



Diversity Council <http://www.lanecc.edu/governance/>

Meeting Minutes

February 20, 2013, Building 1, room 212, 3:00-5:00 p.m.

Item
Note taker: Nancy Hart
Attendees: Elizabeth Andrade (Chair), Dennis Carr, Donna Koechig, Bob Baldwin, Ahmed Rajabzadeh, Barbara Susman, Nancy Hart, Anayeli Jimenez, Max Jensen, Celia Maximim. Absent: Joe McCully Guest: Tajo
Minutes approved
Presentation of policy regarding cultural competency prepared by ASLCC: Discussion... PURPOSE: 1. Change Faculty and staff to "Lane employees" 2. To help enact the college's core values and strategic directions, particularly Diversity 4. Change sexual violence to "violence;" plan to consult with SASS to determine wording of #4 POLICY: Intro: ... to participate in professional development activities, approved by managers, to further develop their cultural competency. Conclusion: Supervisors are responsible for... and ensuring accountability. PROCEDURE: Issues/Questions: How will paid time (30 paid hours/year) be implemented Need to include part time timesheet staff; Classified ~ 1000 people Faculty, Part time faculty Rough calculation \$33,700 per hour for all employees (not including contracted faculty and managers, who would need to attend but wouldn't need additional pay) 30 hours is optimal; 24 hours possible? Prefer not to go below 20 hours Who ensures that employees are held accountable? Supervisors? Deans? Need to include mission, vision, etc/link Need to research whether this should be linked to other college policies that refer to diversity Lots of discussion about how this might be implemented... various complexities, could be unique for each dept/division Discussion about how this might be responded to by College Council... idea of using a 2 step process (step 1 share outline and get input; step 2 share final details) Ahmed indicate that faculty, generally, would be enthusiastic about this idea.

Need to have strong student voice

Max and Anayeli are asking that the Diversity Council members send additional feedback, as well as these minutes. They will bring a revised version to the next meeting

COPPS current policy review... continuation:

PLAN was developed last meeting to review all policies on COPPS to identify problems

1. revise any vague or missing language related to diversity
2. find a policy related to religious guidelines and tie them together

The volunteers were unable to arrange to meet. Elizabeth would like to suggest we all do this in a working meeting (11 of us can do about 4 each).

PROBLEM: Currently, Mary and Nadine are separating and revising existing procedures and policies to determine which is which. Bob will find out what the plan and timeline is so we know how and when to proceed.

Handouts/Announcements of upcoming events.

Dr. Arun Gandhi 2/21 at 7pm

Martha Biondi 2/22 4pm DCA

Paul Robeson play March 8 and 10

Council Members:

Elizabeth Andrade (Chair), Dennis Carr, Donna Koechig, Bob Baldwin, Joe McCully, Ahmed Rajabzadeh, Barbara Susman, Nancy Hart, Anayeli Jimenez, Max Jensen, Celia Maximim.