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

#### ~~Agenda~~ Minutes

**April 29, 2016, 9 - 11 am  
Room 212, Building 1 (Conference Room in Bldg. #1)**

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| **Time** | **Item** | **Process** |
| 5 min | Review and approve of agenda | All |
| 5 min | Approve minutes of previous meeting – April 1, 2016. – **Approved!!!** | All |
| 5 min | Name recorder for this meeting – Dennis | All |
| 5 min | Finalization of Diversity Council Membership for 2015/2016, Recommendation to add Rosa Lopez to Diversity Council - | Mark Harris |
| 10 min | Need for attention and updates to the Diversity webpages – **Because of personnel challenges the College’s current diversity webpages are out-of-date. DC members recommended that we all take a look at the existing diversity webpages and provide input about what should be retained on the diversity pages. Email suggestions about the diversity webpages directly to Greg Evans.** | Sarah Lushia and Greg Evans |
| 10 min | Core Theme Two: equitable and accessible outcome indicators – **Jennifer Steele attended DC to discuss the current work to update the college’s strategic plan. Mark and Sarah spoke to the importance of learning and being clear that “learning” and a focus on learning is everyone’s responsibility. Input included interests from DC members in articulating stronger and more inclusive statements about social justice and sustainability in the broadest possible senses. Others provided input included suggestions for adding the concepts of “all stakeholders,” as well as organizational sustainability and embracing cultural differences so that students, employees and the broader community feel and understand that Lane is a safe place for everyone. Cultural proficiency is also an important life skill and needs to be shared and developed among students and employees as well as included in the strategic plan update. Diversity, equity and inclusion should be included in ALL the core themes**. **Diversity, equity and social justice principles and outcomes MUST be included throughout the strategic plan. Jen and Rosa clarified that anyone may submit input concerning the strategic plan.**  **Rosa Lopez next distributed the updated “core themes” document. It is now time for measurable outcomes (“indicators”) to be added to the core themes so that measurable goals may be set for the purpose of demonstrating progress on the strategic directions. DC input is needed concerning the indicators for “accessible and equitable” outcomes. Rosa and others clarified that data and numbers can be mis-leading as measurable outcomes because what if the diverse student or employee is a N of “1” and even that individual had to struggle through enormous resistance to be “successful.” Recruitment and outreach to more diverse students and diverse employees should be measured. “Success” may need to be more broadly defined. We may benefit more by identifying a variety of indicators that broadly define “student success.”** | Rosa Lopez and Mark Harris |
| 20 min | Implementing an “Equity Lens” to guide Diversity Council work – **Greg Evans reported that use of an “equity lens” is an assessment tool. There are four basic tenants for using an equity lens. (1) What’s not working? Impacts? Using the example of diverse instructors (2) What’s working? How can we do right and how can we do more of it? (3) How can we transform the institutional structure to create enhanced outcomes? (4) How can we heal the institution/organization and support all persons in moving forward? How can we create a welcoming work and learning environment? Ben Cannon of HECC is also urging institutions to move in the direction of developing and deploying an “equity lens” approach. Greg recommends that DC be empowered to create an equity lens tool kit so that all Lane employees and students have tools. Decision making processes must include use of an equity lens. “Name areas of the institution that are in need of compassion building work and move toward building open, honest and respectful language and actions to build compassion in those areas and foster institutional thinking.” Rosa noted that tool kits could be created for Recruitment (both students and employees), and such tool kits for a variety of areas could be developed for inclusion in the strategic plan update. Both the development of an equity lens orientation and working to imbed these understandings in the culture is not just DC work. We will need to tolerate “hard conversations” and build the capacity to engage the culture in this work. Different “affinity groups” for students and employees could also align very well with the development of an “equity lens.”** | Greg Evans |
| 50 mins.  or as needed | Diversity Council work plan 2015-2016 – **Ongoing discussion about 2010 – 2015 diversity work plan updates and accomplishments. Decisions and direction are needed about 2015-2016 work plan focus. Deborah Butler and a diversity council work group are moving this work forward. Members will report and the council should decide upon a focus for the work plan for the remainder of 2015-2016.**  **Work needs to proceed on updating the DC diversity work plan for the 2016/2017 academic year. Sarah Lushia encouraged all DC members to be thoughtful about the current DC plan goals/recommendations, as well as focus in May, 2016, to identify a focused list of DC goals for 2016/2017.**  The link to the current version of the Diversity Plan is noted below. It is an expectation of the college governance system that the Diversity Council will develop and approve a “work plan” that focuses and aligns Diversity Council work for the remainder of this academic year. The current Diversity Plan may be read and reviewed at:  <https://www.lanecc.edu/sites/default/files/diversity/diversityplan2010_2015.pdf> | All |
| 5 min | Announcements – | All |
| 5 min | Agenda Items for Next Meeting | All |

***Attendance on April 29: Deborah Butler (through 10 am), Jen Steele (through 10 am), Rosa Lopez, Sarah Lushia, Mark Harris, Drew Viles, Kristin Gustafson, Greg Evans, Shawn Goddard (Class at 10 am) Dennis Carr, Al King and Casandra Wray***

***Members:*** Greg Evans, Deborah Butler, Dennis Carr, Reid Ellingson, Shawn Goddard, Kristin Gustafson, Mark Harris, Al King, Casandra Rhay, Sarah Lushia, Rosa Lopez