**Diversity Council Minutes**

**January 12, 2018**

**Building 3, Room 216**

Diversity Council Chair and Meeting Facilitator: Sarah Lushia

Members Present: Drew Viles, Deborah Butler, Mark Harris, D’Ante Carter, Sarah Lushia, Greg Evans, Gina Szabady,

Guest Present: Patrick Blaine, Jennifer Hayward, Lee Weidman, Anna Kate Malliris

I. Review and Agenda Approval

II. Greg Evans, Meeting Recorder

III. Call to order at 9:05 a.m.

IV. **Lane Master Planning Process**-Jennifer Hayward

 Campus master plan-strategic and learning plans-10-15 year projections

 Involves staff and students input

 Plan will contain

* Capital review
* Space utilization
* Sustainability
* Growth and renovation strategies
* Focus on renovation versus growth
* Use footprint more efficiently

 **Guiding principles**

Process and Timeline Aug. 2017 through Sept. 2018

Thinking about spaces that accommodate physical and cultural needs

Creating specific use spaces (e.g. prayer room, reentry center, lactation station)

Creating safe spaces particularly all-gender use restrooms

Adding a card access system for secure spaces

Campus detox services (a specific room need)

Expansion in the Child Development Center

Growth of Building 30 capacity to accomodate more health profession programming

Campus conversations are occurring and on-going

V. **Bias and Hate Crime Policy-Anna Kate Malliris**

Discussion of academic freedom definition--decided that academic freedom is not about geographic location (i.e. classroom). Defining academic freedom as applying only to space of classroom gives dangerous carte blanche to faculty within the classroom and also doesn’t protect faculty engage in the many teaching/learning opportunities that occur outside the space of the classroom.

 **Edits**

 Immigration status added to the bias definition

 Discourges bias incidents instead of prohibition

 Will move forward to legal review and then to the President and College Council

**Motion to adopt the Hate and Bias policy by: Drew Viles and seconded by Mark Harris; motion was approved 7 yes, 0 no.**

VI. **Minutes from December Council meeting approved 7 yes; 0 no.**

VII. Campus displays subcommittee report-Mark Harris

 This work is still in the early stages of development and discussion.

VIII. Discussion on college policies and procedures with regard to racist

and discriminatory behavior against

IX. Student Engagement-Deborah Butler

Support for student sponsored welcoming activities. Continued outreach to better support students.

Seeking ways to reach students not involved in student government, clubs and organizations.

Create more meaningful experiences for student engagement.

Looking for more ways to engage faculty in service learning projects.

X. White Paper-Mark Harris

Linking the documents to various Lane sites to provide history of Lane with regard

to diversity efforts over the arc of Lane’s institutional history.

White paper will be moved to the next meeting agenda for a vote.

XI. Diversity Council Name Change-Greg Evans

 Discussion on renaming the council to Equity and Inclusion Council. The discussion

will continue at the February meeting.

XII. Employee experience survey-263 participants-Sarah Lushia

Next work group meeting will focus on the employee experience survey.

Student experience survey only had two responses. It will be reissued this term forward. Need to appoint/identify designated individuals to process survey results.

Discussion of the status of the Re-Entry Center.

XIII. Announcements

 Nina Turner will speak for MLK Day Celebration at lane, Wednesday,

January 17, 2018 in the CML at 5:30 p.m.

Deborah participated in a video for the Lane County Equity Inclusion Committee.

Deborah also involved in a feminine hygiene project.