#### **Diversity Council Agenda**

#### **April 5 , 2019**

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

#### **Boardroom**

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| **Time** | **Item**  | **Process** |
| **5 mins****9:00-9:05** | **Review and approve agenda**  | **Vote by All** |
| **5 mins****9:05-9:10** | **Approve minutes of previous February 1, 2018 meeting**[**https://docs.google.com/document/d/1sCgY8vNmtb9KrUrM89W6a5agmr8iZVqVlhEbwNKceQA/edit**](https://docs.google.com/document/d/1sCgY8vNmtb9KrUrM89W6a5agmr8iZVqVlhEbwNKceQA/edit) | **Vote by members** |
| **25 minutes****9:10 to 9:35** | **Bias Policy & Bathroom Policy Updates and** **Process**[**https://drive.google.com/drive/folders/1F1I-EMCWKL5MiCBB4RdjVRo1UEJ7CzpW**](https://drive.google.com/drive/folders/1F1I-EMCWKL5MiCBB4RdjVRo1UEJ7CzpW)[**https://docs.google.com/document/d/1xieHpiLaJToZfmRmt-Bib8jr0K-TAzrazMepMVa79mk/edit?usp=sharing**](https://docs.google.com/document/d/1xieHpiLaJToZfmRmt-Bib8jr0K-TAzrazMepMVa79mk/edit?usp=sharing) | **Sarah** **Discussion** |
| **15 mins****9:35 to 9:50** | **Recovery center Updates** | **Mark** **Discussion** |
| **15 mins****9:50 to 10:15** | **Equity Lense & Phil Nash visit update**  | **Tracy and Greg****Discussion** |
| **15 minutes****10:15:00 to 10:30** | **Governance Update** | **Paul****Discussion** |
| **10:30 to 10:45** | **Chair and Meeting Time Discussion.**  | **Possible Vote** |

***Members:*** Greg Evans, Mark Harris, Dennis Carr, Deborah Butler, Sarah Lushia, Drew Viles, Rosa Lopez, Gina Szabady, D’Ante Carter, Anna Scott, Marsha Sills, Briselda Molina, Matt Fadich, Cameron Santiago,

**Minutes**

**Agenda** Adopted Unanimously

**Attendance**: Paul, Rosa, Anna, Marsha, Dennis, Matt, D’ante, Sarah, Deborah, Briselda, Mark, Greg, Drew, Gina, Tracy

**Minutes** Adopted Unanimously

**Bias Response Policy**

Amazingly well received on the first read. Next college council is June 12th, Audience support would be awesome. Draft went well, Policy language will be settled by the end of (next) College Council

**Open Access Bathroom Policy**

Draft went to Facilities Council, and it was a productive conversation. Changes to formatting, chunked out, clarity now, remodel vs new construction. The policy was taken to ASLCCSG, GSA, International Studies, - 8 social justice groups. Each bathroom (including those identified as men’s) must have a changing table. Wishlist - one foot washing station per building. The last 2 bullet points at the end were added.

This started as an advisory memo regarding multiple stall restrooms: Anecdote from Marsha - Andrea Gibson. Family-only signage. Boardroom(proximity) restroom(s). The removal of the gender neutral signage happened at the end of the remodel - it just sort of happened, nobody knows why or by whom - it was not an official decision and nobody is claiming it. There was an issue about a lock being needed/necessary on the one closest to the main entry to the board room (currently signs say Men’s). Change it back.

Facilities Council co-sponsored this policy at/to College Council for first read in Fall Term. Make request to get on the agenda at Facilities Council to strategize the co-sponsored policy (Deborah will help this link). Mark - The decisions must be in the meeting minutes! Anecdote RE City (of Eugene) and street naming. The work/action can be thwarted in/by implementation (team), there will be active resistance. Rosa - Suggestion: Send the Draft as a FYI to College Council “where we are @” status and request to get onto the agenda for fall. Also send the same comms to Facilities Council. Use a DRAFT watermark, date it and use PDF capture.

Motion by Anna to accept this version as a draft to review (no second, motion dies).

Paul suggestion: ‘Open Access’, either single or double stall.

Sarah does not want the work Multi in the language, take out “multi-stalled”.

ALL single stall restrooms are already ‘Open Access’ and Non-Gendered (or should be). Retrofit multistall… This is so much bigger than gender.

Dennis - Complexity. Single stalls double as ADA (driven by code)

Size and Scale of remodels - Square footage determines the scale of a remodel (is it Major or Minor..).. Timing.. Financial feasibility...

