

Diversity Council Minutes
Dec. 6 , 2019 ~ 9:00 am to 11:00 - Boardroom

Time	Item	Process
10 mins 9:00-9:10	Introductions Review and approve agenda	All Vote by members
5 mins 9:10 - 9:15	Approve minutes of Nov. 1 meeting	Sarah Vote by members
5 mins 9:15-9:20	Nomination and vote of new member: Tracy Weimer	Vote by members
5 mins 9:20 - 9:25	BRIEF overview of governance orientation	Marsha Discussion
10 minutes 9:25-9:35	Bathroom Policy Update - Action requested	Sarah Vote by members
10 mins 9:35-9:45	Cultural Competency Professional Development; Equity Lens Implementation updates	Greg Discussion
30 mins 9:45-10:15	Discuss and select potential projects for 2019-2020 work plan	Discussion Vote by members
10 mins 10:15 - 10:25	Discuss meeting schedule for January. (First Friday is Jan. 3 before start of term.)	Discussion Vote by members
35 mins 10:25 - 10:50	New business - open discussion	Discussion
10 mins 10:50 - 11:00	Announcements	Discussion

Members: Greg Evans, Deborah Butler, Sarah Lushia, Rosa Lopez, Gina Szabady, D'Ante Carter, Anna Scott, Marsha Sills, Matt Fadich, Cameron Santiago, Fatima Al-Shamasi, Paul Jarrell, Shane Turner, Drew Viles (out this term)

Recorder: Tracy Weimer

Attendance: Marsha, Matt, Shane, Rosa, Cameron, Anna, Sarah, Deborah enters during meeting. Recorder is Tracy (intended to record meeting, glitch/tech failure, no audio recording available)

Call to Order.. Delayed for Quorum...
Quorum 9:06

Welcome back Anna Scott.

Motion to approve Agenda by Matt second by Anna **Vote 7-0-0 Motion Carried**

Motion to approve Minutes by Sarah, Second by Anna **Vote 6-0-1 Motion Carried**

Nomination for new member Tracy Weimer, by Sarah Lushia

She is here and doing the work, and having someone from that office on this council is a great idea.

Minutes taker concern, dual duty... Membership and stewardship

Structure of government, show the institution how work can get done and having a recorder is (more) important than...

The person [Tracy] being nominated is generally supported, it is the recorder element that folks want to discuss.

Matt concern - Dramatic drop in skill if we did a rotating recorder...

Deborah enters room at 9:12am

Tracy spoke to her nomination - stating that as “a member with standing, I can speak to an item. As recorder, that is not an option.” In the event a topic requires input from the Office of Equity & Inclusion (and Greg is absent), as a member she can speak - but as recorder she cannot.

Sarah spoke to the value of having Tracy become an actual member, in addition to her skill in recording minutes.

Whether she is in Greg’s office or not, Tracy has been doing this work for years. Sarah is willing to step down as a member and take minutes if it means Tracy can be placed onto council.

Motion to accept Tracy on Diversity Council as Member by Matt, Second by Marsha **Vote 8-0-0 Motion Carried.**

Notes/Recorder item is separate question, in future the DC needs to have a designated note taker. When the person is hired to take minutes for all the governance councils, we do not want to be left out of that (because we have members who can). Content Knowledge is vital, in the person who takes the notes.

Governance Orientation - Key points from the governance manual were brought up, with pamphlets (red booklet).

‘Governance for Dummies’ There is also a yellow packet, there are some useful bullet items on the back pages.

Something that came up that Marsha did not know - Agendas should be published a week in advance, not sure how many councils are actually doing that. Discussion. Tracy has access to upload the agendas, and will do so from now on.

Bathroom Policy - [Revised 12.3.19 based on feedback] Sarah took comments into consideration to revise the policy. All revisions took place in the bottom sections. Footprint issue for new construction (see edits in shared drive). "Significant Remodel"

Anna - There is a document for guidelines for green buildings, by square footage, on what is a significant remodel. When do we use our 'green' building standards...

