



Diversity, Equity and Inclusion

FALL 2019 NEWSLETTER

DEI Committee Update

As we move forward into the 2019-20 school year, we would like to announce that Klaudia Cuevas will be serving as co-chair of the DEI Committee along with Jaime Clarke. We want to thank John Ginsburg for his leadership of the DEI Committee and for his contributions as a lead for the Strategic Plan Subcommittee.

At the end of spring term, the DEI Committee established a Strategic Plan Subcommittee to review the collected data summaries and develop the Strategic Plan with support from the DEI Consultants. This structure allows the DEI Committee to continue working on other projects around the college.

The Strategic Plan Subcommittee has been working throughout the summer analyzing data and preparing a [DEI Strategic Planning Development Progress Report](#). During Summer Inservice, we hosted a DEI Strategic Plan session where we shared information about the strategic plan development process, some key DEI data points, and asked for feedback on drafted themes, definitions and vision statements. Thank you to everyone who participated! We will continue to provide opportunities for the college community to engage in the development of the DEI Strategic Plan.

If you have questions, please do not hesitate to contact the DEI committee at diversity@clackamas.edu.

Subcommittee Announcements

Employee Resource Groups

The Employee Resource Groups Subcommittee has been hard at work finalizing the process for creating an Employee Resource Groups (ERG). ERG are voluntary groups of employees that organize to provide an opportunity for members of non-majority groups to formally gather and be recognized and to engage in the diversity and inclusion efforts occurring at the college. ERG are focused on engagement and retention for employees and are designed to support members of underrepresented or minority groups (e.g. race, ethnicity, gender, sexual orientation, ability, etc.). They are not groups that support or promote hate and/or discrimination. Membership in any ERG is open to all employees. For more information visit the DEI webpage at www.clackamas.edu/diversity.

Strategic Plan Feedback Sessions

The DEI strategic planning group has spent the summer working on initial steps to develop the College's strategic plan for diversity, equity and inclusion. The group reviewed the data from the spring visioning sessions, focus groups, and the climate survey, and worked with our consultants, Dr. Karim and Dr. Lewis to identify themes and prepare the [DEI Strategic Planning Progress Report](#).

