to differentiate between the two.

- We need institutional commitment and accountability.

Can this commission push more for a shared value system, a clear statement about OSU's institutional commitment to a zero tolerance policy to a negative campus climate? A statement like this is listed on some syllabi. But it's more than just the statement. Professors need training to then be able to deal with complaints.

Diversity Statement Example for Course Syllabi:

The College of Health and Human Sciences strives to create an affirming climate for all students including underrepresented and marginalized individuals and groups. Diversity encompasses differences in age, color, ethnicity, national origin, gender, physical or mental ability, religion, socioeconomic background, veteran status, sexual orientation, and marginalized groups. We believe diversity is the synergy, connection, acceptance, and mutual learning fostered by the interaction of different human characteristics.

Can we add a question to the course evaluation about a safe and inclusive campus? This doesn't really work well for some courses: the feedback tends to be negative for professors who do talk about difficult issues – they claim to feel unsafe, but really they feel uncomfortable that they are being asked to confront and address their biases.

Idea to require new faculty to take trainings about diversity issues

Diversity initiatives are not always coordinated on campus; perhaps the new Chief Diversity Officer can assist with this / lead this. The president is committed, but what about the Provost? What is the Provost's role?

- Action Items

We need to be trained to be ready when micro-aggressions occur. Can we bring a speaker to campus? Or, can we bring a speaker to one of our meetings? Idea of Anne Gillies as a guest speaker.

Campus Climate Research re: students, completed last year. Daniel Newhart, the researcher, could perhaps come present at one of our meetings as a guest speaker. Newhart is the Director, Student Affairs Research, Evaluation and Planning, Oregon State University.

PCOSW rep as part of the Chief Diversity Officer search committee.

Leadership Team: end of fall term letter to the president

2:20 pm

Subcommittees meet

- Revise/clarify goals (see attached summary from the Fall Retreat)
- Use SMART goals (**S**pecific, **M**easurable, **A**chievable, **R**ealistic, **T**ime-bound) template (see attached - a copy will be provided to each subcommittee at the meeting so no need to reprint)
- (Note: A written report will be required in January)

Speaker Series for 2016-2017 will purpose a theme for the year and will host a kick-off event and a capstone event and will use the other money throughout the year to talk to other campus orgs about what they would like to support.

Save the Date: January 26, 2016 Kathryn Clancy
<http://www.anthro.illinois.edu/people/kclancy>

3:00 pm

Meeting adjourned

PCOSW Membership Meeting

January 19, 2016

2:00pm – 3:30 pm

Valley Library Room 3622

Meeting Attendees

Louisa Hooven, Kryn Freehling-Burton, Whitney Archer, Abby Pasion, Anesat Leon-Guerrero, Courtney Garcia, Brooke Clair, Amber Ahlgren, Callie Newton, Tracy Vawter, Bob Hobbs, Anne Bahde, Abby Metzger, Inara Scott, Natalia Fernández

Meeting Minutes

2:00 pm Welcome; introductions; approval of minutes

2:10 pm Subcommittee Meetings and Reports re: SMART Goals

NOTE: Draft written reports will be due to Cindy Alexis on January 31 – please use the report template

- Speaker Series subcommittee changes forthcoming: idea to offer the funds for other stakeholders across campus to submit proposals for speakers based on a theme for the year selected by the subcommittee with “spotlight / book end” speakers selected by PCOSW; timeline = spring term call for proposals for the following academic year

3:00 pm Announcements

- Local Area Safety Walk and Workshop ~ January 6 and workshop January 14, 2016; there will be a forthcoming report by PCOSW members who attended
- Move of PCOSW content from Blackboard to Canvas
- Reminder: Katherine Clancy lecture January Tuesday 26, 2016
 - o 9:30-11am LECTURE The effects of harassment and assault on scientists' careers; MU 213
 - o 2-3:30pm LECTURE Understanding variation in female reproduction is inherently feminist; MU 213
- Pres. Meeting 1/12/2016:
 - o need to be inclusive of everyone, not just tenure track faculty
 - o PCOSW needs to evaluate our permanent ex-officio positions ---- let us know if you have ideas
 - o Kryn will send meeting notes

- OWHE conference in January 2016 - if you plan to attend, please consider reporting about your experience at our February meeting
- Vote by membership to add representation from Ethnic Studies and Cultural & Diversity Engagement as ex-officio members (permanent position and can vote)
 - Women's Center is within DCE; Whitney Archer; need to check in with A Davis White Eyes re: being mindful of DCE staff service commitments
 - Ethnic Studies professor is interested
 - Membership agreed for LT to send out invitations

3:15 pm Leadership Team for 2016-2017

Open positions: co-chair, membership coordinator, website coordinator, secretary
Please consider a self-nomination or nominate another member!

