**Diversity Council**

**Meeting Minutes November 4, 2016**

**Building 10, Room 210**

**Sarah Lushia, Chair**

**Greg Evans, Minutes Recorder**

**Members in Attendance**

Deborah Butler, Drew Viles, Gina Szabady, Dean Middleton, Renata Moreno Perez, Sarah Lushia, Mark Harris, Dennis Carr, Shawn Goddard, Greg Evans **(Quorum for business established)**

1. **Minutes Approval 5/27/16 & 10/7/16 moved by M. Harris, seconded by G. Evans, motion passed.**
2. **Rosa Lopez was nominated and approved as a member by position confirmed at the 4/29/16 meeting.**
3. **Gina Szabady nominated as a member by position by G. Evans, seconded by R. Perez, motion passed.**
4. **Dean Middleton nominated as a member by position by G. Evans, seconded by M. Harris, motion passed.**
5. **Overview of the history of the D-Team and Diversity Council-Mark Harris**

Diversity Team / Council Short Abridged History: From the B.A.S.E. Files

By Mark Harris, Substance Abuse Prevention Coordinator, Diversity Team Member, Diversity Council Co-Chair, Confidential Employee, Past Interim Chief Diversity Officer, B.A.S.E President

Historical Background:

*“Oregon was founded on legal discrimination on the basis of race. Every Oregon institution implemented legal policies of discrimination. When discrimination was made illegal, institutions had a responsibility to try to end it within their purview.”*

<http://registerguard.com/rg/opinion/34577514-78/the-scourge-of-microaggression.html.csp>

*Lane was founded in 1964 by a vote of local citizens, and the main campus opened in 1968. The college was a successor to the Eugene Technical-Vocational School that was founded in 1938. Lane has received many awards and accolades for its innovative programs and high quality instruction. The college is a member of the League for Innovation in the Community College.*

<https://www.lanecc.edu/about>

A technical-vocational school was created to train white men to work with their hands. A community college motives go beyond that. When discrimination was legal, then made illegal, many standard practices under the legal discrimination regime, continued as normal, even though they were illegal. Instruction, curriculum, hiring and retention patterns, interpersonal harassment are some of the areas of concern D-Team addressed, and some of the programming initiated by D-Team members addressed.

Diversity Team was created to address certain common illegal practices: hiring discrimination, intoxication on the job, substance abuse fueled sexual assault by faculty, sexual and racial harassment. A hostile work environment was consistently perpetrated against otherwise productive employees, by generally less productive employees who entered the workforce often because of nepotism, favoritism, rather than skill.

*Diversity Team at Lane Community College was composed of committed students, employees, and community members to form a place to support remaining and thriving at Lane, a place we were not always experiencing as diversity friendly, even to certain types of white people. Diversity Team membership was open, inclusive, and volunteer, there was no need to be selective, or to set term limits. If you showed up, and were willing to learn from the pain and experiences of others, work through your own pain and suffering, and teach others to learn from you, you were welcome. A good deal of time could be spent hearing people’s experiences of workplace pain and suffering, which could not be, or was not being alleviated by the complaint processes.*

*The unions, as part of the college community, minimally or negligibly participated in D-Team, whose issues and purpose for existing, they historically ignored, even though they had a legal mandate to protect their vulnerable members from known modes of discrimination, in a hostile work environment. A number of us, found D-Team to be a refuge and a place we could vent and problem solve our frustration with union negligence, or the slow pace of change at Lane. We in BASE (Black American Staff, faculty, and Employees of Lane Community College) had formed our own informal ethnic specific organization in 1999, to deal with this internally, as well as formulate self-care responses, and policy and system change to benefit, students, employees, and the community. It was informal because we were refused both an inclusive seat on the board, nor were we approached by either bargaining unit, to understand why African-Americans might form such an organization at Lane.*

*Twenty Five years ago, a number of faculty of color, community members, students, and staff, following the principles laid down in Cross’ Cultural Competency construct, felt some sort of training was necessary. We felt this would be predictably resisted, and began our own R&D to be implemented independently. Mandatory training has its limits, particularly with the resistant. But for those who were early adopters of advanced culturally proficient technologies, certain initiatives like the Longhouse, weren’t simply symbolic, but representative of the type of active refuge we sought.*

*This refuge feature of D-Team remained part of the conditions when D-Team members were originally excluded when the structure of Diversity Council was first outlined in detail. This initial D-Council structure, included the unions which had ignored our concerns and working conditions and excluded those of us from D-Team, who had put in many person-years of effort over the years, including myself . I publicly asked the question “What kind of structured process creates a “Diversity Council” with no Black people on it?” “And think that’s normal behavior, and purports to be credibly using the term Diversity?”*

<https://blogs.lanecc.edu/harrism/2015/06/11/a-luta-continua-civil-rights-struggle-lane-in-the-21-century/>

 ***“Lane is a great training ground for learning to deal with institutional racism.”- Dr. Okolie Uwadibie, former Dean of Social Science.***

