**Diversity Council Meeting**

**5/27/16-Meeting Minutes**

**Building #3, Boardroom**

**8:00-10:00 a.m.**

**Meeting Facilitator:** Sarah Lushia

**Minutes Recorder:** Greg Evans

**In attendance:** Al King, Dennis Carr, Sarah Lushia, Mark Harris, Drew Viles,

Shawn Goddard, Deborah Butler, Kristen Gustafson, Rosa Lopez

**I.** **Agenda Review and Approval-Sarah Lushia**

**II. Minutes Review and Approval 4/29/2016-Dennis Carr**

* Shawn brought up the issue of the language focused on “Safe Space” and the problems with definitions.
* Deborah raised the issue of defining the concept of “Social Justice” within the context of the “Core Values” and the current revisions to the college’s “Strategic Directions”.
* Rosa Lopez moved adoption of the minutes; Mark Harris, seconded

**III. Draft Strategic Plan 2016-2021**

**Social Justice-need for definition**

1. Al discussed the need to help people know where we are headed based upon the different perspectives of what Social Justice is.
2. Shawn discussed the various lens of diversity within a social justice context, how to define it. There is a need to be wary of personal agendas.
3. Al talked about his experience with Eurocentric dominant culture as it relates to the “Chinook Wah Wah” course discussion.  Budget trumps the issues of adverse impact on marginalized communities.   Need for the development of “Equity Lens”.
4. Kristen creating and organizational chart for diversity with students at the top.  Create diversity environmental study.
5. Sarah-social justice definition is a sticky issue that needs to be dealt with.  Social justice needs to be integrated throughout the institution.
6. Al underscores the need for social justice integration as an institutional paradigm shift.
7. Mark need to preserve Native Language at Lane.

**IV. Diversity Council Draft Strategic Plan for 2017-2022**

* Dennis-recruitment of employees, professional development
* Greg-Crafting an appropriate “Equity Lens” for the college
* Shawn-recruitment of staff of color and other diverse communities to assist with student connections moving toward the goal of student success.
* Dennis-statewide diversity effort for higher education inclusive of community colleges.
* Drew-integrate multi-lingualism to best support students.
* Rosa-recruitment of administrators/leadership.  Need for programs targeted at the needs of diverse populations.
* Mark-M3ARP (Multi-Cultural, Multi-Lingual, Mental Health, Addiction, Resiliency, and Prevention)
* Al-Maintain high standards related to diversity goals.  Greater presence of diversity in the institution.
* Sarah-What does gender diversity mean?  What is gender neutrality? How do we craft authentic language with regard to gender?
* Develop a “spectrum” tool
* Drew-International compliance?

**V. Announcements, Updates, and Unfinished Business**

* **Chinook Wah Wah-Update-Drew Viles**
  + Presentation and testimony at the May LCC Board of Directors meeting to save the program.  Numerous members of the community testified in support.  The program has been retained for another year via board action.  The Chinook Wah Wah program has spawned a course offering (College Now) at Willamina High School with an enrollment of 22 students.  Grand Ronde has been paying the instructors in the program.  Lane has not paid the $14K to support the program.
  + Goal of having all Lane Community College staff and students by 2055.
  + Deborah offered to host a bi-monthly coffee for diversity/equity supporters.

**VI. Meeting adjourned at 10:02 a.m.**