3:20 pm Meeting adjourned

PCOSW Membership Meeting
February 17, 2016
12:00pm – 1:30 pm
Valley Library Room 3622

Meeting Attendees

Cindy Alexis, Kelly Vining, Kathleen Stanley, Barbara Forrest Ball, Anne Gillies, Debbie Colbert, Amber Ahlgren, Whitney Archer, Deborah John, Courtney Garcia, Ann Schmierer, Michelle Odden, Louisa Hooven, Natalia Fernández

Meeting Minutes

- 12:00 pm Welcome; introductions; minutes approved; Treasurer's report approved
- 12:05 pm Announcements
- Report on Dr. Kathryn Clancy visit
Clancy visit was very well received; many students, especially from anthropology, attended. Dr. Clancy spent the morning with ADVANCE; Prof Cheney of the Anthropology Reproduction Lab and her students had dinner with Dr. Clancy
There is need for additional trainings on research in the field regarding safety; we need to continue the conversation to make sure that it is addressed campus wide
 - Leadership Team Nominations – submit nominations/self-
nominations to Cindy by March 10, 2016 for elections in April
 - Co-Chair
 - Secretary
 - Treasurer
 - Web Officer
 - Public Relations Officer
 - Membership Officer
 - Reminder: Subcommittee mid-year reports were due January 31.
Please submit yours to Cindy no later than February 26!
- 12:15 pm Climate Study Data-Daniel Newhart, Director of Student Affairs Research, Evaluation & Planning, and Faculty in CSSA
Dr. Newhart's job is research and assessment of university; he also teaches the IRB process to grad students
<http://liberalarts.oregonstate.edu/users/daniel-w-newhart>
<http://oregonstate.edu/studentaffairs/campusinclusivitysurvey>
Research – how the students feel about the university

Pilot Campus Inclusivity Survey

- The link to the pilot survey is available if people would like to try out the experience themselves:
http://oregonstate.qualtrics.com/SE/?SID=SV_8lbRHL48fDSA2pv
 - Disclaimer: not all students are represented i.e. students of color on predominantly white campuses tend to eschew these types of surveys
 - Data Set is Large (respondents were currently enrolled students)
– for this presentation the focus is on respondents who identified as women, mostly undergrads and grads
 - The survey is about inclusivity and the campus climate; right now the research team is engaged in the qualitative follow up – the student focus groups
 - Results are internal use only, not IRB approved
 - Committee Composition
 - Combination of support services and faculty and students
 - Goal to create an actionable survey
 - Focus on the centralization of the student voice
 - Each question had a planned response and use of the data
 - Survey as intervention
 - i.e. if students mentioned experiencing an act of bias, at the end of the survey they were provided with resources to take action and the resources were tailored to the responses
 - Response Rate: 29%
 - Representation: women overrepresented; grads slightly under represented; students with binary gender identities were under represented
 - Completion is an issue – they front loaded the survey with the important questions and the demographics were at the end
- Selected Results re: Bias (slide 6 of the presentation)
- “Have you experienced an act of bias or have you been impacted by an act of bias?”
UG people of color respondents said experienced more bias
GR white men and women respondents said yes
Perhaps it is perceived acts of bias re: opportunities
Note: did not ask if people reported it and to whom
 - “Do you feel the university responds effectively to act of bias?”
- Selected Results re: Barriers (slide 7 of the presentation)
- 69% UG and 53% GR feel intimidated by their professor when approaching them for academic concerns; 84% of UG women of color and UG white women feel this way
- PCOSW questions/comments:
- Is it how students feel or how someone has impacted them via direct action that is intimidating?

