

Diversity Council Minutes
Feb. 7, 2020 ~ 9:00 am to 11:00 - Boardroom

Time	Item	Process
10 mins 9:00-9:10	Introductions and new members - Aime Nacoulma (ASLCC) Ahmad Rajabzadeh (LCCEA) Review and approve agenda	All Vote by members
5 mins 9:10 - 9:15	Minutes of Jan. 17 meeting	Vote by members
30 minutes 9:15 to 9:45	Continue discussion and select additional potential projects for 2019-2020 work plan	All members Discussion/Potential vote
30 mins 9:55-10:25	Policy updates: Updated Version of Open-Access Restroom Policy Student policy update	Sarah/Cameron Discussion
20 mins 10:25 - 10:45	Cultural Competency Professional Development; Equity Lens Implementation updates	Greg Discussion
10:45 - 11:00	Governance update and other updates?	Paul/Marsha All members

Members: Greg Evans, Deborah Butler, Sarah Lushia, Rosa Lopez, Gina Szabady, D'Ante Carter, Anna Scott, Marsha Sills, Matt Fadich, Cameron Santiago, Aime Nacoulma, Paul Jarrell, Shane Turner, Drew Viles, Ahmad Rajabzadeh
Member and Recorder: Tracy Weimer

Attendance:

Paul, Greg, Marsha, Rosa, Drew, Anna, Cameron, Shane, Tracy, D'Ante, Matt, *Late entries:* Gina, Aime, Ahmad

Call to Order:

9:04 (Rosa) it looks like we have Quorum..

New members? One student and one from LCCEA.. They are not here yet, if they come in we will shift to intros.

Motion to approve Agenda by Anna, Second by Sarah 12-0-0 Motion Carries
Motion to approve Minutes by Drew, Second by Marsha, 12-0-0 Motion Carries

9:09am 2 New folks entered (vote count will now be 14) Introductions
Aime Nacoulma from ASLCCSG Student Senator
Amhad Rajabzadeh from LCCEA Math & Engineering Faculty

Catching up - Work plan list

Bottom area, a place to put things you would like to address - regardless of how developed it may or may not be. The area above is for work we actually decided to vote on as work plan items. The criteria to move an item up is there must be a Diversity Council advocate *and* a facilitator contact. The Facilitator does not necessarily have to be someone on this council, they can be from another area/work group (ie multicultural center brings an item). You should all have access to this shared drive.

Gina entered 9:11am (count to 15)

Discussion was thwarted by losing Quorum last meeting...

Gina had volunteered by text (to Sarah), because she was not present at that meeting. Request for clarification. What is the vision, developing a sub committee.. Potential work items..

General confusion - Which item are we talking about?

Rosa is explaining to new folks about how the work item table works... and now, as requested, we are looking at the bottom part of potential progress list three highlighted items..

Gina is requesting an update (Line #17 Crisis/Behavioral Intervention Policies/Procedures).

Marsha suggests looping Casey back in, to recap and learn the issues...

Gina - spoke to Casey, to find out if she is interested (she is down) and spoke to D'Ante and also Carl Yeh (both supportive). Is this a sub-committee we want to have formed?

Rosa - Does this fall under Policy, Planning, Procedure, Advocacy.. Or council-endorsed research?

Anna - If I were making a motion... (strike procedures) move from potential project list to current project list, outcome being that we would convene a sub-committee.

Matt - my recollection is that the process is not conducive to helping people who are in crisis. In that instance, there is some procedural work to do as well. I would suggest that we include both policies and procedures in the motion...

Drew - we are just thinking here... we used to have a recovery center on campus, we have not had one in some time.. Is the council picking up the work of ... is there overlap... Is it premature or too late to be thinking about that?

Anna on stack, when called upon yielded to Paul

Paul - a couple pieces.. I think this stems from a conversation with Casey and a few others... we do not have a behavioral intervention team, we have a threat assessment team on campus. We had some incidents last year where we did have some students in crisis, there wasn't.. The people/folks who were trying to facilitate that thought they were doing the right thing by taking these students to an area..Students never got the assistance they needed and were actually refused by some folks asked to assist them. Ultimately what happens in those cases is that things get escalated right away to public safety and to the level that is not in the best interest of the student, necessarily. I think that looking at it from a procedure point of view is worthwhile and I do think that although it is not explicitly called out in governance that we do procedures I would say that there is a role for governance in vetting procedures as they come through, whether or not they are actually written by this body or not, they certainly should be brought to and discussed by this body. In reference to the Recovery center, there is approval for a position for a counselor who has training and the ability to address the needs of students.

