

Lane Community College - DIVERSITY COUNCIL

MEETING Notes: Wednesday, January 15, 2014 - Bldg 16 RM211 3:00-5:00pm

Council Members Present (Chair)Elizabeth Andrade, ASLCC Student representative for Max Jensen(absent), Bob Baldwin, Nathan Campbell, Dennis Carr, Rodger Gamblin, Mark Harris, (Vice Chair) Donna Kochig, Celia Maximin, Ahmad Rajabzadeh, Jim Salt, Barbara Susman

Absent: Alyse Stone, Joe McCully, Max Jensen

Audience include original Diversity Team/Council members: Lynn Chowdhury, Anna Mallaris, Dean Middleton, Michael Samano, Ruth Wren. Visiting staff member in support: - Rosa Lopez.

Note-taker: January: Celia Maximin (*Recording*)

Welcome and Introductions: Introduction of all members and visitors present. Council McCully is absent due to teaching time conflict. Council Salt is temporarily representing Faculty Council in place of McCully. Council will discuss options for new meeting time to accommodate Council McCully's conflicting schedule.

Council Ground Rules review: Read by newly appointed Council Gamblin representing classified staff. *"Respect Others: Demonstrate a commitment to be respectful in discourse and behavior in all council work. Respect should also be shown by being honest and as inclusive as possible, by mindfully listening to and attempting to understand the concerns of others, by valuing their opinions even when there is disagreement, and by addressing their concerns when possible. Keep an open mind and a willingness to learn."*

Focus on January's agenda:

Opening Discussion: Council spent considerable focused time discussing additions to January's distributed agenda. Council Salt's request. Meeting being conducted by Vice Chair Koechig. Chair Andrade checked in with council members. Structure of Diversity Council governance is currently being challenged. Individual council members are in opposition of current Chair as leadership representative. Dean Middleton in support of Chair made reference to Diversity Council Charter document dated October 12, 2004; referenced '**Roberts Rule of Order**' in support of procedures for Vice Chair and Chair leadership structure during times of conflict. Chair Andrade confirms she holds position as Chair but in the interest and support of forward movement of Diversity Council meeting will stand aside for today if needed.

Council Susman read her letter sent to the Board of Education shared at College Council January meeting. Council Susman reads proxy submitted by absent Council Stone in support of Chair. Susman speaks "Elizabeth was unanimously voted by diversity Council to be our Chair". Confirms Chair was unanimously elected by all Diversity Council members present at 2013 meeting. Council Susman also states her concern for staff of color resignation.

Council Gamblin spoke stating the need to avoid power and privilege inherent in institutional power, stated 'relationship to be built on trust'.

November 2013 Minutes were reviewed. Salt stated verbiage needing adjustment. Council Susman and Council Harris questioned, and commented on appropriateness around challenging notes or proposing changes by council member who were not present at documentation of Minutes. Council McCully was at past meeting but not present for comment; adjustments to be made on minutes for next month's Diversity Council meeting.

Diversity Council Membership/Historical - Historical review and discussion focused on Lane's Diversity Council origination, structure, and original members on council. Reference made to the **Minutes of December 2004**, current Council Carr HR Mgr was Diversity Council Vice Chair at the time. Chair Andrade also served as council member during that time period. Discussion focused on the Diversity Team merging, they are the originating and founding group '*grandfathered*' in, with the present day Diversity Council. Vice Chair clarified Quorum, referenced Governance document and for the purpose of clarification of Chair election. Council Carr made a motion, second by Council Susman. Susman states "outside help may be needed for Council's conflict resolution".

To add to the day's agenda, Council Salt recommended Diversity Council body discuss voting on current Chair leadership position. Presented at approx. 3:30pm, Council voted (8) to (3) to include discussing the Chair agenda item (30 minutes) as part of **Diversity Council Membership/Historical discussion** (60 minutes, originally 90 mins).

