

## Oregon Alliance to Prevent Suicide

### Equity Subcommittee Meeting

Monday, September 23<sup>rd</sup>, 2025

9:00am – 10:30am

Join Zoom Meeting: <https://us02web.zoom.us/j/87288390258>

Meeting ID: 872 8839 0258

Subcommittee Appointed Voting Members:

Subcommittee Non-Voting Members:

Staff: Jenn Fraga, Lucina Armstrong Michaud

Guests: Maryanne, Debra D, Craig, Tim G, Danielle Z, Dishanta K.

Time	Agenda Item	Notes
9:00	<b>Welcome &amp; Check-in</b>	Fall
9:15	<b>Subcommittee Specific Updates</b>	<p>Workplan – we will be developing this over the next year. How will we fulfill our YSIPP initiatives</p> <p>Group Agreements</p> <ul style="list-style-type: none"><li>● Legal threshold for members if there is a complaint (if a member violates member expectations or against the OHA-recommended trainings).<ul style="list-style-type: none"><li>○ Office of Equity &amp; Inclusion: The person who is harmed must also engage with the OHA process, and if they don't, there is a significant chance that they will claim there are no findings, and nothing will happen.</li><li>○ We can express to our OHA colleagues that urgency is appreciated, especially if we have an internal parallel process.</li><li>○ Follow up with members after a decision is made – this provides an opportunity for repair. Although it seems necessary, it does not currently exist.</li><li>○ Alliance staff did ask for weekly updates when this process previously happened.</li><li>○ There was a request for it not to go through a formal</li></ul></li></ul>

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		<p>process, but it was required. Do members know this? Once OHA is notified, it must go through a process. What if someone goes to a chair instead? What are the parameters for this process being initiated?</p> <ul style="list-style-type: none"><li>○ How do we center the needs of the person who experienced the harm?</li><li>○ Need for clearer details/documentation.</li><li>○ Adjust bylaws and member agreements? It can be a blanket piece on community engagement (covering presenters, affiliates, and members) if you are harmed or cause harm.</li><li>○ Confidential Advocate Process? – role at universities that is to be a confidential advocate that students could come to, who wouldn't have to report and would describe all of the different options and how they work and provide care and support. Who could that be for the Alliance?<ul style="list-style-type: none"><li>▪ A "confidential advocate" in Oregon is a person, often a victim advocate, who provides support and assistance to survivors of crime and other traumatic events, such as domestic violence, sexual assault, or stalking. Under Oregon law, certain communications with a certified advocate are privileged and protected, meaning they are considered confidential and generally cannot be disclosed without the survivor's written permission. These advocates can help with a range of services, including applying for the Address Confidentiality Program (ACP), connecting survivors with resources, providing safety planning, and assisting with legal and academic processes. (40 hour training and paid role at universities)</li></ul></li><li>○ What if a staff member causes harm?<ul style="list-style-type: none"><li>▪ Confidential anonymous process?</li></ul></li><li>● Community Accountability<ul style="list-style-type: none"><li>○ What can we do to hold each other accountable</li></ul></li></ul>
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|  | <ul style="list-style-type: none"><li>○ What about a complaint about an affiliate</li><li>○ Presenters who stray from guidelines</li><li>○ Inject restorative justice practices into our processes.</li><li>● We need to locate:<ul style="list-style-type: none"><li>○ Details of the process – request from Jill</li><li>○ Existing restorative justice guidelines examples with an anonymous aspect, advocate process (Craig)<ul style="list-style-type: none"><li>▪ adrienne maree brown – look at this?<br/><a href="https://adriennemareebrown.net/">https://adriennemareebrown.net/</a></li></ul></li><li>○ Bylaws about member expectations</li><li>○ Ask in committee meeting reminder – do you know of org or group with a process you like or ideas you want to share</li></ul></li><li>● We can create:<ul style="list-style-type: none"><li>○ Flow chart of process - simple sweet</li><li>○ Bylaw language recommendation</li><li>○ Anonymous feedback form in general</li></ul></li><li>● Group Agreements – first thing on the work plan<ul style="list-style-type: none"><li>○ Some are not clear – vague repetitive – distill to key points</li><li>○ Be willing to be called in/corrected if harm or step out<ul style="list-style-type: none"><li>▪ Step further with the replace judgement with wonder</li></ul></li><li>○ We are a community of accountability – hold self and others – willingness to enter into repair</li><li>○ Do we have different expectations for members and affiliates?</li><li>○ Video that explains the group agreements and what they mean?</li></ul></li><li>● Work plan – Priority is recruitment. Do we need to work on making this a safer space in general before leaning into recruitment?<ul style="list-style-type: none"><li>○ Lucina brings some workplan template examples for group to choose from</li><li>○ Send out an invitation to share input by email with minutes.</li></ul></li></ul> |
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10:15	<b>Announcements</b>	None
10:30	<b>Adjourn</b>	Next month, we will explore workplan templates and continue work on community agreements and associated processes