**Diversity Council**

February 1, 2019

9:00 am to 11:00

Boardroom

**Members in Attendance**

Rosa Lopez, Greg Evans, Sarah Lushia, Gina Szabady, Briselda Molina, Matt Fadich, Mark Harris (arrived later, missed first vote), Linda Crook, Marsha Sills, Drew Viles (arrived late, missed both votes), Dennis Carr, [and Tracy Weimer, admin for Equity & Inclusion taking notes]

**Absent**

D’Ante Carter, Anna Scott.

**Meeting Minutes**

9:02 Call to Order

Review/Approve Agenda

Some folks had difficulty viewing the agenda, others with the minutes from the last meeting. Rosa will verify permissions. Move on approving the agenda with the \*understanding that we will push the Bias Policy update to the arrival of AnnaKate who is slated to speak to that item.

Motion to Approve (\*with that understanding) by Marsha, second by Sarah, vote passes 7-0-0

Review/Revise/Approve Minutes

Motion to Approve with no corrections by Marsha, second by Sarah, vote passes 8-0-0

Governance System conversation updates

* Visit to College Council
  + D’Ante and Rosa attended, reported our success, showed the work plan and talked about what we want to do.
  + Difficulty – no cross representation.
  + Marge wants us to rethink our name to something that more accurately reflects the work we are doing.
  + Spoke about/referred to the Bias Policy draft, but did not read out or distribute any portion of the redline draft document that this council decided not to move forward.
* How to participate in the Governance System redesign conversation
  + BP325 rubric outlines the items requested/required in the IEC report, but that was not clearly communicated; therefore, many councils did not deliver the level of detail and self-evaluation in the report that they wanted (request was sent to College Council on Nov 22 but it was not shared out). Breakdown in comms. This material was intended to contribute to the BOE report (mid-February). There will be a comprehensive report due in June. This is not the same as the Governance Redesign.
  + Is Mark the only representative of ours at the redesign?
  + Is the plan already the plan? Suspect a vision is already out there.
  + Redesign – move workgroup under the task force/committee
  + Chair and Vice Chair (meetings) are now public and Rosa will share that out.
  + Are we just throwing things at the wall? Some idea of context. Invite someone from that group to our next meeting, to help ‘craft recommendations’
* Chair/Co Chair meeting
  + We were caught unaware about the public forum nature of the chair/co-chair meeting. With such short notice, your Chair and Vice Chair were unable to bring a report to this council for approval prior to (Rosa) delivering a report in that forum. (Lopez) made it clear at the forum.
* Public Forums
  + Forum 1 Chair/Vice Chair meeting was converting into a public forum
  + Forum 2 Data Report from the Governance System Task Force’s subcommittee/work group
  + Forum 3 Models on February 6, 2019 at 3pm in the Boardroom

Bias Policy

**Sarah** – (other team members: AnnaKate, D’Ante absent)

The red-line lawyer version has not been shared with anyone outside the team. We will continue to work on this. Legal Compliance vs Policy. Complicit Support if we let out that draft, 3 folks on council ask if we can make that an official council statement. Consensus that it should not be made public – do not validate that (doc). Subcommittee (AnnaKate, Sarah, Rosa, Mark) created a draft, that draft was sent to a lawer (context), the lawyer red-lined it and sent it back to the subcomittee. Subcommittee objected to the changes, which changed the document on fundamental level(s). <scrap it> The team working on this now wants to frame the document’s language to eliminate any back door abdication. Proposition take this new (different doc, major/significant changes you can view on drive) committee draft to the next College Council. The team is aware of a gap between legal compliance and duty, and the reality of the working and learning atmosphere here at the college. Legal Definitions (ie hate crime) are not in question and do not need to be revised.

**Rosa** – do we want a vote on this today? We already have the opposite vote (not to move forward with/on the ‘redline’ document). Directive – look at notes to see what exactly was rejected. Legal review was made part of the process… folks are waiting for us to report out. The redline item is not a policy toward what we need/want.

Discussion – The law is lame. Gap Legal and Need/Realities. Discussion of Hate vs Hate Crimes. Policy was crafted by lawyers, who gave it to (?) who gave it to lawyers back East, who redlined it.

Rosa – We will vote on this at next meeting regardless of who attends?

Discussion – Doc Maybe yes, Redline Draft definite no.

Draft Bathroom Policy

Please follow the link on the agenda to the file. We are 3 years into this work and we are not quite ready for policies, but we do have a memo that discusses the need for not just gender-neutral restrooms, but ACCESS. Model is either a multi-stall or single stall gender-specific. Hayward, to her credit went around and changed ALL single stall restrooms to gender-neutral. Here, on this floor of the Administrative building, all those restrooms have now all **reverted back** to gender-specific. Student anecdote [context]. Policy is need for religious practice safety. Please, everyone, look at the draft and contribute to eliminate any wiggle room. Signs are not enough to keep our students safe. Put on the AGENDA FOR NEXT SESSION, please view and contribute before that time. In March, or maybe April, try to vote to take this to College Council. Sarah needs help from the council on this. It has to go to Facilities, then College Council(s). We want broader buy in and contribution from folks. Mark, Gina, Sarah.

