



Meeting Minutes

March 20, 2013, Building 1, Room 212, 3:00-5:00 p.m.

Attendees: Donna Koechig, Bob Baldwin, Joe McCully, Anayeli Jimenez, Max Jensen, Tajo, Celia Maximin, Dennis Carr.

Absent: Nancy Hart, Ahmed Rajabzadeh, Barbara Susman, Elizabeth Andrade

Note taker: Celia Maximin

Previous Meeting Minutes (Feb 20th): Approved

Professional Cultural Competency Education Policy

Presentation and discussion of policy revisions prepared by ASLCC student leadership. Document was read by Max Jensen, information provided was a collaborative effort of ASLCC members.

Council members read through and provided feedback on framework of 'Professional Cultural Competency Education Policy' document.

Changes were made to the following:

Items#1: Language in document must be reworked to include all Lane employees including 'Timesheet' employees.

Item#4: Changed to reflect gender specific language including verbiage "physical and sexual violence". The cultural competency policy will be finalized for presentation to College Council in April. ASLCC students will send final draft to get Diversity Council to vote in support of document before presenting to College Council. Diversity Council members are supportive of the student's efforts.

Bob Baldwin commented that college administration must acknowledge that all Lane employees including 'Time sheet' status employees must be included in document language for approval. Dennis Carr commented and provided clarification on documentation status including reference to fiscal impact of training on college during current budgetary constraints. Proposal is being made by ASLCC for 30 hour mandatory training annually for all LCC staff members. Discussion focused on feasibility, structuring of trainings to include in-service opportunities annually; concerns were expressed about available hours for staff training taking into consideration work responsibilities, schedules, department needs and support needed by employees to attend trainings. Friday afternoons is a particular point of focus for professional development trainings as most departments at Lane closes early and is designated to include staff development activities. ASLCC students reiterated that the policy presented is a recommendation, 4-8hours in-service is good; Students agreed on Friday afternoon trainings proposal, and agreed on no lower than 24 hours of staff training annually. Council agreed that in approaching College Council, cost is an important consideration and negotiations will be needed

in light of the current fiscal situation. Consider creating Plan B. Funding for training may be available federally for professional development. Something to look into.

Donna Koechig recommended adjusting verbiage to include "all stakeholders" beyond division dean and diversity office, as responsible parties within this policy.

NEXT STEPS: Finished copy of policy will be provided by students to vote by email. Will review, revise, and submit final vote to Diversity Council, to be submitted to College Council meeting April, 17th. Diversity Council members are encouraged to attend College Council meeting at the time ASLCC presents the '*Professional Cultural Competency Education Policy*' proposal, to show support. As College Council member, Bob Baldwin, will inform Diversity Council members of next scheduled meeting date.

COPPS current policy review

Bob Baldwin informed that College Council meeting was cancelled; preliminary work is still in progress to distinguish policies from procedures. Guidelines are needed before Diversity Council can begin to work with college policies to be reviewed. Bob Baldwin will report on College Council plan for policy reviews by functional councils.

Handouts & Announcements

Diversity Office provided updates on local & college events.