

Diversity Council Minutes
January 16, 2008



Attendees:

[Andrade, Elizabeth](#); [Cantor, Ellen](#); [Carr, Dennis](#); [Evans, Gregory](#); [Garcia, James](#); [Harris, Mark](#); [Mews, Adrienne](#); Jerry de Leon; Michael Samano; James Florendo.

Agenda Items	Progress, decisions or completions
1) Welcome to Sharmean Heffernan, new management representative. Mark Harris	Pending
2) Handouts/Announcements	Ellen is getting a new grant to continue Reading Together, please send her name of books that you will like to see in the program. Mark new CDO and Elizabeth transferred to President Office Next ODI will be in Umpqua CC (Roseburg) Lee Mung Wa conference at LCC, Wed 5-14-08 all day, organized by several organizations. First Friday Community of Colors will be hosted at LCC Feb 1/08
3) Diversity Scholarships Janet Andersen	Brought booklet on 2007-08 opportunities. Gave short explanation. Asked to promote them between students. Extra booklets available at the Foundation. Michael Samano will be chairing the Diversity Scholarship selection committee this year.
4) Recruitment Policy on diversity requirements. Criteria used by search committees vary from committee to committee. There should consistency. - Terry Sullivan	Dennis Carr mentioned that there is already a policy that covers this issue. It has being presented to College Council. He also mentioned that language changes to COPPS PROCEDURES do not require an approval process through the college governance system Several options were presented. There was a consensus that Cultural competency should be assessed at the same value given to the other essential functions. Dennis will compose the policy language and implement the process as responsible administrator. <i>Please see a copy of Dennis e-mail in this regard below.</i>
5) How to identify classes embedde with diversity, so students can find them easily. Ellen Cantor.	Pending
6) Review of Council meetings for the rest of the year. Elizabeth A.	Pending

Dennis Carr was given the green light to implement the following language on COPPS:

>>> Dennis Carr 1/16/2008 6:20 PM >>>

Greetings Mark and Elizabeth,

I promised that I would send the language that I suggested for updating the COPPS: Hiring Process PROCEDURE. The proposed language appears below. Please note that language changes to COPPS PROCEDURES do not require an approval process through the college governance system - just notice through the usual COPPS procedure for changing language.

So with a "green light" from diversity council, and acting as the responsible administrator, I could make the changes in the language of the COPPS Hiring Process Procedure using the normal language change guidelines in COPPS.

Hiring Process Procedure Language Proposal:

"The diversity and cultural competency essential function shall be assessed by members of hiring committees at no less than the average assessment value of all essential functions."

(Example: There are 10 essential functions and the 9 essential functions other than diversity and cultural competency are valued at 10, 20, 10, 20, 10, 20, 10, 20, and 10 = $130/9 = 14.4$, round to 15 as the point value for the diversity and cultural competency essential function)

Then, as the diversity council discussion also suggested and confirmed, the diversity and cultural competency essential function can and should also be infused into assessments of the other essential functions.

Please let me know if you have additional questions and also let me know if I/we have the "green light" to proceed. Thanks, Dennis Carr