Anna - if I was making a motion, would I include the departments or divisions who would be part of the procedure development or policy investigation? And if so who would be invited to the sub-committee to work?

Marsha - I don't think you would have to be that specific..that could come out of the work session

Paul - there is a mental health committee on campus that started early summer that has begun to address some of those needs, they have been meeting sporadically. I don't think anyone in the room right now is on that committee...

D'ante - to my knowledge, the clinic is trying to take up some of the slack left by Mark's absence.. And they do what they can and they try to make students aware

Rosa - is there someone on this council who wants to be the advocate for this?

D'Ante - doesn't that fall into what we are currently working with, with Gina? Or is that totally separate?

Confusion..

Marsha - do we want to move this forward?

Rosa - are there other groups working on it? Issue brought up by Casey and Gina. Is there someone on this council who wants to be the advocate for this?

Sarah - it was my understanding that Gina had volunteered to be that advocate, that was the reason she was asking the council what they wanted out of that work group.. Am I speaking out of turn?

Gina - I will lead with an affirmative statement.. If I were describing what I am trying to do.. My understanding of what this group would be doing is Meeting 1, in a larger sense What is the current policy, what does it look like, where do we need to intervene, do we need to intervene... some reports of issues that are troubling.. This work is starting with more of an inquiry question, rather than a *charge*... but I just wanted to be clear about that.

Rosa - That is what we did with immigration... collecting information..There is work to be done it just does not fall under this council.. It makes a lot of sense to look at both Policy AND Procedures...to see if a policy or some sort of advocacy planning is needed..

Gina - out of that, we might decide that there are these groups that need a presentation from this council.. At this moment I am not sure we know what those are..

Clarifying Question re Advocate (taking off the question mark, which is kinda holding us up)

Rosa - the lead on this research will be Gina.

Anna - it sounds like.. I have a stuck place. We have precedent for work moving across groups.. One of the things holding me back is perhaps this isn't.. Going to get stuck as a Diversity, Equity and Inclusion issue.. Sounds much more pervasive than that. It touches the work we all do and the basic support structure.. My only hesitation.. An idea that this will be college-wide..

Sarah moves that we move the Research Crisis/Behavioral Intervention Policy and Procedures (research group, sub committee - Led by Gina) item up from potential work items to the actual work plan for this year. Second by Cameron. 14-0-1 One abstention, he said he abstained because he was still not clear on this item. Motion Carries.

Rosa - going back to our agenda, are there any other items that people want to work in in the current academic year?

D'ante - I have questions but not necessarily something that is To Be done... what is the status of the Bias policy?

Sarah - it was approved by College Council last Summer at their June meeting

D'Ante - when will we see it on the COPPS listing?

Paul - We noticed that it wasn't non there a few months ago and I thought someone was tasked with putting that on there, but it is not on there currently?

D'Ante - correct, it is not.

Paul - Shane, do you know who owns that?

Shane - Who owns COPPS? I would have Kyle update it..

Anna - There is a COPPS Procedure (Form) for that, to change and add policy/procedures in COPPS

<https://www.lanecc.edu/copps/documents/procedures-adding-revising-or-deleting>

Sarah - Supervising Manager signature..Who has to fill it out? If you happen to know where that link is, would you mind sending it to me so I don't have to dig for it.. (Anna Agreed, she just filled one out and placed one in Shane's inbox)

Sarah - I would be happy to fill out the form and place it in front of Paul/whomever needs to sign.

Confusion about if the person making the request had to be from College Council..

