



Diversity Council Agenda

February 19, 2014 meeting. Building 16, room 211, 3:00-5:00 p.m.

1. Welcome and Introductions

In attendance : Elizabeth Andrade (Chair), Donna Koechig (vice-chair), Dennis Carr, Ahmad Rajabzadeh, Barbara Susman, Nathan Campbell, Marie Sagaberg, Max Jensen, Celia Maximin, Rodger Gamblin, Marie Sagaberd, Jim Salt, Mark Harris.

2. Ground rules agreement

Diversity council ground rules were read by Celia Maximin at the start of the meeting (copy of ground rules attached)

3. Agenda Review

Most of the minutes reflect an effort to paraphrase the speakers. Where "quotes" appear in the minutes, the minutes reflect a quoted statement from a speaker.

Rodger Gamblin inquired about adding an item at the end of the agenda.

Dennis Carr requested that the topic of the diversity/cultural competency policy and where in the governance system that would be addressed/processed be added to the diversity council agenda. There was no formal action to modify the agenda.

A general discussion then started about the two items requested to be included in today's agenda by Jim Salt.

Donna Koechig raised concern about **Proposal # 1** (Regarding Elizabeth's membership, I propose that regardless of how we resolve Issue B, that Elizabeth be recognized as a member of the Diversity Council for some defined period of time (say through this year and next), in recognition of her role as council chair) being on the agenda and discussed her concern because the focus of proposal #1 was specifically on Elizabeth Andrade.

Jim Salt stated: "I'm shocked" by this challenge. Jim Salt stated: "Donna Koechig does not have the authority to unilaterally decide what is, and what is not, on the agenda." Jim stated if anyone should feel disrespected it might be me (Jim Salt) because of violation of process. Rodger Gamblin spoke and stated that he had written an email (copy attached). Rodger stated that he wants "to move on."

Max Jensen: Said that this proposal (#1) seems like a personal attack on Elizabeth.

Barbara Susman: Stated she supports doing substantive work and these proposals don't move the council forward.

Celia Maximin: Said that she feels the wrath of new members descending on the diversity council. Celia then said "I agree with Max, this (proposal #1) seems like personal attack." Celia went on to state that these proposals are stalling the diversity council and work we should be focused on.

Elizabeth Andrade "I'm shocked that you (Jim Salt) are talking about respect for the process when the challenges came from you and Bob Baldwin about whether I should be on diversity council." Elizabeth Andrade went on to state that the matter of her membership on diversity council and her role as chairperson was resolved in the diversity council discussion on 1/15/2014.

Donna Koechig spoke to recommend that persons with concerns about membership on the diversity council should take such concerns to governance sub-committee of College Council. Rodger Gamblin - These membership proposals seem like an effort to "stack a committee x 2

in order to control a vote.”

Jim Salt stated “I have no political interest in this at all.” Jim stated that the vice-chair doesn’t have the authority to “hijack process.” Jim stated it simply was not agreed at the time the governance system was established as to whether additional members to diversity council would be permanent. Jim stated “I am flabbergasted by this response.”

Celia Maximin stated that Rodger made very strong statements about “stacking the council” but Rodger had only been on diversity council for a limited period of time. Celia said “Mr. Salt ... and was interrupted by Jim Salt stating “Dr. Salt if you prefer to be formal.” Celia said it seems like the process is being delayed.

Barbara Susman stated “I’m concerned about these comments and the tone and purpose of the two proposals. I think what we may want to do is just stop our work.” Barbara went on to state that she believed the work of the diversity council was at a “crossroads.” Barbara stated everyone feels victimized. Until we (diversity council) get some support the diversity council should stop meeting.

Jim Salt stated “We need to address the two proposals.” Jim stated that the “broad representation rights of diversity council are acknowledged.” Jim Salt then explained that he intended #2 as a positive proposal. “The intent is to move work forward.” Jim Salt recommended that the council could address the proposals in any order and proposed to start with #2 first. Jim then moved to combine the proposals and recognize Elizabeth Andrade and then move on to proposal #2.

Rodger Gamblin seconded Jim’s proposal and council members continued the discussion.

