

**Diversity Council Minutes**  
 March 6, 2020 ~ 9:00 am to 11:00 - Boardroom

Time	Item	Process
5 mins 9:00-9:05	Review and approve agenda	All Vote by members
5 mins 9:05 - 9:10	<a href="#">Minutes of Feb. 7 meeting</a>	Vote by members
15 minutes 9:10 to 9:25	Update/discussion of Indigenous Peoples Day	Drew/All members Discussion/Potential vote
45 mins 9:25-10:00	Policy/subcommittee updates: Updated Version (as of 3.4.20) of <a href="#">Open-Access Restroom Policy</a> <a href="#">Explanation of Revisions</a> (Sarah) <a href="#">Student policy update</a> (Cameron) Student of Concern (Gina)	Discussion
20 mins 10:00 - 10:20	Cultural Competency Professional Development; Equity Lens Implementation updates	Tracy Discussion
10:20 - 10:35	Governance update/Clarification of policy approval to COPPS process	Paul/Marsha Discussion
10:35 - 11:00	Announcements/engagement opportunities	All members Discussion

**Members:** Greg Evans, Deborah Butler, Sarah Lushia, Rosa Lopez, Gina Szabady, D'Ante Carter, Anna Scott, Marsha Sills, Matt Fadich, Cameron Santiago, Aime Nacoulma, Paul Jarrell, Shane Turner, Drew Viles, Ahmad Rajabzadeh  
**Member and Recorder:** Tracy Weimer

Attendance:

Matt, Cameron, Shane, Rosa, Anna, Marsha, Aime, Tracy, Mondilana Montes [\*guest/potential member (spelling?)\*voted or not?], Gina, Ahmad, Deborah  
 Call to Order 900pm

Introductions

Review Agenda

Any comments? Hearing none..

Approve Agenda

Motion by Anna Second by Sarah Vote 9-0-0

Drew Enters

Review Minutes?

Approve Minutes

Motion by Anna, Second by Cameron Vote 9-0-1

### **Indigenous Peoples Day**

Drew - not much to update, but I do have a visual.. (Jumpdrive) declaration by Board - the email you all asked me to write. Current status of our work is at the bottom.. "What has the board resolved on this..

Gina enters 9:07

Drew - Donna's response (displayed on overhead projector)

Ahmad enters 9:07

Drew - Oregon DOES NOT acknowledge Indigenous Peoples day... I will show you some other information... Kate Brown.. News Org Aljazeera ... falsely represent ... our governor in 2017.. Our own Eugene City Council.. Motion [resolution](#) second monday of October as Indigenous Peoples Day.

Deborah enters 9:10

Drew - Springfield passed a resolution to celebrate.. President Hamilton acknowledged the fact... Unofficial.. Dean Middleton drafted language .. subcommittee discussion.. could you get behind this.. James florendo said I can do this too... I can tell you from personal advice... Recording by dean was being played.. Followed James advised.. Shopped it o MEChA.. Went to several councils.. Someone from the Classified union..

Sarah - the two documents that Drew is talking about.. Multipage document pedagogy.. If drew is not aware of it, nobody has picked that up since he left (Dean).. Advocating for things folks do not necessary have the background knowledge to move that forward.. Doc in our drive..

Rosa - did it ever actually go to the board

Deborah - the way that it went to the board.. Academic calendar inclusion.. No reason to think they would not adopt it... day off of work vs superficial..Recognitions... come in to being that way..

Drew - my only knowledge is dennis... confusion disambiguated.. Are we asking for inclusion on calendar or just declared... my understanding was there was a policy that dennis knew about... Donna has been the board liaison for a long time.. My email was "has the board taken any action"... my email was open enough that donna would have recalled.. People think that the board has already visited this..

Rosa - masqueraded ... back to the board.. Specifically asking for formal declaration, and why that is significant and valuable.

Anna - Do we have #51.48 city council resolution or can we get a copy of that ..

Marsha - any interest in a sub committee?

Rosa - we already ... we can just follow through with what the diversity council has already adopted..

Drew - are WE writing that resolution now.. We already...

Declaration vs Resolution differentiation..

Anna - point of process in my experience... board of directors sponsor to bring this to the board..

Marsha - we should decide what WE want to do...

Deborah - I can also request that this be placed on the Board's agenda... or you can find an advocate on the board to ask that it be brought to a board meeting..

Anna - Motion for  
\*no second

Rosa - we would all have to agree..

Marsha - bring forward a Resolution... research other resolutions including city of eugene... still see work for a subcommittee to do I would be willing to work with Drew on a subcom..

Drew (use audio recording to supplement capture of these remarks) Florendos advice is what I am adhering to..

Gina - (use audio recording to supplement capture of these remarks) how do we want to take this on..

