#### **Diversity Council ~~Agenda~~ Minutes**

#### **November 3, 2017**

#### **Board Room (Building 3, 216)**

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| **Time** | **Item** | **Process** |
| **5 mins**  **9:00-9:05** | **Review and approve agenda**   * Agend | **All** |
| **5 mins**  **9:05-9:10** | **Name recorder for this meeting** | **All** |
| **10 mins**  **9:10-9:20** | **Introductions** | **All** |
| **5 mins**  **9:20-9:25** | **Approve minutes of previous meeting**   * **6.9.17**   + <https://docs.google.com/document/d/1yfaP6ws9ZFwZhP-uOA3u5WlwbrYdDdt2qyewmsde-jA/edit?usp=sharing>   + Dean requested a change to the June minutes to clarify that his comment about gender-inclusive restrooms was that thousands of *people* would be on campus for graduation, and not that there would be thousands of *gender-inclusive restrooms* available   + Deborah moved to approve, Gina seconded. Approved. Drew abstained. * **10.13.17**   + <https://docs.google.com/document/d/1ZvtCknlSgTbKIp66sKikcwYl_jYn0wiusc8yN-suAKA/edit?usp=sharing>   + Drew moved to approve, Deborah seconded. Approved. Dean abstained. | **All** |
| **15 min**  **9:25-9:40** | **Bias Policy Conversation**   * **Examples**   + **Smith College**     - <https://drive.google.com/file/d/0B36Ez5PXeq-INXNCQ0g1NGxfazg/view?usp=sharing>   + **Muhlenberg College**     - <https://drive.google.com/file/d/0B36Ez5PXeq-INHdTbm5BZ3dmNFE/view?usp=sharing>   + **Evergreen State**      - <https://drive.google.com/file/d/0B36Ez5PXeq-IMWpQeE9ha0N5SFE/view?usp=sharing>   Hate and Bias Policy Proposal   * Would like to propose a Hate and Bias Policy * Goal is not to punish people, but to educate and inform them in the hopes that individuals will see the effect of their actions * Hate and bias is happening on this campus, including white nationalist recruitment fliers, swastikas and many other examples. * Need to do a better job of preventing harm to individuals within the community, and not just an individual complaint mechanism * Need a protocol to report incidents that may not be crimes, but are damaging to the community * Over many years of work at the college, has been told many times that there is not policy to address concerns about hate and bias * Focus first on reporting * Requires documentation to administration and the board, and connection to activity in the outside community to allow for responsive training and response * Incidents should be investigated and effect on targeted individuals should be minimized * Individuals who engage in the behavior should be educated and a model of restorative justice be instituted * This work aligns with the equity lens but brings * CDO or Title IX coordinator normally receives report and determines the level of response and determines report. If necessary, incident report is forwarded to Bias Response Team (may consist of HR, Academic, Student Affairs)   Mark - how do we make the target of these acts stronger? Would like to include more about empowering the committee.  Hannah - ASLCC is attempting to create a No-Hate policy, so collaboration with student groups would be appreciated.  Mark moved to support formation of a subcommittee to explore and draft policy. Deborah seconded. Approved unanimously. Anna Kate will lead the committee. Mark and Hannah will join. | **Anna Kate Malliris** |
| **10 min**  **9:40-9:50** | **Updates On Campus-Wide Roll Out of Equity Lens Work**   * Forums * Survey Results * Phil Nash’s Visit   Over 200 survey entries for the employee survey, which has just been closed. Student participation has been very sparse, and Deborah noted that the council anticipated a challenge to engage students when this work was happening in the spring. Student feedback is still very important, so student survey will not be closed yet. Deborah offered to lead a subcommittee in making recommendations and arrangements for date- and time-specific engagement actions that would allow council members to sign up to participate. Work would be extended into winter term, and focus would be specifically on student engagement and communication.  Mark moved to form subcommittee to bring back recommendation and proposed engagement plan to the council at the December meeting. Gina seconded. Approved. | **Deborah, Sarah** |
| **5 mins**  **9:50-9:55** | **Update on Indigenous Peoples Day Policy**  Drew has made an appointment to go to College Council this month. He is also attempting to set a time to visit Learning Council. Dean will be visiting Facilities Council.    Discussion about whether the path is to approval through the council process or to take it directly to the board. Dennis noted that the board will be reviewing the 2018-19 academic calendar. He is willing to mark the date on the academic calendar and discuss it with ET on Monday, on the recommendation of this council and the approval in June of Dean and Drew’s Indigenous Peoples Day Proclamation. Drew and Dean will continue acting to educate and share the information, and will still attempt to move the work forward through the council system. | **Drew, Dean** |
| **10 mins**  **9:55-10:05** | **Debrief on Accreditation Visit**  \*see note under “Agenda Items for Next Meeting” section below. | **All** |
| **20 mins**  **10:05-10:25** | **Draft of White Paper (carried over from 10.27 Workgroup Meeting)**   * <https://docs.google.com/document/d/18iTkWxnGmmMGKm5NOi_NdU4LGxdSgA04yO4pDfCvC-0/edit?usp=sharing>   Mark led the council in additional discussion on the White Paper as a historical document that will be posted on the Diversity (not the Diversity Council) website to create an archive and account of work that has been done directly by the council and also outside of the council system by a variety of individuals across campus. The document is a historical record, but a conscious choice was made to omit names and some other identifying information so that individuals and systems still present at Lane will not be targeted for the role they have played/continue to play in diversity work. | **Mark** |
| **10 mins**  **10:25-10:35** | **Potential Policy Regarding Communications Around Campus Displays/Events (carried over from 10.27 Workgroup Meeting)**  **Subcommittee formation for communication policy**  Gina moved, Dean seconded. Approved unanimously. Mark will lead subcommittee, and all are welcome. | **All** |
| **15 mins**  **10:35-10:50** | **Flex Time in case of additional agenda items** | **All** |
| **5 mins**  **10:50-10:55** | **Announcements** | **All** |
| **5 mins**  **10:55-11:00** | **Agenda Items for Next Meeting**  Assessment conversation, which was trimmed from this meeting due to time constraints and absence of key individuals who have a stake in the conversation. | **All** |

***Members:*** Mark Harris, Dennis Carr, Deborah Butler, Sarah Lushia, Drew Viles, Gina Szabady, Dean Middleton,

Hanna Molen, D’Ante Carter