



DIVERSITY COUNCIL MINUTES

November 7, 2012 Building 4, room 232A, 3:00-5:00 p.m.

Welcome and Introductions

Present: Elizabeth Andrade, Celia Maximim, Joe McCully, Dennis Carr, Anayeli Jimenez, Max Jensen, Barbara Susman, Donna Koechig, Nancy Hart

Note taker. Decide who will be in charge for this academic year.

Note-taking to be a rotating responsibility among Council members during 2012/2013.

Overview of the governance system. Agreement on Council understanding of responsibilities. Ground rules agreement.

1. Member read the ground rules. They had been developed last year (2011/2012) to guide council discussions. There was general discussion about ground rules for diversity council. There was a recommendation to change "ground rules" to "agreement." Council members agreed to the use of the word "agreement." The student representatives volunteer to bring recommended ground rules to the next meeting; likely in bulleted format.
2. All governance council meetings are "open" public meetings.
3. We are lacking one executive dean from ASA on the Council for 2012/2013. A replacement executive dean may or may not be identified.
4. Donna Koechig is the "responsible administrator" by position.
5. We lack one of two faculty members for 2012/2013. Joe McCully represents faculty and he will speak with Jim Salt about a second faculty member.
6. Bob Baldwin and Elizabeth Andrade represent classified staff.
7. Anayeli Jimenez and Max Jensen represent students.
8. There are between 0 – 4 council members by position. Celia Maximim is a member by position. Other members by position may be named or identified.

Responsibilities of the Councils guidelines from the governance document was read aloud.

Responsibilities of Council Members guidelines from the governance document was read aloud.

Work-plan for this year. Determine items to be included and finalized during this academic year; determine work sub-committees.

Pending items from last year:

- *Cultural Competency Achievement Policy. During 2011/2012, Diversity Council had developed language for the cultural competency achievement policy. Council members were unable to reach consensus on the language to be presented to College Council.*
- *Religious Guidelines Policy: Diversity Council finalized this policy in spring 2012, and presented to College Council for the first reading at their last meeting in June, 2012. College Council referred the Religious Guidelines Policy back to Diversity Council for additional work. A printed copy of the input and comments from College Council member Dennis Gilbert about the draft Religious Guidance Policy was provided to Diversity Council members. There needs to be a plan for moving forward on the Religious Guidance Policy*

this year. We are hopeful that diversity council members will use a "whole council" process during 2012/2013 to revise the Religious Guidance Policy for re-submission to College Council. A sub-committee (4) will complete the work and bring it back to council.

Additional items to include in the 2012-2013 year's plan:

- There will be an expectation during 2012/2013 that Diversity Council will review COPPS policies related to "policy and planning" diversity work. Chair noted that College Council will be providing input and guidance to the councils concerning the review of policies and procedures, and College Council may provide explicit guidance to councils about how to complete the review of COPPS policies.
- CDO reminded council members that the diversity council members will also be asked to focus work during 2012/2013 on the Diversity Strategic Direction (<http://www.lanec.edu/research/planning/StrategicDirections.htm>). There are action items and goals for 2012/2013 listed on the Diversity Strategic Direction action items and goals. Training activities will need to be implemented linked to the action items and goals.
- Based upon a question, HR Director added that the new Harassment & Discrimination Complaint Procedure will do through the COPPS implementation process during 2012/2013. Training will be provided as the new Discrimination and Harassment Complaint Procedure goes through the implementation process.
- Other work plan considerations may include other policies and procedures, student proposals,
- Chair and CHRD proposed for Diversity Council members to consider that the Diversity Council should support the completion of an Organizational Climate Survey during 2012/2013. CDO and CHRD volunteer to develop a draft work product for an Organizational Climate Survey document and bringing the draft back to diversity council for review and input.

Student representatives clarified that student leadership is also working on a cultural competency policy or statement that they intend to complete for presentation to College Council. The students will bring the final draft to get Diversity council input and support before is presented to College Council. Diversity Council members were supportive of the student's efforts.

Handouts/Announcements of upcoming events.

Several council members talk and distributed information about upcoming events.

Next council meeting is Wednesday, November 21, 3 – 5 pm.

Since there will not be a diversity council meeting in December, 2012. Council members agreed to two meetings in January, 2013; the first on Jan. 16, and the second on January 30, both from 3 – 5 pm.

Barbara Susman will be the next note-taker on November 21.