Sarah - I want to be clear here, and it actually brings up something connected to the next agenda item. I would like to request some formal updates or clarity about what is happening (systematic changes).. Some relatively disturbing things have surfaced in councils lately.. One was the question we had about as councils, if something is approved by college

council is it then actually policy? Is it true that all councils, including college council, are only advisory? Or does all policy have to go to BOE for vote? That has not been clarified and I have heard different responses to that from different people..When I sent the request for an agenda item to Elizabeth and Marge for the Restroom Policy, I received push back from Elizabeth saying that only the chairs of councils could request an agenda item be placed on College Council's Agenda..Which was not my understanding.. Last year when we got the Bias Policy passed, I had asked if it would then be placed in COPPS and I was told I could not request publication, that it had to be the supervising manager or someone from College Council. Now we are getting a different version.. There is a ton of confusion here.. Lack of transparent communication.. It seems a bit more intentional than that..and it makes me uncomfortable. We don't know where we are with governance.. And we don't know how anything works... troubling. Things seem to be changing under the surface.. Sometimes folks who should know what those changes are, are unaware of those changes.

Rosa - I recall an email that went out to the council that clarified... I can dig in my email for that..

Sarah: Version(s) of the government...pushback around issues to do with accreditation.. There was a hard line drawn there that ALL councils were advisory, including College Council

We need some clarity, what is actually happening... it is also about efficiency

Rosa - Systemic hang ups.. She is probably using old versions of governance...

Added Governance Update to Agenda

This will be a standing agenda item.. The governance redesign committee is meeting, Marsha said that the work group will be reporting out to this council regularly.. A lot of these issues actually came up at our first meeting.

Drew - What happened with Indigenous Peoples Day?

Is it appropriate to contact Donna about the minutes of what happened?

Discussion ... Dennis Carr... Dean Middleton...Paul... D'Ante.. (lots of folks talking at the same time)

Sarah - resolution push back, hard NO from the board on the agenda ask .. I won't try to summarize that, I wasn't at the meeting, I just know it was a Hard No that seemed pretty unmovable..and there was some pushback on the education piece on Indigenous Day peoples resolution and those kinds of issues.. re funding...

Rosa - two issues, one was the academic calendar and the other was whether or not we 'declare' Indigenous Peoples Day, and it seemed like it was being complicated by this issue which did not..

Marsha - is that something we want to go back in the minutes on..

Sarah - Drew, yes I agree that you should contact Donna, I would like to see actual minutes instead of relying on memory

Drew - I will email Donna to ask what the status is

Rosa - add an update for that item on our next agenda

(Murmurs while chairs were moving items on the work plan)

Next item

Open Restroom Policy Update

Sarah - I may need Paul to answer this for me, I emailed Elizabeth and Marge to request the policy be placed on the College Councils February agenda and I was informed by Elizabeth that ONLY chairs of councils can request an agenda item. Marsha (and maybe Rosa) was CC'd and weighed in to backed me up that this request was valid... It is my understanding that those agendas are supposed come out/be published a week in advance of that meeting.. I have not been informed whether or not we are on that agenda, there is not public copy available and No follow up emails or contact from Elizabeth or Marge.

Paul - There may be some language in an outdated governance manual that she is trying to follow.. It would be nice if she were to communicate that out.. It is certainly a Departure from normal.. I've asked to put things on College Council before, and I am not chair..

Sarah - No agenda is posted, and it is my understanding that an agenda should be up a week in advance (per rules). Update is waiting upon arrival at the College Council, we do not know if we are on this next agenda. The only agendas on the website for College Council is from June of last year.. It would be nice to know, since it is 3 work days from now, so that I can let Facilities Council know and I would like to let members here know so that if people want to come and join me, they will be able to do that. No clear answer was given by Elizabeth on when it might be heard for a first read.

Rosa - status is that we are waiting to find out when it will be undertaken at College Council? (affirmative response)

NonDiscrimination Policy Update

Cameron - Nondiscrimination Policy, there is no Board policy or COPPS policy regarding gender.. Nothing in board policies or COPPS that addresses gender expression.. We (Bryant and Cameron) had some questions about the comments on the last bullet - things about that, please clarify where that is coming from.

Sarah - Considering the wording (gender binary athletic scholarships).. Additional language on what you mean by 'gender-based'.. It would be really easy for folks and the college to read that as reevaluating.. Could come down to a title IX issue, particularly with athletics... scholarship and funding items that may be tied to that.. It may not be captured in that language yet.. Correct me if I'm wrong here Rosa, we may have spoken about breaking this bullet down to two...

Rosa - I do not remember

Sarah - Gina, do you remember?

