

Diversity Council Minutes, October 20, 2010 Building 1, Room 212, 3:00-5:00 p.m.

Council Members:

Present: Elizabeth Andrade, Bob Baldwin, Dennis Carr, Diego Davis, James Florendo, Jim Garcia, Mark Harris, Nancy Hart, Donna Koechig, Celia Maximin, Eric Richardson, Jim Salt, Barbara Susman, and Sonya Christian.

Item: **Agenda review**

Discussion: It was suggested that item 5: Harassment/Discrimination Complaint Procedure be removed from the agenda to allow the unions and administration time to further discuss and resolve their concerns regarding this procedure before it is reviewed by the Diversity Council. The intent is to have those discussions in the next month and bring the procedure back to the Diversity Council for discussion at its November meeting. Members also asked for clarification about and discussed the role of the Diversity Council in providing feedback on this procedure.

Action/Decision: Decision was to table this procedure at the October meeting to allow the unions and administration time to further discuss the procedure. It will be brought back to the Diversity Council for discussion at its November meeting.

Item: **Welcome, orientation and update on last year's work**

Discussion: Members introduced themselves and Elizabeth Andrade, the Diversity Council Chair, reviewed orientation materials. The Diversity Council discussed membership, vacancies and representation. The council had previously identified the following additional areas of expertise as being needed on the council: 1) Women/Gender; 2) LGBTQ; 3) Asian American voice; and 4) community members, perhaps from the Latino community, Lane's fastest growing student of color population. It was suggested that the council be intentional when adding expertise to the council and consider the work that the council needs to complete in the next year and the needed skill sets. The imbalance of employee group representation, e.g., five managers, on the council, was discussed. In addition it was recommended that all council members should come to the council with an open mind and not a set or hidden agenda.

Action/Decision: Diversity Council agreed to be intentional when adding members by position, especially around creating more balance among council representation by employee groups and securing needed skills to complete the council's work.

Item: **Note taker nomination and minutes format**

Discussion: Did not have time to discuss this item. Will discuss at the next meeting.

Action/Decision:

Item: **Strategic Directions presentation**

Discussion: Sonya discussed the Diversity Strategic Direction document and process. Some members expressed the need for clarification and for deeper conversations about 1) the responsibility of the responsible administrator vs. the council vs. everyone on campus, and 2) how "success" is defined in Goal 3: "Develop effective, ongoing, systemic processes and measurements that assess the needs and success of diverse population at the college, or the need to have a common language as to what "success". It was suggested that a diversity tool (new media learning.com) be examined to possibly assist in accomplishing Goal 2 about further developing staff's cultural competencies. Finally it was recommended that additional input on the four goals and actions is needed from the larger college campus and is currently being planned by Elizabeth and Donna.

Action/Decision: 1) Need further discussion and clarity around the language on Goal 3 regarding how "success" is defined; 2) Need further input from the larger college campus on priorities of Diversity Strategic Directions Goals and action items to be accomplished this year; and 3) Incorporating input from the larger college campus and from the break out session during fall Inservice, the Diversity Council will need to decide on which Strategic Direction Goal(s) will be the Diversity Council's focus in the upcoming year.

Item: **Harassment/discrimination complaint procedure**

Discussion:

Action/Decision: It was decided to table this procedure to allow the unions and administration time to further discuss the procedure. The procedure will be brought back to the Diversity Council for discussion at its November meeting.

Item: **Torch issue**

Discussion: Did not have time to discuss these issues. Will carryover and discuss at next meeting.

Action/Decision:

Handouts/Announcements of upcoming events: Donna reminded the committee about the upcoming 16th Annual Oregon Diversity Institute (ODI) to be held on Nov. 4-5, 2010, at Chemekata Community College. The Diversity Office will be providing limited student and staff scholarship to attend. If a person is interested, they should contact Elizabeth Andrade or Donna Koechig.