

DIVERSITY COUNCIL

Meeting Notes: November, 20th 2013

In Attendance: (Chair) Elizabeth Andrade, Bob Baldwin, Dennis Carr, Max Jensen, (Vice Chair) Donna Koechig, Celia Maximin, Ahmad Rajabzadeh, Alyse Stone, Barbara Susman

Guest: Executive Dean Maurice Hamington

Note-taker: November: Celia Maximin December: _____

Welcome and Introductions: Introduction of Council members, backgrounds, and introduction of guest present.

Ground Rules Review: *“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.”* Council Susman and Jensen request for ground rules reading at DC meetings was agreed upon.

Main focus of this month’s DC agenda: Professional Cultural Competency Policy: Review. Council members shared thoughts, and feelings of recent College Council meetings. Provided overview of October, 31st and November meetings where students and council members were present. Noted, College Council 45 minutes agenda review. Students and public were given 15 minutes to speak.

DC Chair referred to Lane governance system, rules and processes with its intention. Discussion ensued on who on College Council shows support on current policy presented, and who has voiced opposition.

Council Baldwin also sits on College Council, provided input. Historical review was done of policy crafting process. Clarification made on the final policy drafted which gained unanimous votes. Final document was presented to College Council through collaborative efforts of Lane’s Diversity Council and Associated Students Lane Community College for approval in May 2013, **title “Diversity Awareness Professional Development Policy.”** It remains unapproved. Clarification was done on word-smithing of document, and of the purpose of policy, including intended design for implementation. Point of clarification: this policy is intended to include a representative of **all college stakeholders**, and not specifically college management.

Point to note, College President Mary Spilde, member of College Council, is in agreement with establishing Professional Cultural Competency Policy.

NOTED: ASLCC Student Leadership past Diversity Council member, Current College Council member Chair currently on Taskforce group.

A taskforce is being formed by College Council. Diversity Council members have not been included in this final process. It is unclear why College Council would form a task force for this Cultural Competency Policy with current DC members exclusively. One council member in particular has held strong opposition. Taskforce does not include any present or past Diversity Council members for guidance or consultation. Guest Dean Hamington recommended an ex-officio member of Diversity Council may serve, if not a current DC member. Some Diversity Council members are perplexed as to why DC is not invited to final review. Taskforce is scheduled to meet November, 25th.

College Council meets again on December, 11th 2-4pm. Faculty is invited to express opinions.

Last week, Chair (representing herself as a community member and Lane County taxpayer) students and community present, spoke at Lane’s Board of Education meeting. Chair shared her letter which was read at the November, 13th

Board meeting. Board has mandated College Council establish Cultural Competency Policy by next board meeting, December 3rd 6:30 pm. If not established, Board will implement in January 2014.

Council member, ASLCC student representative, Max Jensen made a point that there's a strong feeling of frustration through the disregard of this process by opponents on College Council. Students' and their original intents are not being listened to. Council Susman stated, "We need to respect students' work and support them."

Discussion about Lane's Governance system process ensued using Facilities as an example for comparison. Lane's established governance system for council work appears to not be working very well.

Original proposal Policy #4 was reviewed, members agreed that document language is imperfect. There is, **100 percent support for Policy#4 by Diversity Council members**. Perfection is not the goal, establishing a policy that works is.

Council Maximin suggested that DC Chair be notified formally by College Council on how Taskforce will proceed once group has met and made final decision. As outlined in paragraph 2 of Policy #4, this action would reflect inclusiveness, respectfulness and collaborative work done by employees, Diversity Council members and students.

Other agenda items being tabled due to time constraints and timelines for this process. Chair checked in with council members. **October Minutes** were voted on for approval.

All Diversity Council members present **unanimously voted** on the establishment of Lane's Professional Cultural Competency Education Policy #4 titled, "***Diversity Awareness Professional Development Policy***" ***as the unanimous recommendation for consideration by Diversity Council. And that it be put forth for approval as such.***"

Council members:

1. (Chair) Elizabeth Andrade,
2. Bob Baldwin,
3. Dennis Carr,
4. Max Jensen,
5. (Vice Chair) Donna Koechig,
6. Celia Maximin,
7. Ahmad Rajabzadeh,
8. Alyse Stone,

Barbara Susman