Work Plan Adjustment Discussion

* Additions to Work Plan
* NEXT WORK SESSION: Assessment & Recommendations to close our contribution to College Council:
  + Changes to Governance – Recommend/Suggest process
  + Name Change – maybe Marge forgot the previous conversation or there is a marked shift. Maybe we had an impact
  + Documents –Report obligations
    - Roadblocks to Effectiveness
    - Data Results
    - Info (Gathering) System
    - Categorical
    - Relevant
    - What is our accountability
    - What will be done (with the information)
    - \*one member is uncomfortable with ‘cooking of the data’, is there a genuine way to participate. Blog – skewed data.
* Discussion  
  Mark has Bureaucratic Deficit Disorder. Responding to students in crisis. Pedagogy -> Players (same people same conversation). Immediate needs – Opiate Reversal “Who should carry Naloxone?” When it was brought up, Jim Salt said I (mark harris) was out of order for even asking the question. LEGAL vs MORAL/ETHICAL. The training is only for Public Safety and the Clinic. Liabilities. (Is this) a culturally relevant extension of the conversation. Move this item up in August.
* INVITE TO WORKSESSION (re: Governance)– Elizabeth Andrade, Paul Jarrell
* DATA – What, to whom, when. Discussion touched on Data Forum of the Redesign Forums. Information from their survey brought up our own survey results.
* Equity Lens Implementation Team reconvenes on February 12th at 3pm in 01/212. Update at next Diversity Council meeting. Sarah cannot make those Equity Lens meetings, but now that we have support we can update docs and webpages.
* Student Engagement Survey Committee (work). Avoid single-handed analysis.   
  Tracy volunteers to work on this, defers request to chair until she can discuss with supervisor
  + Distribution
  + Results – Collect and Code
  + Disseminate

COPPS Policies - Add, Review, Revise

Anna Scott was on the agenda for Discussion/Possible vote, which did not occur. Rosa realized that the link on the agenda is incorrect. Brief discussion on Policy vs Procedure. Nothing has our name on it, but maybe some should have. Some work this council does, would not otherwise get done. We are not publically attached to that work, but we deliver feedback into the governance system. More detailed representation of Annas work. Systemic Review. A lot are doing, but some are not doing (their work). Project should include naming/attribution and accountability of contributors. Some items have been converted form policy into procedure resulting in a co/owned policy. Rosa – Google Docs for/on Governance

Name of Diversity Council

Consider new Name(s) per Marge’s suggestion(s) – Update Only

Reflect on what we actually DO. There was an impromptu discussion between the chair and President Hamilton at the College Council meeting about Alignment to the Access, Equity, and Inclusion strategic direction and principles. Nomenclature to cover systemic issue – churn vs change. Reformation of governance system, core themes, names – which direction are we moving in. Some Councils may be collapsed or separated. Purpose to reduce and consolidate in alignment with mission under a bigger umbrella. Cohesive – how we describe is important, now more than ever. Discussion. Diversity is different than Equity – they are not the same. Different and important concepts and constructs. Headhunting overly diverse students boosts numbers, but does it improve **access** for POC for health professions where they face additional barriers? Access, Equity, and Inclusion are all defined under legalistic terms. Diversity is not a legalistic term (discourse). Just being called the Diversity council does not (inherently) support Access or Inclusion. Timeline for Name Change? Need input.

Events

1. Diversity Career Fair – a talent/acquisition team is going on 2/13 leaving campus at 7am. Additional events like this will take place in August and again next February. There are going to be 300 prescreened applicants at this event. (DENNIS)
2. Wayne Morse Center April 18th CTE Grant DACA   
   Theme of Inquiry – Migration, Belonging (missed last item) (ROSA)
3. Pathways to Opportunity May 22nd kickoff launch (ROSA)
4. Peace Center speaker February 13th at Noon in the Boardroom on main campus, and 5:30 pm at DTC. (MARSHA)
5. Andrea Gibson (slam poet) on February 25th co-sponsored by the Office of Equity and Inclusion and the Gender Equity Center. Employee only CEN229 12-1, Students only CEN229 3-4:45, Public in CML at 6pm (MARSHA/GREG)

\*Changing behavior when folks book events – click Diversity to push to specialized calendar.

Announcements: Time and Place of Next Meeting

(Third) Friday of the month: February 15, 2019 9:00 am – 11:00 am in the Building 3 Boardroom

Adjournment

Unanimous, time not stated