9:48 Anna steps out

Gina - I remember we talked about what a gender-based activity was and we moved into ... degree of 'thing' ... that is why athletics came up, particularly around scholarships and things that have a number of different impacts on student financial access-based.. Part of that conversation.. Can we clarify that this is not an overlap with Title IX.. is there merit to adding language to get at that issue of degree..

Sarah - I am going to use an example that is not connected to gender here that I can see playing out in the same way.. marketing.. Latinx student anecdote, marketing used their image for advertising in ways that made them uncomfortable. They had not been told that those images were going to be used in targeted Spanish-language advertisements.. Poster child..

950 anna returns

Sarah - It was not obvious to the student that their image would be used to market directly/only to Latinx folks. I dont think there was any ill intent on the part of marketing, it was an assumption.. Useful to put in marketing language on this policy
Rosa - Who is on that committee (developing policy) Cameron - Not many folks available in ASLCCSG to do this work..
Rosa - Have you reached out to Deborah Butler on this (Sarah had suggested it, but Deborah's schedule...)

MyName MyLane Formalized

(Several comments not captured in notes)

Cameron - Bryant has been working with Dawn Whiting on this..

Rosa - maybe we can look at the MyName, MyLane policy at a future meeting?

Paul - discussed at faculty council recently...

Rosa - is it something I can look up? (no) While Paul looks for that, are there any other comments, tracy raised her hand

Tracy - I brought this up at IT when I delivered their Equity Lens toolkit training. I asked about the progress on this policy and they stated they were just waiting on the authority folks to tell them to go ahead with it. Alen pulled it up on his computer and pointed, "it's right there, but I don't have authority to do it." I understand the policy point but the mechanics are really simple.

Rosa - is there something on a roster that shows gender?... (inaudible responses in the negative)

Ahmad - MyName MyLane what is this, is it something new? I should be aware of this...

Rosa - is anyone here equipped to talk about that? I dont really know much about that..

Sarah - Cameron, do you want to speak to what MyName, MyLane is?

Cameron - the systems use legal names.. Wish to allow folks who go by a different preferred name, to be called that name in class and work sessions for a number of reasons. The first one is respect, If I come in here and say "my name is Cameron" and someone challenges me and asks "well what is your *real* name?" That shows a lack of respect for my identity. The other thing is safety, primarily for transgendered students.. They come in to class presenting in one way, if they are outed by instructor/system that can create an unsafe environment for those students. It is a systems change, that can eliminate many uncomfortable conversations. We started this work in March of 2019.

Ahmad - increasing number of students are coming to me to ask me to use a different name.. This is something that we as instructors need to know... cannot remember when the roster shows the other... I had to be alerted to the issue..

9:59 Aime departed

Rosa - hiring Maria (anecdote, cultural practice to use Maria as first name but it is the second name is their actual name). Husband anecdote RE Immigration application 5 folks with same (first) names.. Some cultures don't even have a first name, folks make them up when they get here... it would be nice for folks to state their name and have it respected..

Gina - and to do that ONE TIME, rather than a thousand times...over and over and over again, it was gross to me and it wasn't even happening to me.

Rosa - right, but we can't expect Faculty to remember that when they have so many students. 3 folks talking at once.. Need to change the system..

Paul steps out at 10am

Shane departs meeting at 10am

Anna departs meeting at 10:01am

Drew - child gender anecdote (parent of a 2-3 year old child). Non-gender-conforming... It is not true that 'gender is apparent'. I am having to learn. I didn't know what I was doing.

Paul Returns 10:02am

Drew - hope that students are patient with us while we adjust.. Good faith. I respect their individuality and their gender..

D'Ante departs at 10:04am

Ahmad - I give the freedom in my class at the beginning (name choice). Anecdote changed gender, student came to him. Increasing number of those who want to be called differently... It is perhaps why we the policy, to their benefit.

Project Update(s) CCPD and ELIT

Greg - CCPD and Equity Lens Presentations are moving ahead. Over the last month Tracy and I have delivered several, with more to come. Safe Colleges Training online, and Credit by Attendance form for offsite training and sabbaticals. ELIT process is moving forward, picking up more departments on about a weekly basis. Some departments are fairly large..

Cameron is going to do some ELIT workshops.. Other members doing workshops..we will be putting together the Spring term CCPD workshop calendar in the next few weeks... other things out in the community... That's where we're at.