*Okolie’s impression of some faculty members in Social Science whose idea of diversity was hiring Caucasians from Colorado, Idaho, or Wyoming, rather than simply hiring Caucasians from Oregon.*

*He confessed he had made a tactical error. He had assumed that collegiality and professionalism would win out over racism. This view holds that racism in the workplace is unprofessional. Four months into his tenure here, a faculty member told him that "People like you don't stay long in Eugene". Shocked, Okolie asked, "What do you mean, black people?" "Oh no.” he was told, “Very intelligent people. You're too smart for Eugene. You'll be a vice‑president somewhere."*

*Good recovery.*

*One faculty evaluation from Social Science said "Okolie spends too much time with his kinsmen." His kinsmen, hmmm. Would that be referring to his trip to see his ailing mother in Nigeria? There was only one other African on campus at the time, and he was not a Nigerian.*

*Unless of course the speaker is referring to "kinsmen" in the sense of black people in general.*

*Another Social Science faculty member reported a disturbing conversation in the Social Science lounge this past spring term: "Have you heard they hired an African in Math? “Won't they ever learn?"*  - October 12 or 19, 2000 issue of The Torch

When we found departments that had historical and current patterns of job discrimination, and workplace harassment, creating a hostile work environment, we noted them: The 4th Floor of the Center Building, Facilities, Business, Health Occupations, Math, Science…to name a few where protected class diversity has been suppressed, attacked, or expelled, rather than recruited or retained. https://www.lanecc.edu/archives/diversity-records#affaction

1. **Sub-committee on Diversity Council Organizational Procedures**

Request the members of the D-Council review and edit the sub-committee document on Google Docs with their individual comments and recommendations.

**Diversity Council Organizational Procedures Sub-Committee**

**Draft One 10.26.16**

**Main Issue We Grappled With**

The enabling documents (Governance, Diversity Council Charter) lack transparency.

**Chair/Co-Chair Information**

* Whoever the chair is, is voted in by the council.
* CDO is automatically co-chair.

**Committee Members**

* Stakeholder groups have two representatives each
* We need to figure out if Faculty Council has a right to one of the faculty union/bargaining unit seats. If not do we want to delineate a seat specifically for Faculty Council to fill if it wishes?

**Members by Position**

* Members by position serve on Diversity Council, to advance the council’s work.
* Members by position serve at their pleasure.
* Members by position should be delineated.
* Members by position may self-nominate, or be nominated.
* Members by position can represent members of federally defined protected classes AAEEOC, Title IX, ADA, etc. (ethnic minorities, women, gender non-forming, disabled, veterans, elderly as well as populations subject to social exclusion: re-entry offenders, economic insecurity, homelessness, undocumented).
* Members by positions can be voted in after two consecutive meetings, as previously ratified by Diversity Council practice.

**Sub-Committee Work**

* Sub-Committees may be formed to facilitate the work of the council, subject to amendment, edition, and approval vote.
* Those working on sub-committees who are not currently members of DC will form a special class of members: Ad-Hoc members.
	+ Ad-hoc members will join DC work for specific projects.
	+ They would be subject to the usual vetting process, to be reviewed annually.
	+ Ad-hoc members do have the right to attend regular DC meetings (in addition to sub-committee meetings) and do have voting privileges when they attend council meetings.
	+ Additionally voting by current DC members for approval of Ad-hoc members who wish to join a sub-committee can occur electronically so that Ad-hoc members can be added by DC as needed instead of only once a month at formal council meetings.

**Affinity Groups**

* How can the institution officially sanction and sustain affinity groups?
* Do we want to form a sub-committee focused on this work?
1. **Update on Equity Lens Development and Training-Phil Nash**

The college is currently in negotiations with Professor Phil Nash, Founder and Director of the Asian American Studies Program at the University of Maryland, College Park to deliver Equity Lens development and implementation training. Proposed dates for training are: January 27-28, 2017 or February 17-18, 2017. We are currently seeking a “training partnership” with our ECC (Equity Community Coalition) – a coalition of local (Lane County) public agency officials focused on diversity work.

1. **Columbus Day/Indigenous People’s Day Renaming-Dean Middleton**

Discussion on the proposal to change Columbus Day to Indigenous Peoples’ Day and will work with Drew Viles to develop the recommendation for the next D-Council meeting.

1. **Title IX Training for students-Renata Moreno Perez**

Optional training. Add the category of cultural competency training specific for students. The Title IX coordinator is currently developing a training model for students.

1. **Announcements**
* Bank of America support of the Dakota Access Pipe Line protest today at the downtown branch at 4 p.m. today.
1. **Agenda Items for the next meeting**
* Organizational Procedures Document-Sub Committee continued
* Columbus Day change to Indigenous Peoples Day
* Affinity Groups development and support
* "Religious Holiday" celebrations/displays in the workplace
* College Policy related to undocumented students.