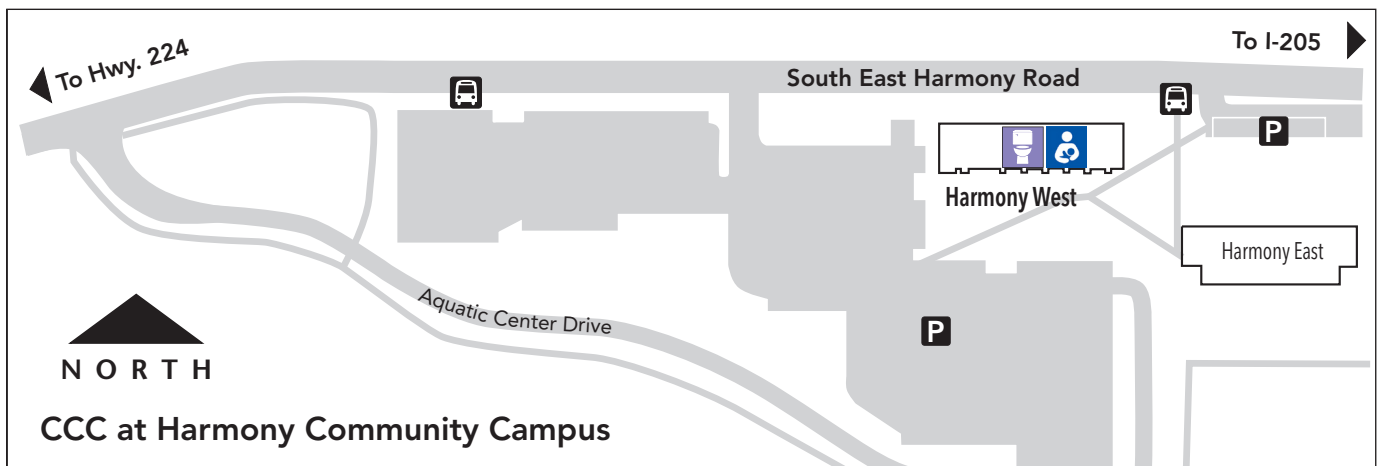
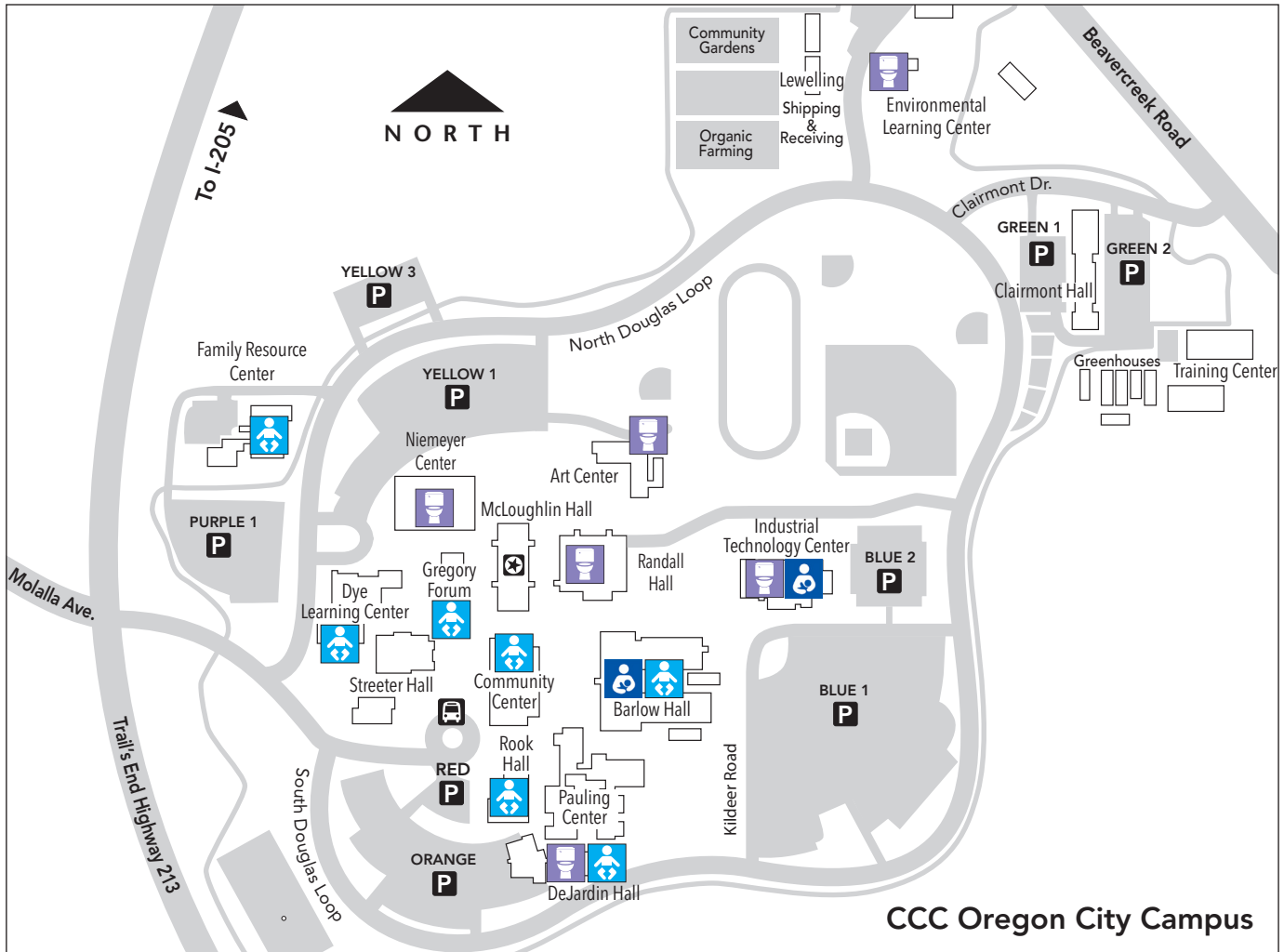
From these themes, we have drafted strategic priorities and goals for the plan. We would now like to get feedback from the campus community regarding these priorities and goals, as well as the Report. On October 23-25, we will hold a series of Feedback Sessions in which all members of the College are invited to participate. These Sessions will be held at various times and at all three campuses in order to allow for maximum participation. Please spend some time reviewing the Progress Report and plan to participate in the upcoming events. We need everyone's input to shape the college's DEI Strategic Plan.

