#### **Diversity Council Minutes**

#### **May 11, 2018**

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

**In Attendance:** Sarah Lushia, Dennis Carr, Deborah Butler, D’Ante Carter, Anna Scott,

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| **Time** | **Item** | **Process** |
| **5 mins**  **9:00-9:05** | **Review and approve agenda - Approved**  Deborah & Dennis abstaining as they weren’t at this meeting.  We reordered some items since Deborah had to leave early. | **All** |
| **5 mins**  **9:05-9:10** | **Name recorder for this meeting** - Tami Hill | **All** |
| **5 mins**  **9:10-9:15** | **Introductions** | **All** |
| **5 mins**  **9:15-9:20** | **Approve minutes of previous meeting**   * **4.13.18**   + <https://docs.google.com/document/d/1KgMK2KEpPi-M7XmhqbYnUluAKg3QIQ_JvyPcxjQ8Q5A/edit?usp=sharing> | **All** |
| **20 mins**  **9:20-9:40**  **1** | **Learning Plan Updates**  Jen shared that:  Learning Council asked College Council to provide guidance as to when we will move forward in the work. Will share letter when it comes out.  Moved into cc scope and need to do a process scope.  More people are moving into the vision of what Lane can be.  All council meeting May 23, 3-5 p.m.  Learning plan needs to be consistent with what our vision will be.  Mark asserts that Lane needs to consider a HBCU (Historically Black College/University) model for white people.  Thank you Jen Steele for your work in helping to shift the conversation and keep the work transparent and inclusive.  Conversation on May 16th around the Learning Plan has been canceled as the work has shifted. A table will be in Bristow Square for everyone to be involved. Old vision was based on narrow vision. New vision is more incompusing of the entire college.  Due to change in direction some of the info on the website is outdated.  Conversation is happening on blog: <https://blogs.lanecc.edu/lcclearningplan/> Everyone is encouraged to add feedback  Principles drawn up from last year weren’t a plan but they were limited to a narrow scope and vision. | **Jen Steele** |
| **5 mins**  **9:40-9:45**  **2** | **Council Leadership for 18/19**  Sarah has officially stepped down as chair effective June 30th due to not being able to move council work forward through college. She will continue as a Council member.  CCPD has slowed significantly, especially this term, with no break out sessions offered at Spring Conference  No work has been able to move forward this year at the expected pace--CCPD, Equity Lens, Bias Policy, etc  Wants to do more on the ground work to keep this moving forward which means freeing up time that has been spent as DC chair, which doesn’t seem to be moving work forward  Equity and inclusion is more than a one-person job and we need an expanded office of Equity and Inclusion if we are going to need that office to support the forward movement of DC work  May’s work meeting should focus on what we will focus on next year. We don’t have the equity lens any longer as council work now that this work has moved to implementation and our previous 5-year plan was framed by this work.  **Mark asks about re-entry grants and moving reentry center work forward.**  Get a job or get an education.  Habilitation - Case Mgmt. Make sure their going through all the right things.  Deliverables  Expectations Timelines  Funds for staff to do the work?  Sarah is in early conversations about working toward a collaborative 2-day symposium on our campus, possibly in Spring 19, focused on school to prison pipeline.  Sarah and Mark will do more footwork to see what they can find out about moving both the reentry center and some of these conversations forward next year. | **Sarah Lushia** |
| **20 mins**  **9:45-10:05**  **4** | **Surveying Equity Work Around Campus**  Learning Council & Diversity Council possibly surveying to see what equity work folks are already doing on campus  1 or 2 policies come through per year from the councils  Roles aren’t clear  Most things don’t happen thru council work--and many can’t because councils can’t do implementation  Next year Diversity Council might consider communicating with campus more broadly and asking people if they feel like their doing work around creating equity for students.  It’s suggested that we might do a survey collect information to clarify what council can & can’t do and to let people know that they can bring issues to the council for assistance.  Everyone on campus should be knowledgeable about the policies that affect them and their students and get to have some input in these policies | **Rosa Lopez** |
| **15 mins**  **10:05-10:20**  **5** | **Core Theme 2 Data**  Objectives and indicators are key to Core Themes and measuring effectiveness --both can be modified in the future  All dept. should be focused on access and equity.  Rosa talks about the data around Core Theme 2  How can we make the programs more accessible to the populations all populations?  Bldg. 11 Facilities is inadequate. - Offices, classrooms, technology, etc.  Two people at once desk.  No walls, just partitions / no doors  No access to computer labs  Safety Issues  ABSE & ESL crammed into one place.  Echo is leaving next year - we need those 5 classrooms. Could become testing center and offices.  ABSE is on bottom of the list for classroom assignment. Having dedicated classrooms would help with this  Possible Space opportunities:  Building 19  Lower 4  It’s suggested that we might bring to councils a very clear proposal to more equitably accommodate the programs housed in bldg 11 | **Rosa Lopez** |
| **15 mins**  **10:20--10:35**  **3** | **Student Engagement Subcommittee Update:** Student Experience Survey  We had a great conversation around the survey  Visited with ALCC who pointed out where we may not have been as inclusive as possible: especially around gender identity  ALCC very appreciative in us getting wider perspective.  Clarified/revised some questions to be more inclusive  Email comments also came in from: Gina , Sarah and Cathy Thomas  Cathy was especially helpful with re-order some options/questions  Ready to roll out surveys. However with so many surveys out right now we are going to wait so our survey doesn’t get lost in it. We would like to do it mid to end term September ‘18.  Possible soft rollout June 1. - opportunity to put in more tweaks for Sept. rollout.  Can reach out to students who will be gone next year, especially in ASLCC  Dennis suggests possible Focus Group - Maybe Wilgen and their leadership group. Sarah suggests we add a question for survey feedback to the soft-rollout of the survey to collect this information without focus groups.  Roll-out survey with focus on graduates  In an email when they receive the email regarding picking up their cap & gown?  Deborah will check with Christina Walsh & Tony ………….. | **Deborah Butler** |
| **15 mins**  **10:35-10:50** | **Flex Time in case of additional agenda items** | **All** |
| **5 mins**  **10:50-10:55** | **Announcements**   * May workgroup meeting--Diversity Council Planning for 18/19   What does council want to do next year?     * May 23--All Council Meeting 3-5pm Boardrom   + Sarah requests other council members attend to represent DC as she will not be able to attend this meeting   Elizabeth Woody reading in Longhouse on May 16 from 12:30-1:30pm  Facilities, Access Equity & Inclusion meeting today at 2:30 - 4 Bldg. 7, Rm. 212  Email Dennis sent out discrimination harassment sincerely intended for people to bring dates, names incidents, etc.--he asks that we read Board Policy 630 | **All** |
| **5 mins**  **10:55-11:00** | **Agenda Items for Next Meeting** | **All** |
|  | Adjourned: 11 a.m. |  |

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