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#### Diversity Council <http://www.lanecc.edu/governance/>

#### ~~Agenda~~ Minutes

**January 20, 2016, 3:00 - 5:00 PM  
Room 216, Building 3 (Boardroom)**

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| **Time** | **Item** | **Process** |
| 5 min | Review and approve of agenda | All |
| 5 min | Approve minutes of previous meeting – November 18, 2015. Moved to approve the minutes and all approved. | All |
| 5 min | Name recorder for this meeting – Dennis will record meeting minutes for 1/20 | All |
| 30 min | Core Themes and Strategic process, presentation – Jennifer Steele was present from the Office of Budget & Planning. See handout for “core themes.” Use data and metrics as “indicators” for the four core themes. There is a strong recommendation to link the core themes and performance indicators (measures) to the annual planning and priorities of governance councils. Diversity plan updates (Diversity Council annual plan) should demonstrate alignment with core themes. Second phase of institutional planning will involve an update to the college’s strategic plan. The members of the institutional effectiveness committee (membership detailed online) will engage the college community in an assessment of the college’s current strategic plan (mission, vision, goals and strategic directions) and make recommendations for which components of the plan need to be updated. Diversity Council members inquired about how detailed the strategic plan assessment will be and what specific strategies or measures may be used (using a specific example related to employment levels for protected class faculty, and how to make progress to employ more representative levels and numbers of protected class faculty) to create indicators to document progress toward goals. Concerns were also shared about how inclusive the strategic planning process will be and how broadly the process will be communicated to the college community. Suggestions were also made to include input and recommended indicators from CTE advisory councils or other third-party to inform measures and indicators. Ms. Steele also informed council members that facilitators will be deployed from EPIC to support focus groups during the remainder of the 2015/2016 year especially focused on gathering information about the current Lane student experience, and how the core themes and indicators could be used to improve and enhance the student experience. Diversity council members also called out the lack of a specific diversity and/or cultural competency indicator that aligns with the board’s charge to move forward on cultural competency professional development. | Institutional Effectiveness Committee (IEC) and planning subcommittee of College Council |
| 25 min | Request of Finance Council – Survey document from Finance Council. Conversation occurred among Diversity Council about how the budget reflects the strategic priorities of the college. For example, where in the college’s budget are resources and priorities for the college’s diversity core value reflected? How about resources for cultural competency – where are such resources reflected? The Finance Council questionnaire may have limitations because the questions are broad. Individual input to the Finance Council may be more insightful and informative in terms of providing specific suggestions for the Budget process.  The deadline of submitting input by the end of January is challenging. We will table a group response from the Diversity Council and encourage individual responses to the Finance Council survey. | All |
| 40 min | Council work plan 2015-2016 – A brief discussion clarified the focus of the OCR site visitation planned for Lane Community College. Council members posed questions about an assessment of the current “action items” included in the Diversity Plan. Inquiries were made about whether there have been assessments of the current status of the diversity plan and whether some action items have been reviewed and been deemed “completed” while other action items still need more attention. There needs to be an overall assessment of progress on the diversity plan. | All |
| 5 min | Announcements –  \*Elizabeth announced that she will resign from the diversity council chairperson position effective immediately, and she will also not participate on diversity council moving forward. Therefore, the diversity council needs a new chairperson to move forward. Shawn Goddard was nominated with a second that he is identified as the Diversity Council chairperson moving forward.  \*Shawn spoke about the quality and value of the Martin Luther King event and speaker on Tuesday, January 19. Enjoyed by all! | All |
| 5 min | Agenda Items for Next Meeting | All |

Meeting attendees (1/20/2016): Elizabeth, Reid, Deborah, Shawn, Kristin, Mark, Al and Dennis

***Members:*** Elizabeth Andrade, Deborah Butler, Dennis Carr, Reid Ellingson, Shawn Goddard, Kristin Gustafson, Mark Harris, Al King, Casandra Rhay.