#### **Diversity Council** [**http://www.lanecc.edu/governance/**](http://www.lanecc.edu/governance/)

#### ~~Agenda~~ Minutes

**February 26, 2016, Building 3, room 116, 9:00 – 11:00 am**

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| **Time** | **Item** | **Process** |
| 10 min | Explanation/discussion of governance system guidelines  Elizabeth is responsible from the president’s office for updating the governance council webpages. For example, charters for each of the councils are located on the governance council webpages. The diversity council membership as well as meeting dates and times and locations need to be communicated to Elizabeth as the coordinator of the governance council webpages. Elizabeth will also update the GroupWise lists for the governance councils. Changes to the GroupWise governance council lists need to be routed through Elizabeth Andrade. Just use the GroupWise lists when sending council communications. We would need to add students without GroupWise email accounts to the GroupWise council listing their student private email addresses. A brief extended discussion occurred about diversity council membership and the protocol for adding members. | Elizabeth Andrade |
| 5 min | Agenda review, additions, deletions, etc. | Decision-All |
| 5 min | Previous meeting notes approval (see attached minutes from 2-5-2016) | Decision-All |
| 15 min | Membership on Diversity Council – Mark Harris requested that Sarah Lushia be nominated and added to diversity council by position. Drew Viles was also nominated by Faculty Council for membership. **Both** **Approved Unanimously!** The faculty Association has not yet named or nominated a faculty representative, and Association leadership has been contacted and prompted to fulfill their faculty appointment responsibilities. Some faculty members have also contacted the Association and inquired about being nominated to join diversity council. | Discussion-Decision  All |
| 20 min | Updates on Cultural Competency/Diversity Workshop Plans – Greg Evans could not be present on 2/26/2016. Plans are moving forward for the cultural competency trainings for the remainder of the 2015/2016 academic year. Trainings by James Garcia and Sarah Lushia were mentioned. Move toward language such as workshops and seminars rather than “trainings.” Refer to the “cultural competency educational opportunities” for professional developmental. Using language such as **“workshops” and “opportunities for professional development”** may encourage greater participation. Shawn clarified that plans are still moving forward for workshops with regard to the cultural competency education goal that will result in workshops being offered during the 2016 spring inservice. DC members are aware that CCPD is planning the workshops and this is the current charge for CCPD. More information should emerge in the coming weeks about plans for workshops at the 2016 spring inservice. | Discussion-All |
| 60 min | Diversity Council Work Plan for Remainder of 2015/2016 – Kristen Gustafson raised questions about how to be strategic with regard to moving the work of diversity council forward. How would we go about completing an assessment of the 75 recommendations included 2010 – 2015 diversity plan? The responsible administrators could contribute to an assessment of completion for each and all of the 75 recommendations. Questions were raised about “where are we” with regard to meeting core learning outcomes (regarding diversity and other CLOs). Sarah recommends that we link the effort to assess “where we are” to the college-wide assessment processes and mandates concerning accreditation. There is a strong interest to access and use data from both student and employee databases that document the numbers of complaints over the past 4 – 5 years. The “Internal Monitoring Reports” (both for students and for employees) may provide a source of public information data that is more protective of the confidentiality and anonymity of the complainants and respondents. Discussion among DC members then moved toward conducting surveys – perhaps of both students and of employees – concerning experiences such as micro-aggressions that they may be experiencing but are reluctant to report. Cautions should be exercised about “tracking” informal complaints because of the potential chilling effect that scrutinizing informal complaints may create. Formal complaints could and should be tracked and analyzed for documentation purposes. Kristen suggested perhaps DC could focus on “community building” in the broadest possible sense as a core principle of the DC work and support for diversity and cultural competency workshops during 2015/2016. Deborah Butler recommended that DC members develop a sub group approach to assess the 75 D-Plan recommendations, as well as to work prospectively on the DC work plan for this year. Shawn recommended that all persons could and should be informed about how to engage in self-care and how to defend themselves in the face of mirco-aggressions. Shawn recommends that we explore ways of engaging all persons around cultural awareness and educational growth. DC should proceed with the best of intentions. Sub-groups: One for assessment of the 75 recommendations and one for prospective investment in the DC work plan. | Discussion – Decision  All |
| 5 min | Announcements; community events, etc. | All |

**Attendance on 2/26/2016:** Deborah Butler, Mark Harris, Kristin Gustafson, Elizabeth Andrade, Sarah Lushia, Shawn Goddard, Drew Viles, Al King, Dennis Carr

**Council Members:**

Shawn Goddard (Chair), Greg Evans, Reid Ellingson Mark Harris, Deborah Butler, Dennis Carr, Kristin Gustafson, Mark Harris, Al King, Casandra Rhay, and *Drew Viles (new faculty member)*