

# PPLC Meeting

## 1/13/21

### Meeting Notes

- Objective: Understand leadership roles in advancing Moving Forward Together agenda items and DEI initiatives.
  - Conversation referencing
    - [Kezar, A. & Dizon, J. \(2019\) Renewing and Revitalizing Shared Governance: A Social Justice and Equity Framework . In Kezar, A., & Posselt, J. \(eds.\) Higher Education Administration for Social Justice and Equity. \(1<sup>st</sup> ed., pp. 21-42\).](#)
    - ["Illusion of Inclusion"](#), Insider Higher Ed
  - Determined that the "process" of addressing the concerns is the "product"
    - Administration and units have produced a lot of things over time, but the culture hasn't changed
    - Importance to engage in an ongoing process, not just "checking the box" that a concern has been addressed, or action item carried out
    - Need for change in the culture
  - Considerations
    - Are we asking the right questions?
    - Are we considering the structures behind the origin of demands?
    - Do we understand the context behind what stakeholders are asking for?
    - We need to be continually questioning our understanding, open to reframing
  - Reiteration that action leads are responsible for engaging with communities and stakeholders, and completing the work
    - URM is responsible for Communication
  - The Moving Forward Together Action Item matrix is adaptable
    - Suggestions
      - Include plan for interaction/relationship development
  - Importance of accountability
    - Ask what does accountability look like to the stakeholders
  - Key cultural shift: Creating an anti-racist institution
- Objective: Understand what engagements need to occur to move items forward.
  - Notes about engagement process
    - PPLC members MUST do their homework before meeting with stakeholders, and understand what has been asked for before coming to the conversation
      - "We have to do our homework, which also means knowing what students have already told us about how they feel and what they've experienced! Some of the exhaustion comes from retelling over and over and not seeing any changes! Then when there's no commitment on top of it and it appears that students

are being ignored or not cared for, it shows up very differently. We have to engage them as learners and not customers, meaning they are not always right, and that we can teach them and talk about how we can make changes that will be impactful and meet expectations, while also learning.”

- Ask stakeholders:
  - Are their needs being met?
  - Are the steps we’ve taken addressing the issues, and providing what they need? Do changes need to be made?
- Stakeholders to engage with
  - President’s Commission on the Status of Black Faculty and Staff Affairs (PCSBFSA)—Feb. 2021
  - Latinx leadership—March 2021
  - Native Strategies Group
  - Pacific Islander Task Force
  - Groups that submitted Demands
    - We Can Do the Work/Disarm OSU
    - Here To Stay