

April 19, 2012

Diversity Council Meeting

Notes: April, 18th Session /Bldg, 4, Room 232A 3:00-5:00pm

In Attendance: Elizabeth Andrade (Chair), Bob Baldwin, Dennis Carr, Celia Maximin, Tajou Ouermi, Vashti Selix (ASLCC), Barbara Susman.

Guest Visitor: Blair Adams, LCC Black Student Union, Vice President

Agenda review and Announcements.

DTC - Celia provided a copy of the *Continuing Education Diversity Statement* poster, an initiative of the Continuing Education/Successful Aging Institute and Cottage Grove staff. Fall 2011, as a result of CE department-wide diversity training, a mission statement was created based on Lane's Core Values and Strategic Directions. It will be featured throughout both Continuing Ed & Cottage Grove campuses, as part of the department's continuing commitment to furthering Lane's core values. (See attached document)

Newly hired **Student Recruitment & Outreach Coordinator** Gerardo Cifuentes was unable to attend Diversity Council (DC) meeting on short notice. Dennis provided announcement.

Students' testimonials about their classroom and on-campus experiences at LCC: Their cultural competency discussion was an initiative of the Associated Students of Lane Community College leadership (ASLCC), based on experiencing Diversity Council's pending Cultural Competency policy discussions and current work sessions. Student leadership, Vashti spoke of student outreach activities, & April 16th cultural competency student forum. Blair Adams shared her personal experience taking History of Western Civ. Fall 2011 term. Student reported instructor expressed "sexist, racist, homophobic ideal" in class. She was also "called out by instructor when 2 minutes late" making her feel uncomfortable & singled out. From her experiences Ms. Adams did not feel this was a safe environment and transferred out. Reported incident to Dean who assured her instructor would be spoken to. Another student with similar experience also transferred out of this class later on. Ms. Adams expressed this as a "hostile environment that felt 'so unreal and horrible'". Chair issued apology on behalf of college staff and stated "cultural competency helps everyone" added, "Council work is looking for ways to re-educate all college staff." Students are invited back for future meetings.

Discrimination & Harassment (D&H) Procedure document was presented to Diversity Council for input. Chair and council reviewed work session input, issues and areas of concern. Dennis (HRCFO) stated position and responsibilities for implementing guidelines on D&H within governance system. Stated updates of document are in progress based on Best Practices. Legal reviews conducted by an external law firm (Hershner & Hunter) and Amanda Walker. Classified Union representative Bob Baldwin restated HRCFO position of conflict of interests for LCC union membership; Barbara requested review of Council's March meeting & work sessions notes. Chair supported forward movement of D&H procedure doc. to conclude DC process. Full discussion done, Diversity Council

was invited for input; Chair made motion, "Council is in agreement with language presented in document with input made by Diversity Council". Move to vote: **5 Yes, 1 No, 1 Abstain**. No consensus reached; ** Final copy will be available for review by Diversity Council with revisions upon approval of decision. To be determined by Lane Community College Office of Administration.

Religious Behavior Policy (RBP): Document name was revised to reflect 'Religious Guidelines' Policy. Council reviewed and discussed document based on all available council members input; Council performed edits and review to finalize. Recommendations include adding verbiage to syllabi to notify student of personal responsibility for student notifying college in advance (minimum 3 days) for religious holidays or other special needs. Responsible party & department for complaints, referrals and follow ups are the Office of Diversity Coordinator and Executive Deans. Based on input, Chair will make revisions and updates to be emailed to council. RBP draft will be finalized and submitted to College Council by academic year end.

Cultural Competency Achievement Policy: Policy review tabled for May next Diversity Council meeting – Jim Salt, not in attendance, per Chair, will provide draft proposal. Work sessions will be scheduled as May will be the final session before year end.

SCP- **Senior Companion Program of Lane County**, Barbara, SCP/SAI, provided flyers (see attached) and recapped program information SCP seeks 10 individuals for training. Currently 67 enrolled.

Resources: <http://www.lanecc.edu/diversity/lookofdiversity.html>

Reference, EEOC doc http://www.eeoc.gov/policy/docs/religion.html#_Toc203359508

<http://www2.lanecc.edu/scp>