Draft document (formatting) chunking is new, bullets are same. Building 1, First Floor - Remodel bathroom. We need to monitor/be aware of the number of restrooms in a building and the proximity of accessible lavatories. Example - building 11 has no single stall.. This policy can face… issues. Those issues are a concern of implementation. Part of the ask - Facilities Addendum/Added language clearly articulating context.. Create language to send with the policy (@bottom) ie foot sink, turn radius for ADA.. Modifier “significant remodel”.. Rosa mentioned that the foot washing sink does not have to be private.

Policy (to put a pin in) for ‘20 - Prayer Room
Meeting the needs of Religious Practice.. Every building - bullet points apply to all parts for consistency. Motion is restated, again no second, motion dies. ‘Consider & Refine Draft Language’ Send the DRAFT as PDF (Rosa will send it to Facilities Council and College Council).

**Mark Harris/Recovery Center update**
Clinic & Recovery Center example was used to pilot the Equity Lens at the Summit this week. The Recovery Center is closing in June to make way for the new AVP to move into the space. Perceived value of having a recovery center… part of the essential mission. The clinic began in 1972, the recovery center 1992. This was and continues to be a NEED in light of mental health and opioid/addiction crisis. Mark is moving downstairs to counseling in June. RE discussion at the summit, the recovery center was born in/of the health clinic then moved to building 1 when it was constructed to allocate space to sitting reception and private conference to students seeking recovery services.

Discussion
Greg Evans - Equity Lens has broad(er) implications
Paul Jarrell - Health Center Redesign, after Mark moved to Building 1
Vision/Context: BOE look at services the health clinic provides to Staff (21 pay period) and Students (45/term 8% use it). Review through the Equity Lens - what are the high-need services they aren’t getting now or cannot get in the community (for whatever reason). Mental Health and Addiction Recovery ARE needed - yes that needs to happen. Where and How those services can be provided is the question, Clinic location options?..
Mark - Credentialing - Masters (Faculty) and a CADC…...need a medical coder and clinical supervisor - several folks working here at the college can fit that bill. Billing insurance is an issue… Legal says we *shouldn’t* do it..

Drew - Mark has served this college so well… Grass Dancer - are we doing good work? A lot depends on what mark does/did. With the Recovery Center closing.. I am still processing this and I cannot really.. .. Florendo anecdote - retirement led to the position being eliminated - there was a fight for perpetuation of the work and the programs that he had built. Can’t be gainsaved.. Contrary message when we are trying to do recruitment of POC, faculty of color, have I understood this correctly - the new AVP is taking the Recovery Center space - what’s going on with that? Do people know about that?.. Referring to the recent string of emails regarding the new AVP.. folks will want to know more about it. Communicating how POC are treated here (VALUE) in this way will frustrate future recruitment. Recover Center NEEDS affect POC disproportionately - and Faculty of color enter this field at higher rates (than others).
Mark - RE email wars.. (he has) work that needs to be done, cannot take that on.
Briselda spoke up about her experience as a POC here at LCC. Started at the bottom \*with\* a Bachelor’s Degree.. Trying to move upward there have been so many roadblocks.. (She) is demoralized and emotional right now.. Does not see support. Does not FEEL campus is in support of her entering or attending OSU grad school - Fight for an hours reduction accommodation, just to reduce hours to part time so (she) can focus - took a lot of bouncing from person to person.. ‘My heart is here @ Lane, but nobody else sees it - and now with Mark retiring - see what’s happening (?) Even getting permission access to come to THIS MEETING today was a struggle. Wonders if she/folks should go somewhere you feel supported.. ‘Not Contract’... Supervisor is getting their PhD but (she) can’t get time for Grad School!. Other HR concerns where the union should act bud does not. Third Party Support Advocate?
Dennis Carr - this has not come across my desk, but (he) will take it up.

**Equity Lens**
Update on Project and ELI Team Summit
G: We are looking to integrate (this work) into the culture of the college. Paradigm shift - Decisions, Policy, Practice, Procedures.. Support - what we need and are trying to do, is find an equitable framework for students and staff. Mock Exercise at the summit was the potential transformation of the Health Clinic, inspired by the fate of the Titan Store and Campus Food Services. We held three trainings, one listening session, and a team meeting/debrief in the two day summit. We added on a special training for the entire Human Resources department. Trainings A, B, and C, were iterative we used the same topic and adjusted the assumptions based on the information we were able to acquire (progressively throughout the summit). Each iteration was dramatically different based on the folks in the room.

