**Diversity Council Minutes**

**Friday, April 14, 2017**

**9:00-11:00 a.m.**

**Attendance:** Gina Szabady, Sarah Lushia, Mark Harris, Deborah Butler, Dean Middleton, Drew Viles, Al King, Greg Evans

Guests:

* Mike Sims and Brian Kelly from Institute for Sustainable Practices re: Climate Action Plan
* Tammy Salman from Assessment Committee re: Assessment Plan
* Bobby Kirkpatrick, ASLCC President

**Agenda Review and Approval**

* The agenda was approved without modification

**Minutes from the Diversity Council Meeting-March 10, 2017**

* Approval of the minutes from 03/10/17 postponed due to lack of quorum.

**Minutes Recorder for Meeting**-Deborah

**Climate Action Plan 2.0**

* Mike and Brian presented work on the Climate Action Plan update. Specifically, they requested feedback on the Adaptation/Education/Habituation portion of the plan, and
	+ Sarah suggested some education and outreach, especially with students, around the term “sustainability” and its definition and use. It may be useful to look at sustainability with a broader perspective.
	+ Mark suggested fleet conversion to electric or hybrid vehicles as a priority, as well as a suggestion to look into methane energy possibility. He also mentioned a need and momentum for ideas like urban gardens and tiny houses as ways to expand the conversation.
	+ Greg suggested collaboration with the City of Eugene on the Carbon Recovery Ordinance. The goal is to make the City of Eugene carbon neutral by 2020. He and others are working on climate-related initiatives within the city and believes there could be benefits to alignment.
	+ Dean suggested the capacity of rooftops on campus could potentially generate a great deal of energy. He also heard that there several conversations happening in regards to the old LCC downtown center building. He expressed a concern that the college does not simply pass on any responsibilities to abate contaminants or toxic materials in the building to the next owners without either handling or ensuring safe and complete cleanup to make sure it’s safe for future use. He also asked about the watershed technician program, which has been proposed as a potential budget cut. The water conservation program has not been cut, but it has not had a cohort for two years due to low, single-digit enrollment.
	+ Al had comments on several areas of the plan. He also wanted to commend the acknowledgement by our incoming president that she would need education in this area. He also said that he thought there were many missed opportunities for education about energy and water conservation, from layman’s perspective. He also suggested a sort of co-op/volunteer program that would allow students and employees to contribute a number of hours or service projects and receive some type of subsidy toward solar panels or other eco-friendly improvements to use in their homes or elsewhere. He also expressed a frustration that it was very difficult for most people to scale the hill on a bicycle. In all of these ideas, interns from the co-op ed program could collaborate and provide labor to get the work done.
	+ Rosa mentioned that paid parking would discourage people from driving. Mike acknowledged that would be effective, but requires infrastructure in the form of meter technology, enforcement, appeals, and other items. It may also create a barrier to participation for students unable to pay for parking at the needed times.

**Assessment Team**

* Tammy Salman invited members of the Diversity Council to the Assessment Team’s “Coffee Talks” and shared some points from an article related to equity and learning assessment.
	+ Greg noted that the Equity Lens tool would be very valuable to conversations like this, and would like to talk further about ways we could link Equity Lens and Assessment Plan work moving forward.
	+ Mark commented that the health professions departments have not adequately addressed a growing need for health professionals of color, and have in fact created barriers to access and success for students who do not fit the standard mold of the education model.
	+ Greg shared that this council, and the community in general, has transitioned away from the use of the term “diversity” to language of access, equity, and inclusion.
	+ Gina noted that effective assessment requires continuous inquiry
	+ Al shared that, as the Dean of Cooperative Education, has significant concerns about the fact that many courses are presented to the curriculum committee that have virtually no employment outlook in the state.