Gina - I have heard these terms around a lot, folks are using the term Equity Lens but they do not appear to know..is there Greg - like a hijacker.. (of the term/concept)

Gina - The instance I am thinking about right now is a consultant, they come from another context so they are .. on how this works. Is there a convenient place where I can send folks?

Greg - Yes, we've got that on our webpage..

Tracy - Yes, it's called Lane's Equity Lens

Sarah - I will send you the link right now

Tracy - I will also put it in the minutes <https://www.lanecc.edu/diversity/lanes-equity-lens>

Rosa - is it worth it to go there right now so we can see it?

Tracy - It would be good to show how easy it is to find, yes please. Scroll down.. You can see the research that went into building our lens and our toolkit, and if you keep scrolling you will see the toolkit and the slide deck that ELIT uses to deliver the Toolkit introduction.. The packet.. The tool is a page in the toolkit packet..

Gina - something (more) simple - I mean REALLY simple...

Marsha - maybe we can just post the six questions.. Is it too soon..

Rosa - I would like a visual...

Tracy - like an infographic? Yes we can develop something like that, I just got InDesign software installed on my laptop that has a steep learning curve but will enable me/us to produce something that can meet that need.

Rosa - I know this is not an exhaustive list.. Who do I talk to about adding to that list?

Tracy - starting point would be Greg.. this is an evolving packet, you may notice that it basically drops off a cliff at the end because it is still incomplete.. Diversity Council adopted this as-is, any changes proposed would come back to Diversity Council before we make changes to the toolkit. Right now all who received the presentation received the same packet, it is called the 'current toolkit'

Rosa - We had a lot of discussion about governance already, many systemic issues.. Who what how.. Artificial barriers that we have to overcome.. I think a key issue is Lack of Clarity on processes..

Governance Update

Paul - while we are looking at how to implement the recommendations that came out last year is that we should be operating in a status quo format because there are not changes as yet.. Councils should be moving forward, doing what they do.. We got the first group together, there were maybe 10-15 people present.. I cannot recall.. A lot of conversations about what are the priorities - what should we look at first..current council structure... how will we vet them and how those will be implemented.. those interact and feed information to college council, the president, and the board. Potential overlaps in responsibilities and duplication of effort.. Merges. Naming or renaming... chairs of lateral councils will be members of College Council.. Formal representation from other councils on College Council. Changes of practice to process.. Work well, don't work well... look at review of the charters for the scope of work. They meet every third Friday of the month in the morning... Also trying to get a handle on all the work groups and implementation groups...

Sarah - question the restriction on councils to participate in implementation

Marsha, Sarah, and Tracy all said Equity Lens Implementation team at the same time

(More info in audio) Policy vs Procedure

Drew - American Indian Language Program existence set forth in mission statement. The history of that Native Affinity (faculty & staff) Group is outside the governance structure, to discuss ways to develop & support resources for students.

Paul - Need clarity on how groups interact with governance, when they are not connected..

Rosa - visibility on campus - we don't think about these populations.. Guided Pathways onboarding team... How do you get on the list? How do we do that, to get recognized..

Rosa - anything else on governance, Sarah I feel like I cut you off earlier did you want to finish your thought?

Sarah - eventually someone has to speak up..seems to be a lot different this year. Seems to be known by a small number of folks...

10:26 Marsha departs.

Paul - hesitance of some councils to proceed with some/too much work... maybe we need to reaffirm at College Council ... and report that out to all councils..

Rosa - something as basic as how do we move policy from this council up through the governance system, how to get adopted and published in COPPs...

Sarah - No way to know that resolution has actually happened...

Announcements

Rosa - anything else on governance or other announcements? I have an announcement about Public Charge - Hopefully we (Tracy and Greg) can bring in a training consultant to understand what you might be asked.. prove/subjective... Immigration changes.. residency applications. Help find a facilitator to bring to campus, if there is funding to make that happen (Greg responded Yes, we can work together to get that scheduled**).. ([Rosa will send us a link/some more information](#)).

Paul - how often does someone have to reapply for SNAP? (Several folks answered: depends on circumstances)

Drew - language discrimination anecdote

Ahmad Departs 10:30am

Next Meeting March 6, 9am here in the boardroom

Adjournment (Unanimous exodus)

End notes