UPCOMING TRAININGS AND EVENTS


- October 17** Building Bridges: Conversations about Race – *Cultural Exchanges vs. Cultural Appropriation*, 5-7 p.m., [Oregon City Public Library](#) community room.
- October 23** DEI Strategic Plan Feedback Session for Students, 12-1pm, Fireside Lounge CC-145 (Oregon City)
- October 23** DEI Strategic Plan Feedback Session for Students, 1-2pm, Fireside Lounge CC-145 (Oregon City)
- October 23** DEI Strategic Plan Feedback Session, 4-5:30pm, Fireside Lounge CC-145 (Oregon City)
- October 23** DEI Strategic Plan Feedback Session, 4-5:30pm, Wilsonville W-154 (Wilsonville)
- October 24** DEI Strategic Plan Feedback Session, 8-9:30am, Gregory Forum G-108C (Oregon City)
- October 24** DEI Strategic Plan Feedback Session, 3-4:30pm, Gregory Forum G-108C (Oregon City)
- October 24** DEI Strategic Plan Feedback Session, 12:30-2:30pm, Harmony West HW-330 (Harmony)
- October 24** DEI Strategic Plan Feedback Session, 4-5:30, Harmony West HW-330 (Harmony)
- October 25** DEI Strategic Plan Feedback Session, 10-11:30am, Gregory Forum G-108C (Oregon City)
- October 31** Cascade Alliance for Equity Series, 7:30 a.m.-4 p.m., cost associated with this event, https://www.thetimeisnoworegon.com/?utm_source=Insights+List+2017-18&utm_campaign=02532524dc-EMAIL_CAMPAIGN_2018_08_31_01_12_COPY_01&utm_medium=email&utm_term=0_91399f45eb-02532524dc-291533638.
- November 6** Portland's Teatro Milagro's new play "Judge Torres," 12-1 p.m., Oregon City Campus in the Gregory Forum. Admission: Free, Sponsored by the World Languages Department and the DEI Training Subcommittee.
- November 21** Building Bridges: Conversations about Race – *Race as a Social Construct*, 5-7 p.m., [Oregon City Public Library](#) community room.
- December 19** Building Bridges: Conversations about Race – *Connecting Across Racial Difference*, 5-7 p.m., [Oregon City Public Library](#) community room.

Communication The DEI Committee wants to ensure regular and open communication with the college community. The [DEI webpage](#) contains updates on the development of the DEI Strategic Plan, a list of training and events, and helpful resources. You can find all DEI Committee meeting agendas and minutes on the [committee webpage](#) in the myClackamas portal. You may also reach us directly at our shared email address, diversity@clackamas.edu.





-  **All User Restrooms**
- Art Center – outside
- DeJardin Hall – 1st floor
- Environmental Learning Center
- Industrial Technology Center – 1st floor
- Niemeyer Center – 1st floor
- Randall Hall – 1st floor
- Harmony West – 1st and 3rd floor

-  **Restrooms with changing tables**
- Barlow Hall – 1st floor
- Community Center
- DeJardin Hall – 1st floor
- Dye Learning Center
- Family Resource Center Gregory Forum
- Roger Rook – 1st floor

-  **Lactation Rooms**
- Barlow Hall – 1st floor
- Industrial Technology Center – 2nd floor
- Harmony West – 2nd floor

All User Restroom Location Map

For information contact: Diversity, Equity, and Inclusion Committee – diversity@clackamas.edu

