

EDI Task Force for PSU AAUP - Draft Description

Equity, Diversity and Inclusion Task Force (EDI TF) for the Portland State University (PSU) chapter of the American Association of University Professors (PSU-AAUP)

EDI TF Lifespan: The PSU-AAUP Executive Council (EC) will approve an Equity, Diversity & Inclusion Task Force (EDI TF) to operate during the 2021-2022 academic year.

EDI TF Overview: An organization's commitment to align programs, operations, and culture to be equitable, diverse and inclusive is collective work. The PSU-AAUP EC's role is to realize this commitment within our union's structure, planning and operations by having an EDI TF create an EDI Action Plan in Fall 2021 that will move into the implementation phase soon after. The role of the EDI TF will be to be messengers and intersectional leaders for the long-term EDI change process and support the PSU-AAUP in becoming a more inclusive and equity-centered community. This EDI TF and Action Plan are part of the next steps from the EDI work that took place during the 2020-2021 academic year with our Process Designer. The EDI Action Plan will include how EDI work will proceed in the long-term beyond the lifespan of the EDI TF.

EDI TF Roles & Responsibilities

- Primary: Create and Implement an EDI Action Plan in the 2021-2022 academic year
- Secondary, which supports the EDI Action Plan creation and implementation:
 - Be ambassadors for the messy EDI learning and process work
 - Model intersectional leadership across PSU-AAUP
 - Identify intersectional racial equity and inclusion goals for PSU-AAUP
 - Envision new vision and mission statements that align with EDI principles
 - Provide the EC--and wider PSU-AAUP community--with EDI professional and personal development resources (e.g., member newsletters)
 - Provide ongoing updates and input from EC (e.g., ~during weekly EC meetings)
 - Collect quantitative/qualitative data as needed.

EDI TF Schedule: The EDI TF will meet monthly September through June with remote/call-in options for all meetings while the pandemic continues. Meeting will be about 60 minutes, and typically over a lunch hour based on polling TF members. Additional off-month or small group meetings may take place. In Sept/Oct 2021, there may be a few additional meetings to get work started on the draft plan, and a longer meeting in Sept 2021 to create Action Plan drafts.

EDI TF Composition: Membership will be drawn from EC members, current/past members of committees (e.g., Collective Bargaining, Organizing, Grievance & Academic Freedom) and

PSU-AAUP members from the wider community based on recommendation and interest in this work. The Task Force will use a co-chair model.

EDI TF members:

1. Veronica Hotton (tent.): Strategic Communications Committee / EC representative
2. NAME: Collective Bargaining representative/experience
3. NAME: Organizing Committee representative/experience
4. NAME: Grievance and Academic Freedom Committee representative/experience
5. NAME: Finance Committee representative/experience
6. NAME: Executive Council representative/experience
7. Jennifer Kerns: ex officio (PSU AAUP Current President)
8. José Padin: ex officio (PSU AAUP Immediate Past President)
9. Yee Won Chong: ex officio (Process Designer)

EDI TF Common Norms of the Committee: Start with and modify the EC EDI Resetting & Shared Group Norms through a consensus process:

- Speak Your Truth [Use I Statements]
- Seek Intentional Learning, Not Perfection
- Commit to Non-Closure
- Embrace Paradox
- Lean Into Discomfort, Lean Into Each Other

EDI TF Members will be folx that embody and aspire to these characteristics:

- willing to suspend the IF debate on if inequity and exclusion exists
- willing to engage in HOW white supremacy, patriarchy and intersectional forms of oppression are always at play
- has a desire to disrupt systemic oppression at a community and personal level
- aims to identify and challenge personal fears, misgivings, discomforts, privileges, systemic disadvantages and/or hesitations
- practices active listening, willing to take time to pause/wait, and be self-reflective.
- willing to represent and critically question normalized perspectives and interests
- nurtures relationships with PSU-AAUP members
- aims to participate openly and honestly in discussions
- interested in personal and professional EDI development
- willing to sometimes say what is not being said (i.e. notice the elephants)
- willing to equitably share the work of the committee
- willing to engage in equity culture-building activities

EDI TF Internal Decision-Making Process: A consensus-based 1-5 scale will be used to make decisions. When decisions are 1s/2s, there will still be time for further comments and discussion. Before discussions, the scale can be used to check a possible decision.

#	Meaning	Additional Interpretation of #
1	Strongly support	<i>I don't need to talk.</i>
2	Agree, with reservation	<i>But, I don't need to talk.</i>
3	I can live with it; not enthusiastic, mixed feelings	<i>I have questions; need more information; need to talk before moving on.</i>
4	Somewhat opposed, may block consensus	<i>I have questions and concerns; need to talk and cannot move on yet.</i>
5	Strongly oppose	<i>I have major concerns; need to talk and do not support consensus at this time.</i>