We need to operationalize and launch in the fall - implementing across the entire institution and all it’s locations. Over the next few months we will develop our profile, deploying the tools into units and parts of the institution - we will send out ELIT members to talk to employees and students specifically.

Next Steps:

* Policy - Direction
* Standard - Practice & Procedure
* Teams (Dispatch Strategy): What How When

Template Changes - It is a solid beginning, more work to do

ELIT

* Shift from Theoretical to Practice
* Process Worksheet
* Equity Lists (Index)
* Systematic Process
* Specialized
* Community & Values
* Who we have relationships with
* Environment
* Who is there, what is the group makeup?
* What are our values?
* (refer to) Charter, College mission and values

Ramp up to fall..

Anna Scott would like to volunteer to assist/offer the ELIT members her services in change planning and risk assessment. She went to the first round of the summit and wants to improve the effectiveness of questions / tool template status. Greg stated that anyone who wanted to join was welcome to do so.

Sarah - Budget is not in place for an open call. There was a formal process to join this team that seems to have vanished. Those who were denied membership (should be first in line).. Folks have left the team for various reasons. Create trust/space where they feel valued.. Unpaid and InEquitable issues of Compensation..

Dennis - create support systems for folks of disparate… Equity vs Equality… Equity is the more equitable standard. Not as simple as being paid extra for what they do - statutes and compliance to contracts. Use Process.

Sarah - We cannot say “anybody can participate” when folks are not being paid for the work they have already done. There is a process and a rubric vs adding folks randomly. It was an exclusive, selective, and closed process - look at the populations not present on the committee right now. \*\*Use the Lens\*\*

Make this public - put the tool up on the website.

Drew - diversity is possible as long as it doesn’t cost anything. Part Time folks cannot access.. Full Time may overwork themselves..

Assessment is not enough, times based input.. The rubric does not do what we want/need.

Revist process of Selection

Mark - Assisted tech.. Include folks..
ELI team - money is not an issue.. for some. A way needs to be found to bring PT folks in and pay them.

Deborah - Process
ELIT of DC Decides/Develops a new rubric
It’s difficult - the team has done good work. Don’t want to devalue the work they have done. Dedication. Honor the Conversation.

Sarah - Deborah did hundreds of hours of extra work. These conversations need to continue. Value vs Devalue perception

**Governance Update**
Progress (Structure decision went too fast for the admin to capture it for minutes)

11/12 Recommendations from the sub committee - Majority and Minority reports were made. The Forum had 40 folks. NOW the president plans to present to BOE RE Recommendations.. If the changes are accepted it will be a year-long process (at least). No changes expected in fy20 at this time. All planning at councils is supposed to cease, except for enrollment or compliance.

Diversity Plan?.. (it is effectively the Equity Lens’ early planning document, and not currently accurate to real time)

The number of councils maybe/should be reduced...

Ongoing conversation of Governance - more info will come out in fall.. Potentially to an external facilitated group <https://blogs.lanecc.edu/governance>

**Fall Term Advance Planning**

* Bathroom Policy
* Bias Policy
* Affinity Group conversation
* Accreditations (Tammy Stark)
* Equity Lens..(Access)
* Equity Lens..(Assessment)
* Student Experience Survey
* Dates for Work Group meetings
* Guided Pathways (notes are unclear on how DC will undertake this)
* Equity and Involvement in Governance

**FY20 Leadership Selection**

Call for nominations or volunteers to be chair or vice chair if that is what folks are more comfortable with. Rosa is willing to co-chair with another member, but she cannot take on the entire task of chairing the Diversity Council next year. Sarah nominates Marsha Sills to be the chairperson for fy20, Greg Evans seconded. Drew asks to amend the motion to co-chair, which is what Marsha is most comfortable with. Marsha caveat - member for one year is a requirement and she only has been a member since November, but she is a member of ELIT and CCPD. She was a member by position and she attended 2 meetings before she was voted in as a member. There is precedent for this (nomination). Revised nomination motion by Sarah to state that Rosa and Marsha will be co-chairs, seconded by GIna. Prefers Co-chair idea, accepts the nomination with co-chair clarification. Vote 11-0-2, abstention by the two nominees.

**Announcements**: Fall Inservice is September 27th RFP out next week

**Time and Place of next meeting:** First Friday of October (10/04/2019) at 9am in the Boardroom.

End notes.
-tw