

Diversity Council Meeting Minutes
April 20, 2011, Building 1, Room 212, 3:00-5:00 p.m.

Council members present: Elizabeth Andrade, Bob Baldwin, Dennis Carr, Diego Davis, James Florendo, Mark Harris (late), Donna Koechig, Celia Maximin (late), Barbara Susman, Jim Salt (at 4 pm), Greg Evans, and Charles O'Briant (for Eric Richardson).

Council members absent: Sonya Christian, Nancy Hart, Eric Richardson (had substitute attend in his absence)

AGENDA ITEMS

Agenda Review: The Council reviewed and approved the agenda.

Minutes approval: March monthly meeting approved and April 6, 2011 extra meeting approved with one minor revision.

Feedback from College Council on Diversity Strategic Direction Implementation Plan:

- The Diversity Council approved the minor revision suggested by the College Council.
- Next steps for Diversity Council regarding the Diversity Strategic Direction Implementation Plan include: deciding what steps need to be done; determining if it is a policy or administrative action; and who is responsible. It was proposed that at our May meeting the council specifically identify what items are policy and assessment work that the Council will be responsible for and what items are tasks that will be the responsible of the "responsible manager(s)".

Cultural Competency Policy (Update from Jim Salt) Discussion: Jim as representative of the faculty association reported that he is currently working with other faculty to develop a policy proposal. He proposed that a subcommittee of the council meet to review this proposal and try to resolve these issues and bring back the results to the council.

Discussion:

- Options of the governance system. Bob Baldwin was asked what were the options if the council couldn't reach consensus, he explained that if consensus cannot be achieved, council will present majority and minority positions to the College Council, and then if to responsible administrator to override the decision and move the work further.
- Cultural competency is not just about race and ethnicity. It should be more broadly defined and includes federal mandates, standards, and other competencies. Is diversity a value of the institution or just a pretty good idea? The council should look at what the college does, not just what it writes on paper. "Lane is being committed to being committed to diversity". The college has a solution, but because it would make a few people uncomfortable, the council has to skirt around the issues and training.
- Should the policy be mandated? If not mandated, then the college needs to firmly articulate that diversity is a core value and a strategic direction of the college and that staff have an obligation to students to have the skills and knowledge to competently serve ALL students. The goal is not to mandate, but to change behavior, consciousness, and culture. There is no substance in the proposed policy and that it will not achieve desired goals of the council. The Diversity Council needs to propose a system of professional development that will work for the entire institution and that is based on best practices, not a mandated policy. The college needs to control staff behavior when they are at work and being paid by the college. Staff does not understand that what they are doing is wrong and that their behavior and comments hurt. Such a policy would be one tool to help those individuals understand that what they are doing is wrong and hurtful. Unless it is a "shall participate", these individuals will not participate in diversity training and will continue the behavior. The majority of members related that they are comfortable with mandating training and applying standards for performance that staff may not fall below, which are clearly detailed, and staff are held accountable for meeting. If manager does not allow staff to attend training, then the manager needs to be held accountable. Change works best when it is

from both the bottom up and top down. DC manager stated that they would have no problem engaging their staff to increase their level of cultural competency. If DC creates grassroots support, the administration would fully support such action, leadership needs to “walk their talk” and be held accountable. The proposed policy is supposed to be for EVERYONE. If there is incompetency at any level, why would we not want to improve that so as to help all students be more successful? Why would we not embrace something that is good for everyone? How long do we have to talk about this again?

Council was not able to reach consensus on the discussion and decided to wait on the results of the subcommittee work (Mark, Donna, Jim G, Elizabeth, and Jim S. volunteered to be part of the subcommittee). Also it was decided that if the subcommittee cannot move forward this work, the council will vote next meeting to present majority and minority positions to the College Council, for this purpose the chair of the council will send a final draft of the policy with the feedback send by several council members.

Handouts, Announcements of Upcoming Events and Updates:

Members shared several events coming up and outcomes of previous events at the school.

Next Diversity Council Meeting – 3:00 – 5:00 PM, Wed., May 18th