

# Diversity Council Meeting Minutes

3:00 – 5:00 PM, May 16, 2012

Building # 4, 232A,

**In Attendance:** Elizabeth Andrade, Dennis Carr, Donna Koechig, Barbara Susman, Vashti Selix, Taju Ouermi, Celia Maximin, Jill Bradley, and Jim Salt

**Guest Visitor:** Anayeli Jimenez, Current ASLCC Communications Director and incoming Multicultural Programs Coordinator for 2012-13.

**1. Agenda Review, Additions, Deletions, etc.:** Additions include:

- Nomination of notetaker for next year.
- If time, begin to discuss next year Diversity Council goals.

**2. Approval of April Meeting Minutes:** Council approved April Meeting minutes with the following amendments (highlighted in yellow):

**Discrimination & Harassment (D&H) Procedure** document was presented ..... Classified union representative Bob Baldwin (LCCEF, President) restated CHRO's position of conflict of interests for LCC classified union membership; Barbara suggested that as we were unable to reach consensus during this time, council move on regards to this discussion , and that council refer to March's meeting notes; Chair supported forward movement of D&H procedure doc. to conclude DC process. Full discussion done, Diversity Council was invited for input; Chair made motion, "Council is in agreement with language presented in document with input made by Diversity Council". Move to vote: **5 Yes, 1 No, 1 Abstain**. No consensus reached; \*\* Final copy will be available for review by Diversity Council with revisions upon approval of decision. To be determined by Lane Community College Administration.

**3. Election of Diversity Council Chair:** it was recommended and approved that the election of the Diversity Council Chair be delayed until student elections and appointments have been completed for the upcoming year which usually happens during the Fall term. If a student is interested in the being the chair, it was suggested that the student meet with the current chair to learn about the responsibilities of the position.

**4. Behavior Based on Religious Guidelines Policy:** The Chair reported that she incorporated the revisions of the policy approved at the last meeting. Few members had the following concerns and questions: 1) clear examples of appropriate (personal clothing, displays on personal vehicles) and inappropriate religious expressions; 2) individual or personalized religious expressions embedded in College's Group Wise email system; 3) implications of excusing students from attending classes or participating in examinations, work requirements, etc., due to religious beliefs; 4) statements on syllabi that "Instructors must announce in their syllabus that students requiring this kind of absence ought to inform the instructor three academic days in advance"; 5) who defines "unreasonable burden", the school or the instructor?; and 6) conflicting guidance in language usage such as statements under Religious Symbols ( "A decorated evergreen tree in December may be seen as a religious symbol" and "may feel unwelcomed").

The chair stated that the council members have had multiple opportunities to give their input/concerns during the past months. This final draft included all the input received and was ready for voting. There was no time to open up the discussion again if the council wanted to present this policy to College Council before the school year ends. The council should finish at least one of the pending policies, in the case of this policy has been in the works for two years. In addition, she reported that the College Council's Governance Subcommittee has been charged with the developing of guidelines for policy writing to ensure consistency across policies, which may result in this policy coming back to the Council for changes/revisions in the future.

Motion to vote the final draft was presented and seconded. Voting: 8 favor, 1 no.

Consensus was not reached, council members started a discussion. Since only few semantic changes were needed, council agreed that a group of volunteers will work on those and send it to the Chair so she can ask College Council to include the policy in the next College Council meeting. At that point a member added other concerns that reflected changes in the context of the policy, particularly in the paragraph on "Students". Several members objected to these changes and the discussion got extended. Because the time of the meeting was running out, the council agreed on the following:

**TASK:** The Council approved the motion to send the Religious Guidelines Policy to the subcommittee of volunteers (Vashti, Jim and Barbara) to work on language that will address the discussed revisions. They will send the revised draft to the Chair to email the revisions back to the Diversity Council for voting prior to the policy being submitted to and reviewed by College Council at their June Meeting.

- 5. Cultural Competency Achievement Policy:** The Council did not have time to discuss this policy. The Student representative presented a motion to hold an extra meeting prior to the end of spring term to finalize the discussion of this policy. Council passed the motion. The meeting is tentatively scheduled from 3:00 – 5:00 pm on Wed., June 6<sup>th</sup>. Chair will send an e-mail to confirm availability on this date. Faculty representative agreed to bring revised policy to that meeting, if able to attend.