

Diversity Council Meeting Minutes
Tuesday, October 28, 2014

1) Agenda Review

- Add item about Torch

2) Handout/Announcements

- Vagina Monologues April 21st two showings, 4:00 PM and 8:00 PM
- Gender and Sexuality Film Series
- DisOrient Film Festival free to Lane students, April 23rd to 25th at Bijou theater
- Latino Conference
- (more announcements)

3) Torch articles

- Article makes fun of people with disabilities
- Use the article as an educational opportunity for people with disabilities to Torch staff and writers
- Working with Disability Services

4) DisOrient Film Festival

- Free sponsorship passes
- Contact Donna if you would like to attend

5) ODI Conference at Chemeketa Community College

- Oregon Diversity Institute, Discover Cultural Awareness: It's Not Just Black and White
- November 4th to 5th from 8:00 AM to 5:00 PM in Salem Oregon
- Send proposals to Barbara.Cowlshaw@chemeketa.edu, there are proposal submission guidelines (requirements)

6) Response Team recommendations

- Create a system of training
 - Mandatory for all staff, create a new space for diversity trainings instead of in-service time
- Include institutional core values and expectations around diversity in new employee orientations
 - Still researching
- Continue clear public statements that racism is not acceptable
 - Still working on an institution-wide protocol in responding to incidents and for making recommendations to the president, place how to respond to incidents in a document
- Create a statement to go on all course syllabi
 - Will work with learning council on a recommendation, on guidelines of a diversity statement to be placed in all syllabi, to give to college council
- Have long term plan for continued education on issues
 - Addressed through policy
- Ensure that diversity issues are part of staff evaluations
 - Define a minimum standard for all staff
 - Addressed in policy, need to create a process
- Include diversity issues as part of the student evaluation process
 - Will be addressed again through faculty council
 - Strengthen wording about the importance of the evaluation
 - Add areas to reflect how safe they felt in the class
- Demonstrate union commitment

Diversity Council Meeting Minutes
Tuesday, October 28, 2014

- Follow up to see if LCCEA committee is still in place
- Demonstrate management commitment
 - Going on twice a year with in-service days
- Build ally relationships through training
 - Needs to be reviewed to see if trainings are still ongoing and continuous
 - Find a way to make a systematic/long term
 - Could address in the policy
- Capture & study best practices from other institutions
 - Still working with other institutions with diversity languages and policies
- Create resources to deal with questions about limits to academic freedom
 - Jim Salt will work with Faculty Council to make a committee

7) Policy

- Add a policy statement with clear instructions that this is a requirement for all staff
- Add how to implement the policy
- Review statement and send comments to Elizabeth

8) Academic work-plan

- Tabled