Motion for Diversity Council to direct Deborah to take (something) to the board of education and put it on their agenda second by Drew.. \*Deborah does not have that authority, but she can bring it up to them for a future meeting.. Discussion on the motion..

Drew - Governor Proclamation.. City Council Resolution.. Statutes.. Vs resolution.. One is temporary... one is binding

Amend the motion to bring this to the attention by gina, accepted by Anna -

Drew amend the motion to bring a letter from the co-chairs not accepted by Anna I won't support it...

Motion dies for lack of support..

Gina moves diversity council chairs draw up a letter to take to board second by Drew, discussion on motion.. Coming from Council

Ahmad - please clarify the content of the letter? Answer: Indigenous Peoples Day, second Monday in October

Vote on motion 13-0-0 passes.

Ahmad - hold the board accountable to what was already presented to them..

Rosa - draft the letter and allow input for a few days before the letter goes

LINK TO DOCUMENTS IN DRIVE Recorder note \*capture draws docs/visuals in drive for records too

### **Open-Access Restroom Policy**

Sarah - Two documents I linked in the agenda, I need to know so I can take it to College Council next week

This is the document you all approved for us to take to College Council

New version (if we approve it) will go to college council for a second read..

Marge Kyle and Donna worked on an actual policy form .. request from marge (formatting)

Most folks were relatively supportive, with the exception of one hold out..

Revisions as requested by College Council... one of them was something that Facilities Council had specifically requested.. annotated

Formatted clean copy..

Significant changes.. Originally all one, then parsed out what is immediate and long term.. (audio) some folks would not accept the policy with headings.. Obsolete.. The 'immediately' part and the 'in the future' part... over time.. Commitments we could not keep.. Two problems with that at College Council hedging language... new draft squishes together without committing to stuff we can't do...remodels.. Financial commitment..

Maps element was specifically requested by ASLCC... revised version..

New construction.. One per floor.. The college council opened the door to put that back in..

Insignificant/Minor changes...nonsubstantive

Sarah - Facilities Council will need to have an opportunity to revisit the language next week, we NEED to vote on this so I can take it to them on Tuesday

Aime departs 9:54

One person Nit picking..

Motion by Tracy, Anna second amendment by Gina accepted

Vote 12-0-0 Motion carries

### **Student policy update**

Cam - one change, a concern with how we have these things layed out but we are not establishing the systems or resources to make sure that happens... that was the main changes..

Ava (my boss) is particular about this item, I am struggling.. If anyone would be interested in assisting

Sarah - gender based activities vs binaries.. Plural rather than singular cis male and cis female loophole to .. around stuff..cannot speak to Greg's concern..

Sarah and Tracy commit to help Cameron wordsmith this

Matt - (comments on audio)

Anna - can someone help me understand the sense of urgency.. With this proposed policy..

Marsh - what do you need from us...

Cam - get it through and up to the board and approved by the end of the academic year... behind schedule.. Is that timeline (still) realistic...so that (we) can get it do

Anna - college council policy or board policy? (capture from audio)

Ideally a COPPS policy, BOE plan B

Cam - Feelback to put in to this... anything they want to say about this.. So I can move this up the ladder..

Marsha - better time for worksession

Last bullet...

Sarah live changes

Wordsmithing workgroup

### **Student of Concern**

Gina - update.. There's a million documents we could put there.. Subcom is me, d'ante, kathrine, casey, jennifer.. Came to our attention that Student Affairs Council/Committee is working on a similar.. Are we at risk of duplicating work or are there ... tasks we can ... shared with subcom the actual text.. Behavioral is not the only thing... one form is trying to do.. Disambiguate... reached out to Mindie and Carl.. invited to the next behavioral (something) committee meeting.. Work better and smarter together.. Meeting at 1115 today.. Work on a list of questions on what all the form is used to to submit to carl.. What are the needs the form is meeting and the purposes it is..

Equity review...

### **Project Updates Office of Equity and Inclusion**

10:15 D'Ante entered

Workgroup to look at DC's possible agency/oversight/assessment around CCPD, EL, and HB: Rosa, Marsha, Sarah, Tracy, D'Ante

Ahmad departs 10:35

### **Governance (RE)Structure Update**

Transparency... amends..

Opportunity for public comment forum on proposed policies, prior to adoptions.. And shop around to (other) council

Gina - communications triage..

Sarah - obstructionist.. How many times one person... guidelines... undefined input model no clear parameters..  
Respectful communications would be nice..

## **Policy Revision Protocols**

### **Announcements**

Mark Harris Retirement Party

Next work session March 20th for subcoms..

D'Ante needs help with Commencement and

D'Ante would like to coordinate some extended resources to Mary Spilde Downtown Center

### **Next**

Worksession

Meeting April 3, 2020 9am boardroom \*phil tajitsu nash will be with us

**Adjournment** unanimous 1059am