Sarah - I actually found that document during revision, unclear to me if we should use those guidelines here - will they match the concerns of this council and this policy?

Anna - Pull what you need out of it, not to reference it - not an official approved set of rules, they are just guidelines.

Sarah - Building 3 example, open access restrooms

Discussion - Space vs Efficiency Design. Physical movement of plumbing and mechanical... constraints.. Cost Magnitude.. ADA.. Code.. 'Footprint' works. When it is actually possible..

Bottom Bullet Point - RE foot washing station

First draft of the policy stakeholder tour - foot washing station topic was brought up 3 times, it also came up around the advisory memo previously. Reframed as ALL Inclusive, variety of needs, role of restrooms in religious spiritual practice. Unhoused students and their relative lack of access to facilities to see to their hygiene. One (foot washing station) per building. Not comfortable taking that out of this draft without conversation.

Rosa - I like the changes. Difficulty on radius of turns for wheelchairs.. New construction is a totally different story. Station is really necessary in this part of the country, they really need that but it does not necessarily need to be private. Folks who have diapering as part of their life, a caregiver could use the foot washing station - this is a use that had not been considered. Prayer room anecdote - students praying in the hallways, hostile environment, designate/dedicated safe space for folks to do that. Folks really appreciate that space for folks. What we need is to have the foot station in proximity to the prayer space... Every building should have a foot washing station.

Matt - just using the foot washing station can get you outed

Shane - yes that can put someone in a vulnerable position

Deborah - this will be a Long Standing Rule, that will impact for many years to come. Something separate that we can advocate for.. Universal design open access for new construction moving forward..

Rosa - concern that this was going to derail the convo

Anna moves to approve this version and send it to Facilities Council, Second by Cameron, **Vote 9-0-0 Motion Carried** (with full understanding that she will bring back any changes resulting from FC before it goes to College Council. Goal is for it to be co-sponsored by Facilities Council when it goes to College Council).

Cultural Competency Professional Development and Equity Lens Implementation Update

Tracy reported that the first SB2864 deadline is approaching, regarding the existence of a CCPD Program, Systems, and Oversight. There is still time to meet the requirement by December 31, 2019 - Marge (per Tracy's phone call with Greg) will be finalizing those oversight elements by the end of the month. The full compliance deadline for CCPD is December 31, 2020 - where we hope to have full participation. CCPD Database is tracking over 4,600 hours at sign-in (since May of 2016), and we retain 3,731 of those hours today in existing active employees. Equity Lens project is tracking at almost 400 hours. We have delivered the toolkit to 4 departments, and we have 4 more scheduled.

Faculty Contract question - language RE CCPD. Shane pulled it up - SHALL PARTICIPATE... 12 hours (TA 23.17.5) *"In order to fulfill 13.2.8, current faculty member shall participate in at least twelve (12) total hours of professional development focused on diversity / cultural competence / social justice by June 30, 2022. New faculty members shall participate in at least twelve (12) total hours within 3 years of hire."*

Tracy - Thank You Shane. Basically, you just updated me on this topic. Part time folks getting paid was a concern, this is wonderful news.

Work Plan projects

Deadline for Workplan delivery to College Council - suggestion/recommendation not a requirement.

Some projects have already started, Cameron and students working on the nondiscrimination policy.

Have not voted to move that item from potential project to actual work plan yet..

Shall we go Line by line? (Marsha is Editing Copy of DC Potential Work items for 2019-20 Planning onscreen in real time).

What items are we definitely undertaking?

1. Bathroom Policy
2. Student Survey advocate Sarah Lushia
3. Nondiscrimination Policy

Research Crisis/behavioral intervention policies/procedures

Who is interested in taking a leadership role? Sarah states that Gina would not want this to fall off our work plan, anecdote in writing center. REsponse to Mental Health crisis. Concern whether students are treated appropriately (Cahoots)..

Counselors are not allowed to leave their offices... meeting a student where they are (in need) does not appear to be an option. How can we put a structure in place to allow us to better deal with those needs?

Current protocol needs some follow up, convening a conversation - recommending it ...

