

Diversity Council Minutes
Jan. 17, 2020 ~ 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	Minutes of Dec. 6 meeting	Vote by members
10 minutes 9:15 to 9:25	Discussion around offering Diversity Council leadership awards or at least recognition. Nomination to offer awards for leadership in D council. Nomination for Mark and Elizabeth	Rosa Discussion
5 mins 9:25-9:30	Bathroom policy - Facilities Council (update, if needed)	Tracy Discussion
20 mins 9:30 - 9:50	Student policy update (TENTATIVE)	Cameron/Sarah Discussion
20 mins 9:50 - 10:10	Cultural Competency Professional Development; Equity Lens Implementation updates	Greg Discussion
30 mins 10:10 - 10:40	Continue discussion and select additional potential projects for 2019-2020 work plan	Discussion Potential vote by members
10 mins 10:40 - 10:50	New business - open 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 **Member and Recorder:** Tracy Weimer

Notes

Attendees: Marsha, Rosa, Greg, Drew, Anna, Paul, Sarah, Tracy, Gina, Aime (ASLCCSG Senator)

Moved agenda item, note in edited

Motion to approve Agenda by Paul, second by Sarah 9-0-0 motion carries

Minutes correction on motion/second for agenda in the minutes for December 6th

Motion to approve Minutes by Sarah, Second by Anna 8-0-1 motion carries

Rosa wants to talk to us about leadership awards - she's been wanting to know if DC is interested in offering leadership awards? Rosa is interested in providing an award to Mark and Elizabeth.

Greg - I like the idea. We could take nominations, and deliberate on those nominations... establish award and ceremony (college wide) to be made permanent.

(Student Enters 9:13 am)

Paul - agree with greg and rosa, cannot think of two more deserving folks for inaugural ...
Future awards would require criteria for ...

Drew - there is already an established way of recognizing the contributions of folks...
Initiating an award for one of our own... Are there already established means...

Rosa - I think Greg's idea is awesome.. I was thinking something a lot more casual... I was not thinking as big as both of you were thinking (Greg and Paul). Leadership contribution to THIS council.. Taking on challenging things at THIS council.. Do we have time to produce that?

Sarah - need to clearly articulate what is this award and what does it represent... isolated to contribution to council and their contributions across the campus.. Need some clarity around what those are... and we vote on everything including our agenda.. Example Mary Spilde diversity garden... that we never knew about... scale of the award and .. council have opportunity to have a convo and vote..

Rosa - thank you for your leadership at this council .. 5 years chair.. Present them with a piece of paper, not much else.

Drew - wonderful to be thinking about, the least we could be doing. Have we applied an equity lens to the honorarium system? How does a building get named after a person? Scrutinize..

Greg - No established naming policy, I think some of that.. I think the renaming of the downtown center came from the BOE .. may want to establish some sort of criteria .. we start digging in and doing research ... what is in place now COPPSand board policy.. If no policy is developed there,,, we need to develop that and move it through the college.

Anna - Formulating my motion.. The criteria could be that we honor the founding members... Oral history traditions.. Premise this is coming together around. Put together a ceremony to honor our founders.. Beyond that.. Honoring people who have input and energy.. Diversity Equity and Inclusion... different cultures honor their long-time members.. We don't really have that at the college.

Rosa - Anybody who has the stamina... years in service - there is a process for that on campus..

Sarah - criteria, list big picture contribution, that will be the basis for the award.. Reasons (audio file)

Drew - Elizabeth Andrade Challenge... Mark Harris Challenge.. Don't have to be naming things after people... don't need to develop a certificate.. Thinking more genuine, does not have to be static..

Paul - I will not be skydiving.. It's not the piece of paper that people appreciate.. Sense of worth that comes from receiving an award from your peers. Some event, or something, that is in line with the work...we do have policy/language, money or contribution distinction..

Drew - scholarship idea... some sort of activity or service

Rosa - will draw up some criteria to bring forward to the next meeting.

Marsha - anybody willing to get together to discuss this? This is something we could raise to be something more service oriented

931 anna steps out

Before the next meeting, this group could solidify a plan, to do something to honor Mark and Elizabeth...

Gina - If you create a document in the drive, I can contribute to that (Rosa agrees).

Anna returns 932 Intros to catch up student

Late entry, round of introductions: Welcome to Aime, Student Govt member

Tracy's Report (notes on this item taken from audio recording):

Restroom Policy Co-sponsorship request to Facilities Council was successful, with caveat(s). Language change in the policy draft regarding maps (text changes made live during meeting). Commitment from Facilities: We will convert or create one restroom per year to be gender inclusive. The signage on restroom doors (directing folks to nearest gender-neutral restroom) will cost approximately 3 to 5 thousand dollars to purchase and install the acrylic receiver sleeves. Friendly request, bring future items in policy format for requests for policy co-sponsorship. Nuance..DC discussion re: title phrasing bathroom vs restroom, motion to change language take out the word bathroom and replace with the word restroom. Motion made by Rosa, seconded by Gina, unanimous agreement to call this a restroom policy. This is not a substantive change, we already have permission from Facilities to move it forward and present this co-sponsored policy to College Council. Motion by Rosa to take this cosponsored policy to college council. Point of procedure by Anna to format the item in copps policy format. Friendly amendment, accepted by Rosa, for pro forma. We have 3 years of documentation. Vote: Take co-sponsored Restroom Policy to College Council 10-0-0 Motion Carries. Noted title change. First Read request will be made, date of the meeting will be communicated to the Diversity Council co-chairs and reported out next meeting.

Greg: Equity & Inclusion project reports

CCPD

We now have a schedule for workshops and activities this term. We are going to see how these go.. To date and for the next three months.. Frances Portillo (consultant out of Portland). Experiment with different times and days, eclectic mix.. Next thing we have coming up.. Tracy collected the sign in for LaTosha Brown talk.. Few more that are coming up.. Dr. Rosemarie Tillman Longhouse Intercultural comms, Professor Silvester Henderson is being brought in for a big event at the end of the month but he also agreed to present two workshops for CCPD while he is here, John Lenssen Respectful Environment, Dr. Reeder Latinx Cultural WealthModel, Dr. Nikki Gavin Trauma Informed Educational Practice.

Equity Lens

We have completed 5 toolkit deliveries, and we have 4 more scheduled...Tracy did 2 toolkits this week, I am doing one later today, in Science. Strategy to reach all teams, some folks have multiple orgs. Phil Tajitsu Nash back April 1-3, 2020. Something that popped up on my radar: Transportation Workforce Investment Act of 2020 (not on agenda).

Drew was not able to secure leave for the entire meeting. His manager did not accommodate request, he's scheduled to teach right now. **Lost Quorum - 9:57** Rosa, Paul, and Drew depart. Aime departed soon after. Informal Work Plan Discussion, NonDiscrimination Policy Discussion

End of Notes/Minutes TW