#### **Diversity Council Minutes**

#### **December 7, 2018**

#### **9:00 am to 11:00**

#### **Boardroom**

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| **Time** | **Item** | **Process** |
| **5 mins**  **9:00-9:05** | **Designate note taker--**Sarah Lushia  **Review and approve agenda --**Approved | **All** |
| **5 mins**  **9:05-9:10** | **Approve minutes of previous November 2, 2018 meeting**  <https://docs.google.com/document/d/1bRzAhkrQwU1Hg-Fa99TeeVBcjJnCT3TF1FZTFbyi0l8/edit>#   * Approved with slight changes |  |
| **10 mins**  **9:10-9:20** | **COPPS Review Update and Potential Addition to Work Plan**  [**https://docs.google.com/spreadsheets/d/1pY59t9IVoqjeOaJWF2OlwMERsdgdZbcQIjlRMTWmUrY/edit#gid=1161341563**](https://docs.google.com/spreadsheets/d/1pY59t9IVoqjeOaJWF2OlwMERsdgdZbcQIjlRMTWmUrY/edit#gid=1161341563)   * Anna is creating a Google sheet that outlines the policies that she feels are Diversity-related COPPS policies and procedures * None of the policies officially say they are under DC authority, but we are clearly stakeholders in many of these policies and procedures | **Anna Scott**  **Vote by members** |
| **10 mins**  **9:20 to 9:30** | **Complaint Process on Work Plan**  <https://docs.google.com/spreadsheets/d/1pY59t9IVoqjeOaJWF2OlwMERsdgdZbcQIjlRMTWmUrY/edit#gid=1161341563>   * Dennis shares that there are at least 10 policies and complaint procedures currently   + Workplace Conflict Complain Procedure (established approximately 2010, reviewed in 2014) was put in place so that people from unprotected classes would have an opportunity to get resolution for issues. The procedure, per Dennis, has not worked this way. With new VP coming the Cabinet discussed eliminating this procedure. Dennis checked in with stakeholders around campus before the Nov 28 input deadline and no stakeholder groups have said they want to keep the procedure. Dennis says this issue should not be on our work plan, as HR is planning to remove it from COPPS.     - We voted to remove this item from our work plan. Dennis informed us that the Workplace Conflict Complaint Procedure will be removed. | **Dennis: Discussion/Possible Vote** |
| **15 mins**  **9:30-9:45** | **Paul Jarrell Visit**  **Topics of Discussion:**   * **Welcome Paul** * **Update from DC** * **DC and CC communication** * **Update on Governance review** * **Who will represent ASA?** * **Other?**   [**https://docs.google.com/document/d/19SstFrT0hh7orr\_eyD-VVFtibHDgt68uni4-PCUwWR8/edit#heading=h.a8axga26w9bn**](https://docs.google.com/document/d/19SstFrT0hh7orr_eyD-VVFtibHDgt68uni4-PCUwWR8/edit#heading=h.a8axga26w9bn)   * Paul says the role of DC in terms of decision-making is important in bringing forward important perspectives in college-level decisions * Mark reminds us that DC arose from Diversity Team which was an implementation team * There was a conversation about how we might make decisions beyond the short-term fiscal bottom line that are more equitable. Mark suggests that we might consider more long-term fiscal impacts as we make decisions * Rosa and Sarah point out that there isn’t cross-representation for DC on College Council * Dennis points out that the unions have not been supportive of diversity work and that this has hindered our ability to move much of this work forward * Paul commits to doing his best to attend and prioritize DC meetings and to provide us with cross-representation on College Council | **All** |
| **15 mins**  **9:45 to 10:00** | **College Council Visit Topics (anyone may join)** | **Discussion** |
| **25 mins**  **10:00 to 10:25** | **Bias Policy update (guest Anna Kate )**  [**https://drive.google.com/drive/folders/1F1I-EMCWKL5MiCBB4RdjVRo1UEJ7CzpW**](https://drive.google.com/drive/folders/1F1I-EMCWKL5MiCBB4RdjVRo1UEJ7CzpW)   * Anna Kate provides history/context for the creation of bias policy last year. She started this work by looking to what other institutions of higher ed have done in terms of policy and procedure around bias. * Anna S. moves that we move the clean/redlined versions forward for discussion. Council agreed to move it forward for discussion. This motion did not pass after the discussion. (6 object, 1 approve, 1 abstain) * Anna Kate and Sarah point out that the current version of this policy is empty and that they would not be comfortable moving it forward to the board or College Council * Anna Kate suggests that we say as a council that we don’t support the legal review document and have a right to move forward a document that we support. * Sarah moved that the council reject the red-lined version of the Bias Policy and that we are resurrecting the sub-committee who did this work (with some new members--Sarah, D’Ante) who agree to meet before the February DC meeting and bring to the February meeting for review and vote by the council a list of steps moving forward and/or a new draft of the policy. We voted unanimously to approve this motion. | **Discussion/possible vote** |
| **15 mins**  **10:25 to 10:40** | **Update on additional Council Review Committee and Continued Workgroups:**  **Student Experience Survey: Sarah**  **Accessible Bathroom Policy: Sarah**  **IEC: Marsha**   * There was discussion about minutes/how to take minutes * There was a subcommittee formed to discuss the charter and membership on the IEC based on concerns raised around these issues. Marsha predicts that members may be asked to justify their position on the IEC. * Anna is now working on Core Theme 2   **First generation immigrants survey: Rosa and Briselda**  **Last workgroup session: Rosa**  **Governance self assessment: Rosa** | **Updates only** |
|  | **Briselda has now attended two meetings. The council unanimously voted to approve her as a member by position.** |  |
| **10 minutes**  **10:40 to 10:50** | **Recommendations/discussions regarding voting when quorum is not achieved**  **\*Can be moved as time allows**   * It seems like there have been updates made to the Governance Council Manual, which can be found here: <https://www.lanecc.edu/governance/governance-system-manual>   + 2 changes that have been made that were discussed were councils striving for consensus but it’s not mandatory; all councils can now consider members by position   + Mark suggest that if someone is voting against consensus then they need to explain/justify their vote. | **Discussion/**  **Possible vote** |
| **10 mins**  **10:40-11:50** | **Announcements**   * + Jan 15 is the MLK Celebration so mark your calendars--program starts at 4:30, keynote begins at 5:30. | **All** |

***Members:*** Greg Evans, **Mark Harris, Dennis Carr, Deborah Butler, Sarah Lushia**, Drew Viles (on Sabbatical Fall term), R**osa Lopez**, **Gina Szabady**, **D’Ante Carter, Anna Scott,** Amadeo Rehbein, Elyssa Landrum, **Marsha Sills (Bolded members present for meeting.)**