**Diversity Council Minutes**

**Friday, January 13, 2017**

**9:00-11:00 a.m.**

**Attendance:** Al King, Gina Szabady, Sarah Lushia, Mark Harris, Deborah Butler, Rosa Lopez, Dean Middleton, Aneita Grogan (for Dennis Carr), Greg Evans. Guests: Jim Salt and Adrienne Mitchell.

**Agenda Review and Approval**

* The agenda was approved without modification

**Minutes from the Diversity Council Meeting-December 9, 2016**

* Approval of the minutes from 12/9/2016 by Deborah and seconded by Dean. The minutes were approved by a unanimous vote.

**Minutes Recorder for Meeting**-Greg Evans

**Five-Year Diversity/Access, Equity, and Inclusion Plan Sub-committee Discussion**

* Five-year plan update, progress on moving forward
* Deborah- Question: Do we need to do a five year plan via the development of the Equity Lens?
* Building assessment check points
* Annual check points
* Consolidation of the 75 action items in previous Diversity Plan
* Phil Nash will act as an ongoing consultant
* Need to work on merging the Equity Lens vision with Lane’s institutional vision
* Sub Committee Development of five-year plan framing document-Members: Gina, Rosa, Deborah, and Sarah

**Sub-Committee Updates**

1. **Prayer Room**

* Need budget and support, washroom access
* Center Building unused room 432
* Create a temporary space solution, part of the five year plan and develop long-term permanent solution
* Meeting with facilities committee
* Sub-Committee-Members:Rosa, Dean, Greg

2. **Religious Holiday Displays**

* Committee meeting rescheduled due to weather issues-Deborah
* Exclusion versus inclusion models of recognition
* Creating a welcoming environment

3. **Indigenous People’s Day**

* No Update

4. **Organizational Procedures**

* No need to add faculty council position, question right to appoint representative

**LCCEA-CCPD Proposal**

Presenters: Jim Salt and Adrienne Mitchell

* Lack of consultation with Diversity Council and CCPD on the bargaining position

**History/Overview**

* + Not an attempt to have diversity education as voluntary for faculty
  + Association commitment to diversity education
  + Balance between create and administration of the program between the college and the employee groups
  + Association won’t ceded authority over diversity education to the employer
  + Faculty would modify the employee handbook to include diversity education as an expectation of the evaluation process
  + College has not made a proposal in bargaining in response to the association proposal
  + Provide additional paid hours to be inclusive of CCPD activities, administration opposed the proposal
  + Association wants to create the structure not the content-conceptual neutral framework
  + Encourage administration to offer a counter proposal
  + Involve CCPD delivery faculty in the bargaining
  + Faculty council has one representative and association one representative

**Equity Lens Training**

* Longhouse-February 24 & 25, 2017-Facilitator: Phil Nash, University of Maryland, College Park

**Announcements**

* Dean-Barbara Susman left the college-CCPD member
* Deborah-will get a card for Barbara
* Presidential search forum next week-all campus forum 10:30-12 noon
* Online Streaming will be available