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

#### **June 9, 2017**

#### **Room 110, Building 10**

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| **Time** | **Item**  | **Process** |
| **5 mins****9:00-9:05** | **Review and approve agenda**  | **All** |
| **5 mins****9:05-9:10** | **Name recorder for this meeting** Deborah till 10:30, then Sarah to 11:00 | **All** |
|  **5 mins****9:10-9:15** | **Approve minutes of previous meetings*** **3.10.17**
	+ <https://docs.google.com/document/d/1CZ-4YymtGcDuxbos9rKZ6OO5N8-EH3nD3q8j1YAw48A/edit?usp=sharing>
	+ Gina moved, Deborah seconded
* **4.14.17**
	+ <https://docs.google.com/document/d/1CZ-4YymtGcDuxbos9rKZ6OO5N8-EH3nD3q8j1YAw48A/edit?usp=sharing>
	+ Gina moved, Dean seconded
* **5.12.17 (Notes just for an FYI, no Quorum)**
	+ <https://docs.google.com/document/d/1CqtslrW_SpT5ffGQalZNlrwZJoEioSYkEUR0jYr6r_Q/edit?usp=sharing>
 | **All** |
| **10 min****9:15-9:25** | **Vote on Approval of Resolution on Indigenous People’s Day Document*** <https://docs.google.com/a/lanecc.edu/document/d/1UntqdzSjfKdRbu41vI_fN1sqVxw8CwyzKoNqtUAp8DQ/edit?usp=sharing>
* Discussion about the effectiveness of an advisory or approval document that is not a policy document and does not move through the college council and board system.
* Goal is still to move the document forward through the approval process, but an approval from this council at this time allows the work to move forward over the summer to enable planning for a 2017 Indigenous Peoples day in the fall.
* Al suggested that external reviews, such as the review for Perkins funding, be considered a potential source of footholds for culture change at the college.
* Dean moved, Al seconded. Unanimously approved.
 | **Dean, Drew** |
| **20 mins****9:25-9:45** | **Vote on Approval of Advisory Memos** * **Religious Holiday Displays**
	+ <https://docs.google.com/document/d/1-5N1VEG0iApj6kxI1_Mlb60Rhzc3cDMupesOpXaus1Q/edit?usp=sharing>
* Several members expressed support of this message as an advisory memo rather than a policy document.
* It was suggested that the memo be circulated during winter holidays. Future planning will be necessary to ensure that the message is conveyed effectively to the college community.

Vote for religious holidays displays: Greg moved, Dean seconded. Unanimously approved.* **All-Inclusive Restrooms**
	+ <https://docs.google.com/document/d/1cufkYF471zuSCQcMmbYKX4sF8HdIMfZHbSRU2FcaSJ4/edit?usp=sharing>
* In regards to the restrooms memo, Dean noted that there will be several thousand
* Kristin noted that there is an excellent and newly remodeled restroom in Bldg 4.
* Al noted that the all-inclusive restrooms in Bldg 19 across from the career center are generally very safe and welcoming, in part because there is a staff person at the front desk at all times.

Vote for restrooms memo: Greg moved, Gina seconded. Rosa commented that this should become a policy at some point in the future, although she supports the memo as written. Approved unanimously. * Advisory memo procedure will be for chair and vice chair to sign if approved by the council in majority.
* Mark noted that documents like this are considered “white papers” at this stage, although that term is not really accurate once they are posted online.
* Sarah agreed that it would be a good idea to have specific names attached to the document, even if it is not signed by all members, so that there are named individuals who may be contacted in the future if there are questions about the process or motivation behind the statement.

Vote for Advisory Memos as a tool: Mark moved, Rosa seconded. Unanimously approved. | **Deborah** |
| **25 mins****9:45-10:10** | **Diversity Council Chair, Membership, and Meeting Times for 2017/18*** Info about Chair can be found in Section VI, part D of Governance Manual <https://www.lanecc.edu/governance/governance-system-manual>
* Greg expressed gratitude to Sarah for her service this year as chair. Sarah volunteered to leave the room during discussion. She stated that she is interested and willing to continue leading and facilitating the work of this council, but is also willing to give up the position to someone else who may be interested in leading.

Deborah moved to reelect Sarah Lushia as chair of the Diversity Council. Gina seconded. Unanimously approved. * Suggestion to continue meeting once per month, in addition to a work group once per month. One problem this year was that we didn’t have quorum at all meetings, although once per month meetings make it difficult to move work forward. Meeting times would stay consistent. Members were supportive of a work group meeting.
* Sarah noted that second Fridays were easiest for most members who participated in the doodle poll at the beginning of the year. For that reason, the proposal is to continue official meetings on the second Friday, and add work group meetings on fourth Fridays. Meetings will be rescheduled if they fall on a holiday or scheduled closure.
* Classified vacancy and faculty vacancy still exists. Greg will contact union leadership to attempt to fill the positions.
 | **Greg** |
| **10 mins****10:10-10:20** | **Prayer Room Updates*** Temporary space available - third floor Center
* No information about marketing and notification but Tia Gomez has recently gotten a key
* Recommend drafting an Advisory Memo for the prayer space next year
* Lots of policy questions remain (security, oversight, etc.) but rollout has begun
* Place on Agenda for first meeting in Fall so that we can continue discussing next steps
 | **Dean, Rosa, Greg** |
| **15 mins****10:20-10:35** | **Equity Lens “Final” Iterative Draft*** **Discussion of Plans to Move Work Forward Over the Summer**
	+ <https://docs.google.com/document/d/1cyYnmdC8n0vI6jm5iLhV_FqndR7TcSL7PNNuRxfJ_lE/edit?usp=sharing>
* Summer Plan: Will continue working with Phil Nash to build out conversation kit, website redesign, and potentially a blog revamp to rollout in fall in-service
* Fall Plan: Holistic assessment with Phil Nash returning in October; follow-up forums after fall in-service open for entire campus community to begin engaging in work.
* Winter/Spring Plan: Build out access peice of equity lens
* 2018-19 - Build out equity peice of equity lens, assess access (and revise?)
* 2019-20 - Build out inclusion of equity lens, assess equity (and revise?)
* Concerns related to how this gets systemic support and implementation as requirement since procedures mandated across campus (including APROC and Assessment) do not have mechanisms for assessment and accountability related to access, equity and inclusion and/as they comport with core themes.
* Connection to CCPD and long range planning related to professional development overview provided with draft schedule for 17-18 produced by CCPD on 6/8/17.
 | **Sarah, Deborah, Greg** |
| **15 min****10:35-10:50** | **Flex Time in case of additional agenda items** | **All** |
| **5 min****10:50-10:55** | **Announcements**  | **All** |
| **5 min****10:55-11:00** | **Agenda Items for Next Meeting*** Draft Advisory Memo related to Prayer Room and move toward policy with facilities.
 | **All** |

***Members:*** Greg Evans, Mark Harris, Dennis Carr (proxy), Deborah Butler, Al King, Kristin Gustafson, Sarah Lushia, Rosa Lopez, Gina Szabady, Dean Middleton