

Diversity Council Meeting Minutes
Wednesday, March 17, 2010

1) Agenda review

2) Handouts/Announcements

- a. African American parent March 20th CML
 - i. Native American series March 18th 10:00 to 12:00 B1
 - ii. Human Rights Summit April 10th
 - iii. Latino Education Summit May 15
 - iv. Sexuality Films and Panel Series tentative dates: April 6 and 20
- b. Update on the diversity circles:

We have asked for input from the students to make them better. Feedback was given by two managers who participated, valuable & useful information, the binders are helpful; the participating members felt the safe space and were able to open up to speak candidly.

3) Chair Report

a. Vacancies

From faculty and management. Contacted Jim Salt has not responded yet. Didn't know who to contact for management steering committee. Suggestion was given to contact Barb Delansky, she sits on the management steering committee. Contacted community members all are busy, some asked to be paid. Prefer to wait until we have a concrete plan of action for next year.

We need representation in LGBTQ, Transgender, people with disabilities,

b. Strategic Directions

we sent it to college council with five goals I only see four.

Elizabeth: we agree to keep the language the same for the poster, I will send out the latest version 14.5 electronically.

4) Diversity Film Series

- a. Donna: need films for input, please forward them to KoechigD@lanecc.edu and WilliamsA@lanecc.edu
 - i. April-Kay: films include documentaries on the agricultural industry, undocumented peoples, LGBTQ rights, and environmental justice. we used to run them every Thursday.
 - ii. Jim: if we offer the diversity circles as part of the agenda we can reach more people willingly
 - iii. Mark: what support is offered to people who have been harassed?
 1. Elizabeth: we don't have a support system in place for the people who are affected.
 2. James: do we file a complaint? There is a process set up, is this helpful to them? Is the behavior being repeated?
 3. Mark: when inside support is being offered? Have we reflected the cultural competency requirements amongst the hired staff? What is the accountability for those departments who have not set hiring goals?
 4. Jim: the leaders of the diversity council used to bring these issues to the media's attention. We are leaving students waiting for a response. People who are employed by this organization and protected by this organization who are going against what we have institutionalized for safe spaces.

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5. Dennis: executive team is stepping up, with the diversity circles and required cultural competency trainings. Let others on campus know there is a process established on campus. There are two processes Complaint Procedure and Contractual grievant Procedure.
6. Elizabeth: there is no safe space or support.
7. April-Kay: I know we are advocates, but what is the process for addressing the issues that directly affect students and their identities.
8. Mark: talk to me about issues, I can point you to the formal or informal processes. There is council support for victims. We can offer skill based support to deal with situations.
9. Donna: have the students go to someone they trust. We can address the issues from there.
10. Dennis: you can also direct students to academic affairs.
11. James: we need stronger response to those teachers who are making comments to students. We are addressing the same issues.
12. Dennis: zero tolerance means address it every time, processes it every time, council every time, and deal with the actions accordingly.
13. Donna: we need a working relationship to address the situations. We have to move out of the ruts.
14. Jim: process should accommodate people of color not added to the concepts of hierarchy.
15. Bob: we can make different processes but until we take out the bias in people we will not achieve anything.
16. Wes: the strategic directions states to provide cultural competency, we should make them mandatory, how do we make sure the staff is properly trained on diversity issues.
17. Elizabeth: we can make a policy we can implement a change.
18. Donna: President Spilde suggested a mandatory training for new faculty and staff.
19. Elizabeth: I suggest we form a subcommittee.
20. James: we should start with a clean slate everyone must go.
21. Bob: this is not required but you need these skills for sitting on a committee and/or council.

- 5) **Diversity Plan**
- 6) **Academic work-plan (next year)**
- 7) **Response Team (recommendations)**
- 8) **“Papers” Movie Screenings**