#### **Diversity Council Agenda**

#### **March 9, 2018**

#### **Board Room (Building 3, 216)**

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| **Time** | **Item** | **Process** |
| **Attendees** | Sarah Lushia, Greg Evans, Mark Harris, Dennis Carr, Deborah Butler, Drew Viles, Gina Szabady, Hanna Molen, and Anna Scott |  |
| **5 mins**  **9:00-9:05** | **Review and approve agenda**  Minutes approved. | **All** |
| **5 mins**  **9:05-9:10** | **Name recorder for this meeting:** Tami Hill | **All** |
| **5 mins**  **9:10-9:15** | **Introductions -** None | **All** |
| **5 mins**  **9:15-9:20** | **Approve minutes of previous meeting -** Approved   * **2.9.18**   + <https://docs.google.com/document/d/1KLGFrFJGNN-yExuIELk78xrSRHEQjQrQWTNQt407vsM/edit?usp=sharing> | **All** |
| **15 mins**  **9:20-9:35** | **Potential Policy Regarding Free Speech Spaces on Campus-- Subcommittee Update**   * Document from February Workgroup Meeting: <https://docs.google.com/document/d/13Gitoxd9AdNKq1zMNHGejobFEazYhK9FYY42ZAK5qE0/edit?usp=sharing> | **Mark Harris** |
| **10 mins**  **9:35-9:45** | **Student Engagement Subcommittee Update and Planning**   * March workgroup to focus on the work of this subcommittee * Student Survey: Removed demographic questions. Already have data on students. Learn from Employee Experience Survey feedback. What do we want it to look like? Will be ready at the beginning of spring term?   + Can we offer incentives for completing survey? Raffles? Etc? Maybe Bookstore gift cards - Titan Only? Need approval from Greg Holmes. | **Deborah Butler** |
| **15 mins**  **9:45-10:00** | **Equity Lens Implementation Committee--Update on first meeting**   * 14 Members of the team * Organize where to go with work * Align themselves with 5 year plan * Focus now on Access * Creation of actual equity lens. Subcommittee already assigned. * Phil Nash gave his insights and background. Working closely with Nash. * Greg will meet with Nash to determine next trip out to visit Lane. * Group to add students to committee. Committee member: 1 student thus far: Nadia * Strategy - implementation - identify early wins, adaptors, dept., work group whose more receptive to use the model. Early wins ABSE, ESL, All of bldg. 11., Downtown center, dance program & physical therapy. * Implementation: Looking for middle ground. custodial, counseling, admissions & enrollment, and welding. Florence will be hardcore = challenging! * Identify one of each of the above listed. Early win / Challenging = middle * Dennis requests that HR be involved in the early roll out of the Equity Lens and also for Respectful Workplace trainings   Constructive Criticism Sarah Received after initial meeting:   * Be careful of language around people who aren’t receptive to the idea of the equity lens * Why wasn’t there leadership roles assigned in first meeting? * Students must be compensated for work on the committee * There was discussion of the possible council changes and how these might impact the connection between DC and the Implementation Team. There are too many unknowns as yet to really know or have a full discussion. * Mark expressed concern that the only problem with equity lens might not get you invisible influences. * Dennis assured us that HR has been given permission to hold employees to greater accountability. Accountability actions can and will be happening confidentially, but the increased accountability will become apparent over time to the entire college. | **Greg Evans** |
| **15 mins**  **10:00-10:15** | **Report on Board Workgroup Discussion on Employee Experience Survey Report**   * Diversity Council Takeaways Handout: <https://drive.google.com/file/d/12wKW3X8KN2aloecS9fqQMj5yQe57AgwM/view?usp=sharing> * Aspiring Leaders Takeaways Handout: <https://drive.google.com/file/d/15tqWrZleN8CciDhalhcetUXMem6TRkFY/view?usp=sharing> * Sarah shared documents above and report with Board of Ed during March Worksession. She also had Board of Ed make their own list of top takeaways from the survey. Once board has reviewed Sarah’s notes all this info will be passed on to Implementation Team.   + Deborah: Board seemed committed to making sure to regularly doing survey.   + Hannah: Conversation got derailed at times   + Dennis: Let’s remember the President & Board members who will be named when there is a problem/issue.   + Deborah: “the Lane way” can mean a good thing - Let’s reclaim it and make it good!   + Sarah: What could we be? Students first. | **Sarah Lushia** |
| **20 mins**  **10:15-10:35** | **Setting Goals for Spring Term Work**   * What do we want to start/finish before the end of the 17/18 year? * See: 5 Year Plan * Go back to 16/17 * Deborah: Create an organizational chart and/or map for diversity work on campus. * Greg: Re-entry Center - Part of work plan as we move forward. I’m asking for help. Marge says building 4 has space. Providing staff as we move forward. What will it look like? Purpose is to support students coming out of prison/jail. Sarah - Not sure this is useful for this type of work. Subcommittee should do it. Have committee ready to go. Sub committee needs to know: how much funding, where will they reside, how will that connect to Lane?   + Greg agreed to get more info on space, imentities, staffing, who will they report to? * Greg: Morphing of CCPD work into a different format.   + Required *Cultural Competency Training by Dec. 31, 2020*.   + Lane is one of the a leaders in the state of cultural leadership.   + OCCA is trying to reconstruct a set of standards each community college and 7 universities will be held to. This will be community colleges only - no universities.   + OCCA is going through staffing changes.   + Regional strategy to include smaller community colleges so they can do training conferences, etc. We still need funding. Governor Allocation to support this work.   + Deepen intervention in the School-To Prison Pipeline in the local community through collaboration with Judge Aiken and others to affect change at the local, municipal, state and federal levels. * Greg - Reformation of council system will also be a topic surrounding us in upcoming months * Sarah - If other things come up or student work we can help with or create structures let us know. And if anyone's interested in helping or working in the reentry program please let me know. | **All** |
| **15 mins**  **10:35-10:50** | **Flex Time in case of additional agenda items** | **All** |
| **5 mins**  **10:50-10:55** | **Announcements**   * Drew: Frank Marone (?) will be recognized. * Sarah: May 9 in Portland a day long avent - School to Prison pipeline. If you’re interested, mark your calendar. * Ava Duvernay Documentary film 13 will be hosted on campus - Q&A after words. | **All** |
| **5 mins**  **10:55-11:00** | **Agenda Items for Next Meeting** | **All** |

*Members:* Greg Evans, Mark Harris, Dennis Carr, Deborah Butler, Al King, Sarah Lushia, Drew Viles, Rosa Lopez, Gina Szabady, Dean Middleton, Hanna Molen, D’Ante Carter, Anna Scott, Noelyne Leni