

WELCOME, DIVERSITY CHAMPIONS!

SEPTEMBER 8, 2020: 10:00 A.M. – 11:00 A.M.

COURAGEOUS LEADERSHIP



**Oregon State
University**

WELCOME, ALLISON!

Allison Davis-White Eyes, Ph.D.

Director of Community Diversity Relations

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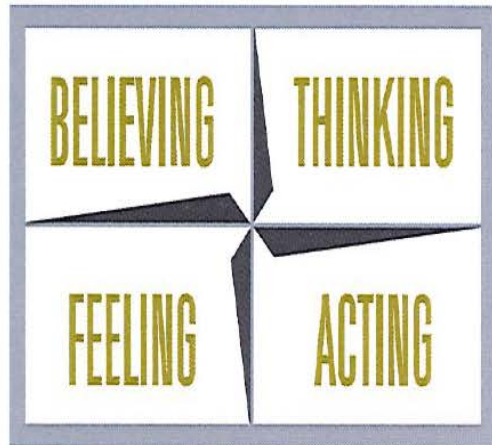
Dr. Allison Davis-White Eyes currently serves as the Director of Community Diversity Relations at Oregon State University. Before coming to the Office of Institutional Diversity, Dr. Davis-White Eyes served as Assistant Vice Provost of Student Affairs and Director of Diversity and Cultural Engagement since 2011. Under her leadership, student diversity efforts were reorganized and expanded to include seven cultural resource centers as well as intersectional/multimodal student learning and engagement programming. Prior to her appointment at OSU, Dr. Davis-White Eyes served at the University of Oregon as Assistant Director of Admissions/Special Assistant to the President on Native American Affairs and helped to inaugurate the Native American Initiatives at the University of Oregon which provides a comprehensive approach to university and tribal relations.



COURAGEOUS CONVERSATION ABOUT RACE PROTOCOL

Courageous Conversation protocol utilizes the four agreements, six conditions, and compass in order to engage, sustain, and deepen interracial dialogue about race.

THE COMPASS



THE CONDITIONS

1. Focus on what is personal, local and immediate
2. Isolate race
3. Normalize social construction and multiple perspectives
4. Monitor agreements and conditions. Establish parameters
5. Use a “working definition” for race
6. Examine the presence and role of “Whiteness.”

THE AGREEMENTS

- Stay engaged
- Speak your truth
- Experience discomfort
- Expect and accept non-closure

GROUP CONVERSATION

- **What are the main challenges you are experiencing in your work when trying to have conversations about racial equity?**

What specific barriers are you encountering?

GROUP CONVERSATION

- **What support is needed to address and overcome these barriers?**

GROUP CONVERSATION

- **Where have you found the power and agency to make change?**

NEXT CONVERSATION: LEADING CHANGE

TUESDAY, OCT. 6: 10:00 AM

Meeting details, pre-work and calendar invite coming soon!

If you have any questions or need additional one-on-one conversation, please don't hesitate to reach out:

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