- Use of words: “feeling” vs “experiencing” → the word “feeling” may tend to be feminized
 - The students that worked with the committee that created the survey specifically said that the word “feeling” should be used instead of the word “experience”
 - Has the data been parsed based on depts. / colleges?
No – the first Faculty/Staff survey did not ask those questions so the committee did not ask it of the students
 - What classroom practices are being used? Both good and bad?
 - Data on transfer students and drop outs – universities need to better track this data (this is a national issue)
- Survey Ques: have professors made students feel “stupid”?
- Faculty Senate is working on revising the student evaluations

Selected Results re: Selected Results re: Barriers (slide 8)

PCOSW questions/comments/discussion:

- what constitutes “harassment”?
- Data: asked about financial aid received but did not ask about athletic scholarships
- Haven Training re: consent now required ---- only ½ aware of university consent definition; some are aware of the resources available
- Program Idea: help students learn how to self-advocate; make that a training for all students (there’s something similar for e campus students)

Selected Results re: Value/Representation (slide 9)

Ques: “what or who makes you feel valued?”

Answers: peers, roommates, advisors, profs, rec sports, student orgs ---- need to educate peers since that tends to be #1

What about students with dependents – kids or caregiving?

Conclusion: What does an inclusive campus look like? (slide 11)

Welcoming, Accepting, Diverse, Friendly

Action Steps (slide 12)

2017 survey (2016 is the qualitative work)

Ongoing student and various office/orgs dialogue with the data

1:30 pm Meeting adjourned

PCOSW Membership Meeting

March 10, 2016

10:30am – 12:00 pm

Valley Library Room 3622

Meeting Attendees

Karen Holmberg, Tracey Vawter, Mayela Delatorre, Amber Ahlgren, Sophie Pierszalowski, Marit Bovbjerg, Barbara Forrest-Ball, Debbie Colbert, Susan Emerson, Ann Schmierer, Judy Neighbours, Kryn Freehling, Louisa Hooven, and Natalia Fernández

Meeting Minutes

10:30 am Welcome; introductions; approval of February minutes

10:40 am Subcommittee work

- Working toward 2015-16 goals
- Actionable recommendations to President Ray
- Visioning for 2016-17 work

11:05 am Subcommittees reporting back to Commission

- Status of Women: follow up regrading data and recommendations. Question: how are our recommendations institutionalized? Sometimes Pres. Ray offers others for us to speak with – perhaps Pres. Ray could facilitate the introduction? We need to ensure that it is known that our requests / ideas come from the President's Commission on the Status of Women. For the May meeting with the President, let's have specific action items to discuss to keep him on task with our recommendations
- Scholarships and Awards: Spring Term application deadline is Friday of Week 5. S&As plans to share the nominees for the University Mentoring and Professional Development award with the Mentoring Subcommittee for their input.
- Work Life Balance: have lost some momentum and had a quick check in re: action items. Main "To Do" = child care subsidies. We want to take the 2015 recommendations from the task force and follow up to review what actions have been taken. Question: what about Faculty/Staff subsidies as most \$ has gone to students? Subcommittee has benchmarked other campuses, peer institutions, to compare what others do – many of them work with their foundations, but the OSU Foundation is not interested because they require seed money. The President NEEDS to support us and advocate for us working with the OSU Foundation. This needs to be on the agenda for the May meeting.

- Mentoring: the subcommittee was established in the Fall of 2015, so it is still trying to determine action items. Looking for a speaker regarding mentoring across differences – will perhaps consider the new Speaker Series model of application for funds for 2016-2017. Idea to record the event and then make it available to other faculty/staff.
- Speaker Series: brainstormed ideas for 2016-2017 speakers, some big names like Alice Walker. Plan to reach out to ASOSU and other student groups to research what speakers female students would like to hear speak. Idea to contact Shelly Signs and have PCOSW pay her to do the speaker costs and availability research for us since she already has connections and experience with this type of research. Idea to contact other universities to partner with them to combine funds and bring in big, high cost speakers. And, idea to collaborate with other campus groups/depts. such as the MFA Authors Series – combine funds and have a built-in audience.

11:30 am Member recruitment discussion and nominations for 2016-17 Leadership Team

- Leadership Team envisions how to connect the PCOSW mission with the campus values and goals – and help lead the campus community forward.
- Positions Available: co-chair, web officer, secretary, public relations, and membership. The descriptions are in the by-laws.
- Idea to invite student and faculty S&As awardees to join PCOSW and members and potential leaders.
- **Deadline for nominations is Tuesday March 29th!** Please send the Leadership Team a paragraph about yourself and the position you are interested in filling. We intend to have April elections during our April 12th meeting; we would like new officers to attend the May Pres. Ray meeting.