Cameron departs 9:57

Sub Committee/Work Group.. Casey would undoubtedly like to take a leadership role in this...

We are advocates and serve as a resource...

Champion has not been identified - put at top of potential list, do not let it fall off the list. **near end of meeting, Sarah received an email from Gina indicating interest in being champion on this item**

Researching basic needs and insecurities (real college survey):

Rosa has an interest, but needs to have Marge and Paul buy in to do anything with it. Marsha mentioned her Grad School Project... IR said that is not going to work for us... but now all 17 cc's may be participating in using this survey..

Pathways to Opportunity work - Rosa will be involved in this if that happens. Mark Mitsui Portland CC PResident. LEad on Career Pathways Poverty and interagency collaboration and STEP/SNAP.

Anna - Apply to the waiting list to get on the waiting list for Section 8. It's Absurd.

"1 in 8 students at mt Hood..." What are we going to do with that information... we need things in place to respond to the information we receive/find. We make adjustments based on data... anecdotally we know...

Matt - the research... how can you put something together without the data?..

Holistic Student Support(s) Survey... SNAP. There is a survey out there right now... (Pathways) - Survey responder Kyle said that if they answer yes, they get an email that states there is a pantry on camps. Rosa wants to be part of that conversation.

COPPS DC Affiliate Review

Lines/rows were cut and pasted on the doc, changing the line #s.

Policies that we actually have a role in reviewing..

Review of Policies/Practices negatively impacting access to college by various populations (Guided Pathways Onboarding pursuing issue). Rosa said we Didn't do it right the first time (when we did title II).. New protocols should be brought through an Equity Lens.

Are there any potential items that need to move up to the workplan this year, or items missing?

RE items on the potential list/spreadsheet. Some things we are holding on to, are advocacy opportunities/interest in advocating for Equity and not an actual project proposed by/to this council. Anything can be placed on the potential list, (DC has interested in, has value for) but they are not undertaken unless or until they are voted to be moved up to our work plan. Some items to not appear to have any research.. Or deliverables..

Refocus - We are about to lose quorum, we need to vote on moving the 3 items to Workplan

1 - Bathroom Policy 2 - Student Survey (advocate Sara Lushia) 3 - Nondiscrimination Policy

Motion by Shane, Second by Anna **Vote 8-0-0 Motion Carried**

Shane departs 10:18am

Workplan Deadline to deliver to College Council (date?)

Anna - We can send in response to a deadline, rather than the postamble. Sense of urgency, fomenting discord..

Like this format, functional for our team moving forward.

Foster more accountability - Actual deadline

All Council structure - last year Anna was glad to learn that other councils were also functional

Next Meeting

Scheduled for January 3 is before term starts,

When will bathroom policy go to facilities council? Hope is January..

Bond Measure coming up, ambiguity around councils..

Realistically speaking the facilities council conversation will not happen until January, which means it will not come back to this council until February..

Cameron has reached out for support about policy language, and legality - Sarah mentioned that she had recommended to Cameron that he speak to Deborah and Anna.

Perhaps at workgroup meeting in winter term .. discuss policy language

Gina is willing to be an advocate/champion for that item (mentioned previously).

Are there vote items, or are we ready to move these? Marsha is gonna bake something for the meeting...

Motion by Anna make January 3rd a worksession, January 17th the Official meeting, Second by Sarah. **Vote 7-0-0**

Motion Carried

Announcements:

Lane County Equity & Access Advisory Board is taking applications (which Deborah sits on) once monthly meetings, taskforce opportunities as well. She will send out the application to this group.

Anna is now working with Deborah, in the President's Office.

New Org Chart location - College Operations (dropdown menu on frontpage)

https://www.lanecc.edu/president/lcc-organizational-chart?itm_source=www.lanecc.edu&itm_campaign=megamenu

Reference to Lucidcharts training

Tonight is First Friday at the Campbell Center

Mark Harris Retirement Party - Rosa will work with him to choose a date.

Place Mark Harris Retirement Party on the next Agenda

Meeting End 10:45 am