**Attendance**: Gina Szabady, Shawn Goddard, Sarah Lushia, Dean Middleton, Greg Evans, Deborah Butler, Kristin Gustafson, Mark Harris, Drew Viles, Rosa Lopez

Review and approve agenda

Approve Minutes

* Passed by unanimous vote.

Name Recorder: Gina

Report from Indigenous Peoples’ Day Subcommittee on Policy Doc

* Dean and Drew met and began drafting document (there is not yet a written draft of the document ready to share with other members of DC)
* Summary
  + Part One: Enactment, what Indigenous People’s Day would look like at Lane
    - Enactment of gratitude for the Indigenous Peoples of this area, holiday is a recognition of that fact.
  + Part Two: Legal & Historical Context
    - Nesting in Eugene City Council Document
    - Legal context for holiday, calls being answered
    - April is due date for presenting document for Diversity Council Approval
  + Discussion
    - Are there plans for events, education, activities as part of holiday?
    - Could run through Board of Education to get further support. July/September meeting would be the deadline if would like this to be put forth to a new college president.
    - Structures for supporting Indigenous curriculum that would be integrated over a longer period. Allow for community to tap in and approach from a non-anthropological approach to extend conversation about native experience.
      * Education and extension of Indigenous People’s day policy proposal could be a useful addition to the five year plan. Propose moving presentation of policy draft to March in order to allow for council review and input in time for integration in 5 Year Plan.
        + Drew and Dean agree.

“Religious Holiday” Celebrations/Displays in Workplace

* Some concerns raised about holiday giving tree and various displays in work areas in certain spaces. Long, ongoing conversation around Christian-centric culture, highlighted during holiday season.
* Diversity council needs a policy proposal to advance to board to resolve.
  + Remedies: 1) do some education, 2) allow for only generic “holiday” or “seasonal” displays, 3) zero tolerance/no displays.
    - Censorship is a looming concern around “no religious display”
    - Being inclusive beyond Abrahamic religions might be a good option and support education and conversations that get below surface; diversity calendar used to be in place. Might be possible to resurrect.
    - Definitions of public and private denoted for campus? May be complicating factor for determining what, where, how of supporting holiday discussion as well as prayer space discussion.
    - Questions about why this has been brought to Diversity Council raised; might have negative backlash for us. Policy from board would settle issue, even if jaded.
    - Diversity Council may also be the better space to consider this issue; our recommendation allows space for thoughtful conversation. Whatever we do will have to go up through the Council Process.
    - Proposal for a work group on this issue.
      * Rosa, Greg, Deborah volunteer to create a recommendations document for discussion at next meeting.
      * Work group draft for review in February meeting.

College Policy on Undocumented Students

* State of Oregon is a sanctuary state, so Oregon funds and personnel do not assist with federal deportation efforts, state workers are not mandatory reporters.
* President statement from OSU proclaims sanctuary status and refusal to enforce federal immigration policy unless ordered by warrant. Mary and executive team are on board with this statement; reaffirmation of state law seems to be the plan.
* Lane County Sheriffs will be meeting with Greg and Jim Garcia to ensure Sheriff will support Lane’s stated policy and Oregon sanctuary laws.
* Rosa stresses the symbolic importance of these stances though notes that DACA and tuition equity are the first line of defense on this issue. Also maintaining admissions policies that do not stress tracking SSN and status is key in the short term.
* A no-tolerance policy announced loudly and clearly would also be extremely beneficial as a way to ensure that harassment is taken seriously. To date, administration has not taken ownership of issues related to harassment; need a formal statement.
* Student governance rolling out trainings around harassment and other tangible support systems for students.

Need for Prayer Room on Campus

* Greg is scheduled to meet with Brian Kelly to discuss locations. Proposal is to establish a space that is properly appointed and situated to allow Muslims to use space; would also be available for folks who need privacy.
* Will also need to do some awareness and outreach so that prayer space is respected.
* Multiple, convenient spaces need established around campus.
* Space may be available in recovery center conference room, possibly also in Long House, though that space is contentious.
* Historically, there have been Christian groups supported on campus, accommodated in various ways. These spaces are imagined as open to all, not particularly delineated for a particular group.

Organizational Procedures

* <https://docs.google.com/document/d/16MLmn-90MinXjJmwoi1sQqiZ7he1fZfg29OS7uPJkvQ/edit?usp=sharing>
* Tabled for next meeting

Affinity Groups Discussion

* <https://docs.google.com/document/d/1Y_y5Y-jNWJHrFaf2gUa_VebQP6MgnSPFkyKrMsP8-oY/edit?usp=sharing>
* Greg AACC has lots of affinity groups, organized as councils. (Will add links to brainstorming Google Doc)
* Ready to renew our membership, will check in with constituencies on whether or not to participate in AACC affinity groups. Some organized regionally, others differently organized. Lots of information and support (workshops, events, gatherings) available through these groups for staff of color.
* Need to check back with Dennis and HR to see if there are lists of individuals who have self-identified as members of various affinity groups. If not, may need to do all-comers outreach through the Lane Weekly.
* Dean on the needs for and resources provided by affinity groups. Does this give groups voice in Council System? No. BASE tried to do this at one point, but was denied access to governance system.
* Affinity groups need to be part of larger culture shift. Moving forward, will likely be some self-selection by groups which level of involvement with governance desired; whatever is desire should be supported.
  + Members by position option in Diversity Council is one way to grant access to governance for such groups. Others might have need of a group that is support based and allows for flexible levels of engagement not well aligned with council structure and purposes.
* Subcommittee seems like a good option. Who should be involved? Outreach to members outside this group.
  + Mark volunteers to provide supporting documents, Gina volunteers to participate and assist as needed.

Looking Forward: 5 Year Plan Sub-Committee (To be continued in January)

* Further integration of education around Indigenous Oregon and other issues related to diversity, equity, inclusion need to be better integrated in new 5 Year Plan. Regular events and continuously available curriculum for students to engage would help with campus culture changes.
* Diversity Council has long aspired to do more education and culture work on campus, equity lens offers a tool to carry out such deeper engagement.
* Events as way to engage discussions around potential resistance; tap into current events and initiatives as way to coordinate and integrate more fully with the curriculum.

Flex Time

Announcements

* Document with Union/Adrienne Mitchell about diversity compensation proposal for bargaining sent; please review carefully and critically for discussion in January. This has already been sent to administration twice.
  + Please send individual responses as you review the document; will move forward with council response in January as desired.
* Indigenous faculty are forming an affinity group; currently meeting.
* Deborah has been elected to Lane County Equity and Access Board; a group which has been recently reinstated.
* Shawn looking to form steering committee for a Men in Transition Program to work on: generate budget, services availble, director position, operation and administration costs. Hope to have proposal by end of January term.
* Mark calendars for equity lens training on February 24 (at Lane) and 25 (in community) with Phil Nash to walk us through development of equity lens model for Lane.
* Board of Education has three finalists selected, visiting campus Jan 17, 18, 19; encouraged to research and participate.

Agenda Items for Next Meeting

* Possible Spaces for Prayer Room(s), Greg will report from Brian Kelly
* Discussion of Organizational Procedures Document
* Discussion of bargaining around diversity and compensation (review document circulated by Adrienne Mitchell and comment in advance)
* Five Year Plan
  + What do we want this to look like? How do we want to organize subcommittees?