11:40 am Announcements

- Leadership Team sent emails to new Diversity Directors for Meetings with PCOSW
- April 8th at NAL Event: Panel discussion re: work/ life balance
- Sexual Assault Awareness Month: April 21st event. All Tuesdays will feature film screenings. The last Thursday of the month will be a day of self-healing. Stay tuned for the calendar of activities – check out the website.
- Stone Award for Life Time Literary Achievement ~ Rita Dove
- Research Office ~ March 29th training re: developing proposals
- Feel free to email announcements via the PCOSW list

11:50 am Meeting adjourned

PCOSW Membership Meeting

April 12, 2016

10:00-11:30 pm

Valley Library Room 3622

Meeting Attendees

Shannon Riggs, Sophie Pierszalowski, Whitney Archer, Raquel Rosanis Sánchez, Anne Bahde, Debbie Colbert, Barbara Forrest-Bal, Tracey Vawter, Robynn Pease, Louise Hooven, Kryn Freehling-Burton, Natalia Fernández

Guest Speaker: Dr. Angela Batista

Meeting Minutes

10:00 am Welcome; introductions; approval of minutes; approval of Treasurer's report

10:05 am Status of Leadership Team Nominations

- o Co-Chair
- o Secretary
- o Treasurer
- o Web Officer
- o Public Relations Officer
- o Membership Officer

- Urgent Reminder: Subcommittee mid-year reports were due January 31. **Please submit yours to Cindy immediately so we can compose annual report!**

10:10 am **Interim Chief Diversity Officer-Dr. Angela Batista**
Discussion of Chief Diversity Officer (CDO) Position

<http://leadership.oregonstate.edu/diversity>

Issues Important to PCOSW

Campus Safety

Cyber civility

Diversity Training

Title X

Those with student contact (instructors)

Whole campus approach (classified, professional,

GAs, research staff, extension, eCampus, INTO, etc.)

Beyond the classroom (i.e. laboratory and field research, experimental stations, community outreach/stakeholders, Cascades, etc.)

Reach those who are least engaged in diversity issues

Institutional Accountability – Evidence based action

Climate Surveys

Fixed Term Faculty

OEI Self-Study

Proactive Action

Speak-out an example of victims taking responsibility

How can university take more responsibility?

Winter 2016 Timeline

- January Pres. Ray announcement; position filled since Feb 1st; Presentation to the Board of Trustees late in January
Analogy 1: get people “on board / on the bus”
Analogy 2: feels like building a ship in open water
- Dr. Batista arrived to OSU June 2015; she's still new to the campus and cannot compare to past initiatives, but it working on new ones with many partners

2016 and Beyond Timeline

Phase 1 Winter 2016 to Now

Phase 2 Summer and pre-permanent CDO

In summer will set priorities for the 2016-2017 year

Phase 3 Fall New CDO selected

Institutional Diversity Office

3 models in the literature for this type of position; model Selected for OSU: collaborative model of small central office that works with all parts of campus; lots of key partners; the position connects to all in order to hold all accountable; the office is a central point of entry; work to be done via social justice lens / framework

Office Structure

People: Dr. Batista, Scott Vignos (#2) oversees the initiatives, and 1 more exec assistant

Role of Chief Diversity Officer (CDO)

- High Level Strategist: looking at the whole system; lots of partnering and cosponsoring with other units
- CDO now: needs to develop a sustainable structure; the office cannot do everything on its own; it needs to prioritize the issues significant to the community

Leadership Council for Equity, Inclusion and Social Justice

<http://leadership.oregonstate.edu/diversity/leadership-council>

Leadership Council Membership: need instructors and STEM representation

Sub-Groups

- PD development for CDO (new provost search needs to be connected to CDO)
- developing guiding documents for the CDO and the office
- to do: prepare and position the search to get the best candidates for the model we want to implement
- these roles may change; need to fill the roles in the fall term

Community Engagement

Trainings

Students in Speak Out demand: Faculty/Staff training;
Brenda McComb re: F/S training working group;
Undergrad Student Affairs: student transition training
course development

Town Halls

Future Town Hall for Spring term = May 4th
Summer plan for ongoing town hall series for 2016-2017

Want to get involved? You can!