**Sub-Committee Updates**

1. **Prayer Room**

* Dean and Rosa reported that ET has granted approval to use CEN 312. FMP will be removing the monitor mounted in the room, and there has been discussion about whether to remove security cameras in the room. Jennifer Hayward has committed to complete FMP work by the end of this month, and Jennifer Falzerano has offered to purchase prayer rugs and cushions for the space.
* Gina expressed a concern about communicating with students so that they are aware that the prayer space is available. Sarah and Deborah recommended OrgSync. Greg recommended the group collaborate with Wendy Ames Diomasio, our new Director of Marketing and Creative Services. Sarah expressed some concern about using Lane marketing services to communicate ideas like this, since there would be a chance that it would be “spun” into a PR promotion rather than a genuine communication of services to students. Greg and others shared a concern that promotion of the space could create a target for hate crimes and/or vandalism against students or the prayer room itself.

2. **Indigenous People’s Day**

* Dean and Drew have reached out to a few individuals for feedback and continue to work on the project.

3. **Religious Holiday Displays**

* Deborah will share the draft document with the group for feedback and discussion at the May meeting.

**Learning Plan Discussion**

* Presentation of the Learning Plan work being done by the Learning Council; discussion led by Christina Howard.
* Learning Council is interested in suggestions from Diversity Council on formation of the learning plan, and in creating alignment with the Diversity Plan during this formative period.
	+ Mark expressed the importance of trauma-informed learning, both in traditionally-understood cases, such as vets with PTSD, and in students with math or reading anxiety or other challenges such as homelessness, incarceration, etc. Gina added that it was important to infuse the access into the curriculum rather than offer specific accommodations to specific students after identifying specific needs. Sarah noted that accessibility needs to be called out as a priority not only for students who are already on campus, but for potential students who may not be able to navigate the structures to become students.
	+ Christina suggested that a potential way to link the work being done in different areas would be to include language stating that the plan honors the councils and their areas of expertise.
	+ Kristin would like to see support systems for resources (space, time, mediator) to facilitate healing and reconciliation for both students and instructors when something occurs in a classroom that might give rise to complaints, grievances, or access concerns.
	+ Imani said that she has had a better learning experience if she feels connected
	+ Miranda said that she would find it very helpful to have some way to investigate and find out about specific instructors and their styles/personalities in advance so that they can choose their classes in accordance with their needs.
	+ Council members are encouraged to contact Christina Howard with any additional questions or feedback.

**Equity Lens Check-in**

* Not everyone who has been assigned work has completed and uploaded documents at this time, and there are no feedback comments on the existing documents. Realistically, in order to get work completed by the end of the year, we’ll need to schedule additional meetings to make progress. Deborah and Sarah discussed a willingness to lead work groups in the remaining weeks of the term to facilitate collaboration.
* Deborah also shared that Diversity Council is the only group that meets just once per month rather than twice per month, which creates a challenge to completing work in a timely manner.
* Based on group calendars, Sarah will set work group meetings for:
	+ Wednesday, May 10 from noon to 2pm, and
	+ Friday, May 19 from 10am to noon

**Student Introductions**

* Vanessa Jackson will be joining the council as an ASLCC Multicultural Chair through the end of the year. Imani is unable to continue participation this year, and is graduating at the end of this term.

**Announcements**

* Sarah requested that members of council to be cautious about directing students to gender-neutral restrooms. She directed a student to a restroom in building 3 and the student reported a very negative experience. She advised everyone to only direct students to restrooms in locations they know to be safe, both physically and psychologically. She is engaging in conversations with the administration about negative incidents.
* CCPD has planned the following workshops:
	+ Veterans and PTSD, facilitated by Greg Evans and Stacey Vasquez at Spring Conference, May 5
	+ Sexual Assault & Sexual Harassment, facilitated by Director from SASS, May 17 from 3-5pm
	+ Social Class, facilitated by Gina Szabady, June 1 from 10am to noon
	+ Social Class & School-to-Prison Pipeline, facilitated by Sarah Lushia, June 2 from 9:30am to 2pm (Social Class from 9:30-11:30am, followed by School-to-Prison Pipeline from noon to 2pm)
	+ Muslim Student Issues, facilitated by Tia Gomez-Zeller, date/time TBA
	+ Anti-Semitism and Islamophobia, facilitated by Jonathan Seidel, Indira Bakshi, and Ibrahim Hamide, date/time TBA
	+ Religion and Peace, facilitated by Jonathan Seidel, date/time TBA