

#### Diversity Council <http://www.lanecc.edu/governance/>

#### ~~Agenda~~ Minutes

**February 5, 2016, 9:00 – 11:00 am
Room 216, Building 3 (Boardroom)**

|  |  |  |
| --- | --- | --- |
| **Time** | **Item**  | **Process** |
| 5 min | Review and approve of agenda  | All |
|  5 min | Approve minutes of previous meeting – January 20, 2016. …. **Approved**  | All |
| 5 min | Name recorder for this meeting – Dennis | All |
| 5 min | Finalization of Diversity Council Membership for 2015/2016 – Faculty Association is going to be appointing faculty shortly for Diversity Council (Greg). Diversity Council charter can add members by position (Mark). Need “open door” approach to Diversity Council participation (Mark and others). Moved, seconded and approved to officially inquire of the Association concerning completing the appointees for the Diversity Council for 2015/2016. Diversity Council Chair Shawn Goddard will communicate with LCCEA President Jim Salt concerning completing the Association appointments by or before 2/12/2016.  | All |
| 5 min | Status of CCPD work for remainder of 2015/2016 – In the absence of an administrator to lead the POD/CDO work, an Interim CDO has been named (Greg Evans). The CCPD meeting will occur from 2 – 4 pm today in Center 407. The CCPD will resume meetings on Friday, 2/5/2016, to move the work forward. There are plans for CCPD workshops for the 2016 spring conference. There will be other culturally competent and diversity related workshops during the remainder of the 2015/2016 academic year. There will also be budget recommendations for FY’17 and beyond, as well as budget impacts, concerning how to address the needs of this work moving forward. The CCPD work will resume. The college needs to be intentional about assuring new employees will demonstrate cultural competency and a commitment to diversity, and that all new faculty will participate in mandated onboarding activities to include cultural competency and diversity (All). There will be challenges for part-time faculty and part-time classified staff to engage in this work and access the training (Shawn and Al). Relationships between faculty and students must respect diversity, and employers must respect Lane’s diversity cultural competency mandates, because these relationships need to be “high touch” and culturally competent must be emphasized (Shawn and Al). Efforts need to be made in bargaining to assure that diversity and cultural competency training opportunities are mandated and paid for employees (Greg & others).  | Greg, Sarah, and All |
| 60 minOr as needed | Diversity Council work plan 2015-2016 – The link to the current version of the Diversity Plan is noted below. It is an expectation of the college governance system that the Diversity Council will develop and approve a “work plan” that focuses and aligns Diversity Council work for the remainder of this academic year. Priorities (Greg):1. Move CCPD work forward (occurring).
2. Reconstitute and reinvigorate the Diversity Council and establish a work plan for the remainder of 2015/2016. Shawn recommends an assessment of where we are on specific elements of the DC work plan by the next meeting.
3. Establish and empower an advisory group to inform the Office of the President, and invite community members to participate in an ongoing way with internal subject-matter experts and community stakeholders to move the work forward.

There needs to be a focus on the previous work and commitments of the Diversity Council to establish and move forward with a specific plan for trainings and professional development. ACTIONS – Do it now! (James)The Diversity Council proposed up to 18 hours of cultural competency and diversity training for all employees per year, so perhaps we should commit to a subset of the 18 hours during the remainder of 2015/2016 (James and Dennis). The work started in 2014, and can be resumed now through the leadership of CCPD (Greg). Diversity Council could/should support an assessment of where individuals are currently at, and provide them with access to training and educational opportunities that could/should be documented in a portfolio. Several DC members mentioned support for understanding where we are currently at in terms of documenting progress on the existing 75 goals – a report at by or before the next Diversity Council meeting – and then FOCUS on the specific tasks that need to be moved forward in the short term (Kristen and Sarah). CCPD has been discussing self-assessment tools, and individuals could complete a self-assessment and then be provided with opportunities to access workshops and professional development sessions to grow in terms of diversity and cultural competency. Create the opportunity for employees to document and post their diversity and cultural competency learning opportunities potentially in HR (Sarah, Al, James and others). The current Diversity Plan may be read and reviewed at:<https://www.lanecc.edu/sites/default/files/diversity/diversityplan2010_2015.pdf>  | All |
| 5 min | Statewide Diversity Initiative – An initiative has emerged among the 17 Oregon community colleges to establish a state-wide committee or organization for “Employees of Color.” I have attached the proposal and we should discuss how Lane should and will support this proposal.HR will carry this work forward and report back to Diversity Council (Dennis)  | All |
| 5 min | Announcements –  | All |
| 5 min | Agenda Items for Next Meeting – (1) Update concerning where we stand on the 75 items on the past diversity plan (All). (2) Men in transition program discussion (Shawn). | All |

***Attendees on 2/5/2016:*** Shawn Goddard, Mark Harris, James Florendo, Kristin Gustafson, Sarah Lushia, Al King, Greg Evans, Dennis Carr

***Members:*** Greg Evans, Deborah Butler, Dennis Carr, Reid Ellingson, Shawn Goddard, Kristin Gustafson, Mark Harris, Al King, Casandra Rhay.