Subcommittees: PD development and F/S training

Current Partnerships and Initiatives

- Working with Faculty Senate Diversity Committee
- Met with Institutional Research re: assessment plan; using existing data and planning for more data collection
 - Climate survey for end of the year
 - Student affairs survey re: inclusivity
 - Contingent Faculty Survey 2014 and 10 years prior
 - Student Survey with some ques re: inclusion
 - Work on creating an overall campus climate report
- 100 day report to share with the community in late May / early June; in the fall, another update re: the summer
- Office Overlap with Title IX? Issues to consider: who should respond? Can offices form partnerships? Institutional Diversity Office is a partner but not responsible.

Created comprehensive bias response team

<http://leadership.oregonstate.edu/diversity/bias-response>

- up and functioning; more will be unveiled this spring; new reporting tool for bias reporting; reports come in and are reviewed and next steps are determined
- issue: how to balance free speech and bias?
- question: is the Office developing educational opportunities for students to understand what biases are and what to

report? Yes, BRT – bias response team developing protocol and hope to share information in the fall term

- question: what does the scale look like for the Bias Response Scale? To consider: anonymous report; one of many locations; one vs many or one on one incident?
- Research: Using Univ. of Texas Austin Model re: best practices

Marketing strategies

- All OSU communities beyond Corvallis; 100 day report will have information on how to assist the office – many ways to get involved ; national, local, and Barometer press
- Team Partners: DCE, Public Safety, UHDS, etc.

Current / Future Plans

- Question: how will we know that the office and initiatives are making a difference?
 - Need to tell the stories gained from assessment
 - Faculty/Staff diversity hiring increase
- Clearer connection between language and action of the Univ. – need to deliver on the promises made and allocate the resources needed to do so successfully
- Need connection between the Office and STEM initiatives
- Subcommittees will be decided based on the institutional priorities that are set for 2016-2017
- Issue of focus on the “process” and losing sight of the priorities – esp. the student voice and student engagement
 - Sometimes the process is the outcome – it’s about having the right conversations with the right people and developing the resources needed
- It has to be about the systemic structure of changing the institution – so when a new CDO is hired, it’s not about them, it’s about the institutional change overall --- we need to be clear with our candidates about what OSU wants and needs
- Issue: lack of follow up to investigations; need more information shared. Some things cannot be shared and community needs to trust the office for taking responsibility. The office will be as transparent as it can be.
- What is “Diversity”?
 - Big picture: diversity is about who’s here and who do we want to be here; inclusion is about what are their experiences; social justice is about what we can do to make things better

PCOSW and Institutional Diversity Office Collaboration

How to best keep in touch with the office as PCOSW?

Invite her – let her know what the issues are. Plans to create a group to plan events i.e. the town halls; wants to create opportunities to include as many voices as possible

PCOSW can check the Office website to stay involved!

Office wants to collect the stories of all the great social justice initiatives taking place on campus

Speaker Series on Race for 2016-2017

Connection to the PCOSW speaker series 2016-2017

Recording the events? Yes!

Next year: Dr. Hawkins - Wheaton College professor

Dr. Batista --- add to PCOSW list!

11:30 pm Meeting adjourned

May Meeting: Wednesday, May 11, 2:00 – 3:30, Willamette Room of Library

- Elections
- Scholarship Awardees Reception and Presentations

Meeting with President: Tuesday, May 17, 1:00-2:00, President's Conference Room on 6th floor of Kerr

PCOSW Membership Meeting

May 11, 2016

2:00 – 3:30 pm

Valley Library Room 3622

Meeting Attendees

Louisa Hooven, Cindy Alexis, Brooke Clair, Robynn Pease, Abby Metzger, Whitney Archer, Debbie Colbert, Anne Gillies, Mayela Delatorre, Amber Ahlgren, Michelle Odden, Urmila Mali, Silva Heilbut, Landy Andrianaivosoa, Mackenzie Smith, Callie Newton, Estefania Elorriaga, Allison Gicking, Jennifer Almquist, Tracey Vawter, Mila Zuo, Ann Schmierer, Kryn Freehling-Burton, Luhui Whitebear, and Natalia Fernández

