

Diversity Council

Notes of the 10-16-13 meeting

Welcome & Introductions

Absent: Bob Baldwin, Nathan Campbell, Max Jensen

Notetaker

Will rotate monthly. Today: Barbara Susman. For November: Celia Maximum

Overview of governance system

Elizabeth distributed and reviewed Diversity Council Charter. This is not year we need to review Diversity Plan. Handout includes current membership for all councils. All meetings are public. Also on www.lanecc.edu/governance website. Decision-making protocol reviewed. Elizabeth encouraged us all to review the handout to re=familiarize ourselves. We meet 3rd Wed/month from 3:00-5:00.

Groundrules

Created & approved by council in 2012. Elizabeth will send with these minutes.

Work Plan for this Year

Last year we approved Cultural Competency Policy agreement. College Council has 2 readings and did not approve it last May. Next step is Minority & Majority reports to Pres. Spilde, who is the responsible administrator. Elizabeth distributed a draft of the Majority report to review before she gives it to Pres. Spilde. Council members reviewed the document for discussion and clarification. Suggestions for corrections were offered. College Council meets again tomorrow (10/17/13 from 2:00-4:00) there is no agenda yet, but they should review the minutes of the May meeting. It's a public meeting and all are invited. At the conclusion of the discussion, the council unanimously appreciated Elizabeth's work creating this concise and comprehensive report.

(Joe McCully had to leave to teach class at 3:22.)

Guest presentation

Rita Loop entered at 3:25 as Dennis Carr guest; this item was not included in the agenda. Dennis asked the council to hear her at this time due to some class conflict.

Rita Loop works in Transiciones in Lane's Women's Program. Getting OSU Masters and is interning at the Human Resources Department. She's stimulating conversations with faculty and staff to create a series of recommendations for HR to increase recruitment diversity – as part of Diversity Council Strategic Direction. Their first meeting is next Monday. Nov 14 & 21 will be larger meetings for those who want to be involved; any questions should be directed to Rita Loop or Dennis Carr.

Council chair clarified that the Strategic Direction of the DC has a second goal that regards the review of the college recruitment process, and it will be part of this work plan. The intention of the goal is to plan this work as a campus wide initiative involving a larger representation. Council members' discussion acknowledged that it's also important that Rita meets her graduate school goals with this internship. And the council reserves the right to use or not the work done by her internship in regards of the council's work.

Work Plan for 2013-14

* Second goal of the Strategic Direction of the Diversity Council: **Improve hiring and retention efforts from within communities of color for part-time and full-time positions**

*Develop implementation plan for the mandatory Cultural Competency Training, starting with a subcommittee.

*Integrate Religious Tolerance into current policy.

Announcements

Senior Companion Program volunteers sorely needed in Oakridge, Florence, Veneta, & Cottage Grove.
(See SCP flyer.)

Harassment trainings are coming soon.

Emotional Intelligence training coming.