Lane's Diversity Council Charter document was brought out and referred to. Documents from minutes are being made available for review. Vice Chair Koechig referenced documentation in Lane's Archives online via Lane's website. Lynn Chowdhury former Council Member was one of the original note-takers at past Diversity Council meeting with documented information.

Council Harris comments on history of founding Diversity Team. Original Diversity Council member Samano provides comments as one of the original Diversity Team members. Council Samano makes reference to extensive historical documentation in his possession, of Lane's Diversity Team, available through Diversity Team members. Information is available through President Spilde's office and past members. Discussion about the size of the original Diversity Team membership is included, there were up to 20 plus participants at one point. Anyone who wanted to participate was included. The nature of the Diversity teamwork being done required a culture of inclusiveness and collaboration.

Council Baldwin opens discussion about the Diversity Council's annual election of Chair by winter term. Council Baldwin questions why 2014 election has not taken place. Chair states the Fall/Winter term election delay has taken place to be inclusive of ASLCC leadership who were not available. This action is in consideration of ASLCC members' participation.

Council body reviews happenings at the January, 8th 2014 Lane Board of Education meeting where discussion focused on the Cultural Competency Policy. Taskforce will be reporting to College Council. No discussion is being held today by Diversity Council body on the Professional Cultural Competency Policy.

Council Harris comments on the term ‘grandfathering’ as one which should be changed. Council Maximin comments that as this term has strong legal definition, we should not alter terminology at this time. Council Maximin recommends Diversity Council keep this terminology as an important tool for Councils’ discussion.

DUAL

From: Barbara Susman
To: Maximin, Celia
CC: Andrade, Elizabeth; Koechig, Donna
Date: 1/17/2014 5:19 PM
Subject: For inclusion in Diversity Council Minutes (01-15-14 meeting)

Hi Celia,
Thank you for accepting these comments and adding them to your minutes for the 01-15-14 Diversity Council meeting in which I shared them. -Barbara

Notes for inclusion in Diversity Council meeting minutes, as shared during Council meeting, 01-15-14:

- Welcome new members! We hold our Ground Rules very dearly and appreciate your active adoption and use of them.
- Let's take a moment to CELEBRATE major step advancing our hard work, to quote the Board: "The president is directed to ensure the implementation of a program of professional development that requires all employees to participate in appropriate education & training. The pres. shall assure the development of an evaluation and tracking system to assess the effectiveness of the program and submit a monitoring report of the board on an annual basis." YAHOO!!
- Alyse Stone asked me to read her statement (please see below)
- Here's what I submitted to College Council & Board (please see below)
- I was unable to attend last meeting. I am confused. At the conclusion of the Nov meeting, we gave the College Council yet another unanimously supported statement of support for cultural competency training, under leadership of our chair. Elizabeth is our chair, whether or not she represents any other college group. We unanimously elected her for 4 consecutive years. She does great & courageous job. She has demonstrated her bona vides in the field of cultural competency in every meeting.
- I am very concerned about resignations of staff of color and others committed to diversity from the "Diversity Council." If we need to move meeting dates so that original D-Team members such as Mark Harris, Greg Evans, Jim Garcia, & Michael Samano -- as well as our wonderful faculty rep from last year, Joe McCully, can attend -- let's do so. These people put considerable blood, sweat, and tears in this work. Many have felt beaten up in their past involvement, but some are willing to come back -- now that we've achieved the Board decision. Let's do a schedule check and see when best to meet to include them (and the rest of us!) (NOTE: Now that we know all D-Team members are welcome to return, we need to make sure we warmly invite and make it easy for them to rejoin us.)
- Our important work is now before us. Let's move forward according to our Ground Rules -- with great respect and appreciation for each other and for the students and others who would like to participate but feel threatened and so do not do so.
- I'm confident we can be a positive-moving group, as we were last year and the start of this year (with 2 unanimous decisions to bring positive policy suggestions to the College Council.) I am not willing to get nothing accomplished, as we did not the year before last and the year before that. We don't have time to waste!