Mark Harris stated it was important to recognize the “D. (diversity) team work of 20 years.” Mark stated that Elizabeth Andrade had always been a member of the D. team and that the D. team work guided the work of the College concerning execution of the diversity plans. Mark Harris clarified that the unions were not involved in D. team work because “they simply were not interested.” Mark stated that participation on diversity council was assumed for D. team members because of their positions or prior work; there was an intention to be inclusive. Mark said “I’m here because of my position.” Mark then requested of Jim Salt “please couch your proposal to exclude former D. team members from the diversity council in a manner that is not disguised.” Mark stated “the people that showed up for diversity team work were simply present to do the work. How do you do the work of diversity without black people or persons of color on the council or on the committee?” Mark then inquired in general why are we having this discussion about who’s on – who’s off? Mark said; “Why are we asking the question about who’s on and who’s off now?”

Celia Maximin stated “Feels like déjà vous” ... Celia went on to say it feels like there is some serious legal issues. Celia asked “why the focus on our chairperson, Elizabeth Andrade ... seems like she is on trial.”

Jim Salt stated that Elizabeth was not on trial.

Barbara Susman stated that the discussion is going on such that we should vote on the proposal (Jim and Rodger’s) and then vote concerning whether to “discontinue the council’s work.”

Jim Salt stated “having diversity team members start the work was good,” and Jim went on to say “but over time it (diversity council) does its work less well over time.”

Donna Koechig stated “It (membership on diversity council) hasn’t been limited so we have been inclusive.” Donna stated that diversity council membership has been open and the council has added members as needed consistent with the charter.

Dennis Carr said “I take my role at the College (HR director) very seriously” and Dennis raised the concern of a “hostile work environment” created by these diversity council discussions. Dennis stated “for example, it is my observation that some members of the council interrupt females more frequently than males.”

Jim Salt spoke up stating “You can’t be talking about me because I interrupt you (a male).”

Dennis then said that he was not sure what the diversity council would gain from processing the proposals on the agenda and that he (Dennis) would not support the proposals.

An attending member of the audience, Rosa Lopez, was acknowledged by the chairperson and stated that she (Rosa) is a member of Learning Council and there were never questions about term limits on Learning Council. Rosa went on to say she has "raised concerns about Jim's (Jim Salt's) behavior." Rosa said that she was "horrified" by the discussions in the prior diversity council meeting (on January 15, 2014) and that it was clear Jim's proposals were aimed directly at Elizabeth.

Jim Salt responded "Do I have the same rights as other council members?"

Rosa Lopez responded clarifying "I get that some members (of diversity council) might be challenged by representation rights."

Jim Salt then said that Donna (Koechig) may have misunderstood his proposals about membership.

A second member of the attending audience, Dean Middleton, was then recognized and Dean said "I feel like I'm about ready to throw up (pause) I can't hear this conversation. So thick it hurts."

Rodger Gamblin stated "We have rules" going on to say the council has a charter. Rodger added that we (council) should operate by consensus according to the rules of the council. Rodger added "we should take a vote of the council."

Max Jensen spoke to suggest everyone use "I statements." Max said not using "I" statements" is what he had observed during the discussion. Max went on to state that "maintaining a safe space is important. The whole space is uncomfortable to me."

Mark Harris responded to Rodger's reference to the diversity council charter saying "As Rodger referenced the charter, I was there. I resent people bringing up issues when I was there. We voted the entire D. team into Diversity Council 10 years ago. That work is done!" Mark went on to state "I'm going to ask again that you (addressed to Jim Salt) please couch your proposal in culturally competent terms. Membership has been decided previously."

Elizabeth Andrade asked in her role as chairperson "It's time to vote on the proposal #1" Elizabeth then requested that the proposal before the council be re-stated. Jim Salt spoke "To re-state the **proposal (#1)**: All former members of the diversity team are members of diversity council unless future members vote otherwise." Vote results: 2 – in favor (Jim Salt and Rodger Gamblin), 1 abstained, and all the rest opposed (9 opposed).

Jim Salt then said "What about proposal #2? I propose we vote on it (#2) as the proposal is written." **Proposal 2.** *Regarding Issue #2, I propose that the Council formally recognize the need to address the question about how long former membership on the Diversity Team qualifies one for membership on the Diversity Council, and that we pursue a proposal to identify how long DT membership qualifies one for DC membership AND identify other mechanisms for adding new members in the future. We could consider doing this via a subcommittee that would explore options and develop a proposal for Council consideration.*

Rodger Gamblin seconded the motion.