Meeting Minutes

2:00 pm Welcome; introductions; approval of April meeting minutes

2:10 pm PCOSW Scholarship and Co-Sponsorship Awardee Presentations

Estefania Elorriaga

Allison Gicking

Urmila L. Mali

Mackenzie Evan Smith

Miary "Landy" Daniel Andrianaivosoa

Mila Zuo

Luhui Whitebear

Silvia Elena Heilbut Guillen

For more Scholarship and Co-Sponsorship Awardee summary reports see the PCOSW website:

<http://leadership.oregonstate.edu/pcosw/awards-scholarships>

3:00 pm 2016-2017 PCOSW Leadership Team Elections

3:10 pm Review 2015-2016 Report to the President

Need to prioritize our recommendations/asks to the President

- Work Life Balance, esp. childcare: The Pres needs to tell The Foundation it's a priority – there is an official list of priorities and this issue needs to be on it. Idea: Need fluency around importance of the issue across The Foundation staff, it should not necessarily be just one person responsible for this issue; each college should have this issue as a priority and be well-educated in it

complexities. It's a diversity initiative issue esp. re: recruitment. However, we are not the development experts; they need to work with us.

- Work with Faculty Senate re: nomination for representative of contingent faculty.
- How do our priorities and recommendations fit into the university strategic plan? We need to make clear links!
- Let the Pres know that we work based on influence, not authority – he has the authority so he needs to make it known!

Co-chairs Louisa Hooven and Kryn Freehling-Burton will send out the report for review by the membership prior to submitting it to the President.

3:30 pm Meeting adjourned

Meeting with the President: Tuesday May 17, 2016 1pm Kerr Admin 6th Floor
President's Conference Room

PCOSW Membership Meeting

June 9, 2016

12:00 – 1:00 pm

Valley Library Room 3622

Meeting Attendees

Louisa Hooven, Kryn Freehling, Tracey Vawter, Caitlin Baker, Andy Baker, Callie Newton, Anne Gillies, Amber Ahlgren, Debbie Colbert, Cindy Alexis, Jennifer Almquist, Kelly Vining, Robynn Pease, Whitney Archer, and Natalia Fernández

Meeting Minutes

- 12:00 pm Welcome; introductions; approval of minutes & Treasurer's Report
- 12:10 pm Announcements
- PCOSW 2016 Awardee Dr. Rebecca Warner
 - Introduction to Membership Survey to be conducted; will be emailed out as well
 - Fall Retreat Tuesday, Sept 20th Location TBD
 - Lecture at the UO re: Fixed Term Faculty week of June 13th; more information to be forwarded
 - Speaker Series 2016-2017 Committee: working on planning for Fall term speaker Nadia P. Manzoor
- 12:20 pm Report on meeting with President Ray
- We met with Pres. Ray and there has been email follow up between PCOSW and various key admin personnel regarding childcare needs for faculty, staff, and students. Housing for international students is an issue – there is not enough family housing and childcare available and there needs to be better communication with students about the reality of family living in Corvallis. We need childcare more facilities and subsidies, esp. for Faculty/Staff.
 - Pres. Ray acknowledged this issue is part of the larger student success initiative; this can be used to connect with the OSU Foundation if we frame it into an initiative that they are already working on and that is already a priority. We need a campaign for fundraising.
 - We have a meeting scheduled for this summer, August 10th so as to keep the momentum of the conversation going. All as welcome to attend; we should invite Bobbie Weber, College of Public Health and Human Sciences.

12:35 pm Leadership Team Transition – introductions and thank yous

- Thank yous to the 2015-2016 Leadership Team
 - Co-Chairs Kryn Freehling-Burton and Louisa Hooven
 - Treasurer Cindy Alexis
 - Secretary/Webmistress Natalia Fernandez
 - Membership Anne Gillies
 - Social Media Inara Scott
- Special thank you Cindy Alexis!
- Introductions to the 2016-2017 Leadership Team
 - Co-Chairs Debbie Colbert and Kryn Freehling-Burton
 - Treasurer Cindy Alexis
 - Secretary Tracy Vawter
 - Membership Jennifer Almquist
 - Webmistress Callie Newton

12:45 pm Membership Survey

12:50 pm Meeting adjourned

Save The Date!

Fall Retreat: Tuesday, September 20