Celia Maximin spoke stating "I do not feel comfortable because this is a 'hostile work environment' and it is difficult to listen to this."

A vote was taken on proposal #2: 2 – in favor (Rodger Gamblin and Jim Salt), 1 abstained, and all remaining opposed (9 opposed).

Ahmad: "I didn't feel like voting because I wasn't sure why the voting needed to be taken in the first place." Ahmad stated that he comes to the council with a "different mindset." Council has an agenda and work should proceed. Ahmad said that he sees these discussions as matters of principle (pause) that he is having difficulty putting this in words. Ahmad said that he feels the council did good work last year and that the council should be really productive and do good work for students moving forward. Ahmad then said "There seems like obstacles

to moving forward and perhaps I should step down because I don't feel like crafting and choosing my words is helpful."

Marie Sagaverg said that she had read the emails going around about diversity and cultural competency and she was "very disturbed." Marie said "I grew up not needing to understand diversity. Growing up I did not need to use the word diversity. I only began to use the word diversity when I came to Lane." Marie said that listening here today to the discussion caused her to ask whether there might need to be a vote on whether she (Marie) should be here in diversitycouncil.

Marie said "I didn't think that (the vote on her membership) would happen but listening to this discussion causes me to question whether I will be subject to a vote." Marie went on to state that she had done some research and that she wanted to read two quotes. (Focused on respect and manners – council members asked that she sends the quotes along). Marie said that she feels the group seems to need training. Marie added "other work settings I have been in required more training time for challenging topics – three days or more." Marie said "this is not a learning environment in this room. It's sad. I hope it's heading in a better direction. I was very disappointed in today ... ground rules not being followed. I'm disappointed."

Barbara Susman stated that until we have more support in moving forward she felt we should ask President Spilde to discontinue the diversity council. ... her proposal was seconded by Mark Harris.

Jim Salt stated "I'm surprised; this is not what I anticipated." Jim stated that he had put his proposals forward "in the interest of moving forward" and that he is against discontinuing the diversity council work.

Rodger Gamblin said that the "real truth" is that there are those on this campus that "want to sweep the whole issue of diversity under the rug." Rodger stated that the board's (Board of Education) cultural competency policy was passed in spite of this (diversity) council work, not because of it. Rodger stated "we don't have a method to deal with the lack of diversity on the council or on campus." Rodger added "it is with real regret that I was appointed to this committee" because he (Rodger) fears that the reason he was appointed "was because they (not clear who "they" are) do not want it to succeed."

Mark Harris stated "Concerning dysfunction, we function in the presence of great pain when we deal with dysfunction." Mark went on to say that when he came to Lane one of his responsibilities was to identify and stop illegal hiring practices; Mark added, "and some are still going on." Mark clarified that the first two classified appointees to diversity council were Terry from Disability Resources and Danny from FMP. Mark added that perhaps the council could still continue to meet. Mark stated "our employees of color have experienced no support from the two unions on issues of this nature."

Max Jensen said "The notion that diversity council didn't have much or anything to do with moving the cultural competency policy forward is wrong." Max clarified that students brought the policy forward and diversity council moved it forward to College Council. Max said "that was great." Max went on to say that the council is not the way it felt last year and he thinks that is really unfortunate.

Donna Koechig said "many of the statements and discussions are very concerning." Donna said we need to be aware of the difference between intent and impact in these discussions. Donna went on to clarify that several members of the council have stated to her that they feel the council discussions are "hostile" and they don't feel supported or "safe."

Barbara Susman spoke saying that she wanted to "amend her proposal" and get "outside help to move forward."

Elizabeth Andrade asked Barbara Susman to clarify her proposal that she/we don't stop council meetings but seek outside help to move forward to find out what our options for outside help are? Barbara generally agreed with that clarification of her proposal. Barbara stated that 4J school district had a professional development cadre, or others may have some

resources. Barbara stated that she recommended we identify professional development facilitators.

Marie Sagaberg stated "Carla Gary was helpful (in custodial services and FMP)."

Elizabeth Andrade stated "I offer to look for help."

Vote on the modified proposal: 3 abstentions and all others in favor of seeking outside facilitators.

Meeting adjourn after this (5:10 pm) other items in the agenda were not discussed

DRAFT -PENDING APPROVAL