

Diversity Council Work Plan 2006

By the Diversity Council Work Plan Subcommittee



Michael Samano Presents Jerry Hall with Human Rights Award
Diversity Council 2006

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Introduction:

Lane's Diversity Council was formed as an integral component of Lane's new governance system in 2004. The council was charged with planning and policy development for the college as it relates to the broad and complex issues of diversity. Specifically, the diversity council was to:

- Develop the campus plan and policies related to diversity
- Set response priorities for diversity issues on campus
- Advocate for the resolution of diversity issues on campus.

The scope of the diversity council's work was to include:

- Develop and update campus diversity plan
- Facilitate community-wide dialog
- Evaluate functions and activities related to diversity goals.

Unique History of the Diversity Council

Prior to the Diversity Council, a *Diversity Team* was created and assumed leadership in 1995 to update the college Diversity Plan. In 2000, the Team created the *2003 -2008 Diversity Plan* (attached). The Diversity Plan format was to act as both a pragmatic and visionary guiding document consisting of:

- Specific Action Items:
 - Proposed Action
 - Accountability
 - Assessment Measure
 - Timeline
 - Estimated Costs
- Indices that relate to subject and accountability to identify managers and executive leaders responsible for implementation.
- Visionary and "current" status statements, submitted by Lane's Diversity Team, to establish expectations, attitudes and best practices reflecting the spirit of the Diversity Plan.
- Appendices including:
 - Timeline for implementing action items from year 1 – 5
 - Action Item Cost Summary
 - Glossary to identify terms or acronyms in the document
 - Diversity Team Action Team List.

Updating the Diversity Plan and working on implementation of the Plan guided much of the Diversity Team's work. Additionally, the Diversity Team dealt with current, urgent, and ongoing diversity issues campus wide that pertained to, for instance, training, harassment, discrimination, recruitment and retention, diversity programs and initiatives, and support and affirmation of diversity efforts at Lane.

Opportunities and Challenges of the Diversity Council

With the creation of Lane's new governance system in 2004, a Diversity Council was created. The history of the Diversity Team, the existence of the Diversity Plan and the unique complexities of diversity needs and issues creates both opportunities and challenges for the Diversity Council:

- Membership
 - Many members of the Diversity Team expressed interest in participation on the Diversity Council.
 - The membership charter of the Diversity Council includes stakeholder participation as well as membership by the Diversity Coordinator, a community member with relevant experience, and additional members as pertains to the needs of the council. This flexibility allows the council to include and address the needs of the multitude of diverse populations.
- Diversity Plan as a work plan
 - The Diversity Council had the already established specific Diversity Plan to guide its work
 - The Diversity Plan is an action oriented document, not a policy and planning document.
 - The Diversity Team and Diversity Plan have provided the Diversity Council with the opportunity of being formed from an already established group with a work plan, as well as the challenge of translating its role into planning and policy and its membership into the needs of a governing council.
- Consultation, advisement and support role
 - While to a lesser extent than the Diversity Team, the Diversity Council is called upon for "ad-hoc" consultation, advisement and support, such as the 2005 request from Mary Spilde concerning campus military recruitment or nomination of Lane award recipients at the International Human Rights Day Celebration.
- Urgent diversity needs
 - The nature of "diversity issues" includes requests needing urgent attention, such as a response to racist leafleting by a right wing group during Black History Month.

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Current and Future Considerations, Budget and Redesign:

The current budget situation and the future edict to “redesign the college,” necessitate an overarching framework for the Diversity Council’s work plan. To wit:

- The current fiscal realities and redesign should take into deep consideration Lane’s Mission, Core Values and Strategic Directions, which include a strong and central focus on diversity, diverse populations, and issues of difference, power and privilege. Appropriate expertise should be called upon for consultation.
- Budget cuts and redesign should be considered with an understanding of Lane’s (and the greater society’s) history of systemic institutional exclusion and under representation. There has not been and there is not “an equal playing field” in which all initiatives should be considered. Decisions concerning current and future diversity initiatives at the college should be looked at through the lens of the history of systematic exclusion.
- Lack of capacity in Lane’s past has perpetuated inequities and exclusion. Budgeting and redesign decisions should consider the central importance of building capacity in order to address past inequalities and attend to Lane’s core value of diversity in current and future efforts. Risk management issues should also be considered. Building capacity for cultural competency and respectful work environment, and clear harassment policies will avoid litigation.
- Budgeting and redesign decisions should be considered with the understanding that maintaining and expanding diversity initiatives positively impact revenue in terms of enrollment, recruitment and retention, and in preparing students with the needed skills for four year institutions and an ever changing and increasingly diverse work force and global economy.
- Diverse populations and those with cultural competency skills and expertise should be included at all stages of budget and redesign decisions.

Prioritizing Criteria

During winter term 2004, a work group was created from the Diversity Team to prioritize action items listed in the Diversity Plan. The work group's plan is attached. The criteria for prioritizing action items inform the Diversity Council's goals. These criteria are:

- Build on What We Have in Place at This Time
 - 2003-2008 Diversity Plan
 - Assessment Of Action Items We Are Currently Doing
- Build On Existing College Directions/Initiatives
 - Increase Capacity To Move Towards Actualizing College Mission, Core Values and Strategic Directions
 - Refine Responsibilities and Goals Of Diversity Council For Policy and Planning.
 - Consider Reviving Diversity Team In Its Role
 - Strengthen Relationship Between Diversity Council and Other Governing Councils
 - Ethnic Studies
 - Multicultural Center
 - Reading Together
 - Learning Communities
 - Recruiting and Retaining Underrepresented Staff
 - Affirmative Action
- Action Items with the Widest College Impact
 - Students in classroom
 - Student Support from Student Services
 - Faculty Classroom Climate
 - Community Impact – Serving the Needs of the Community
 - Hiring/Training to Build Capacity
- Which Items are Going to Offer the Most Impact for the \$\$\$
 - Increasing Student Enrollment and Retention
 - Recruit and Retain Diverse Staff to Build Capacity
 - Have an Effective and Culturally Competent Staff
 - Maintain/Support League of Innovation and Vanguard Status
- Action Items Which are Going to Move Us Forward Most Rapidly
 - Curriculum Infusion by Faculty
 - Community Interactions – Ability to Recognize and Respond to Demographics
 - Create Community Partnership Opportunities
 - Staff Capable to Respond to Linguistic Needs of Multiple/Diverse Communities and Communicative Needs
 - Communities Appeal To Optimism And Energy Of Students

2006 Goals:

1. *Moving Ahead with what is “in-process”*
 - a. Student advisors for student populations (Action Item 78)
 - i. Move forward with permanent appointment for Chicano/Latino student advisor.
 - b. Moving forward with Diversity Coordinator Position
 - i. Review and assess current needs and appropriate classification for position.
 - ii. Consider position in light of redesign.
 - c. Action on policy for syllabus statement (in conjunction with Faculty Council)
 - d. Proceed with analysis and utilization of IDEC campus climate survey to be used as an assessment and directive tool for policy concerning hiring, recruitment, retention, training needs, etc.
 - i. Create a visual Diversity Map of Lane to assess where diverse populations are or are not present at the college.
2. *Create recommendations for re-purposing positions as they become open, especially as pertains to redesign, in order to build capacity and so that all positions more fully reflect and prioritize core values and strategic directions of diversity and diverse populations.*
3. *Actualizing 2003 – 2008 Diversity Plan*
 - a. Create user-friendly assessment tool for action items in plan.
 - b. Meet with individual ET members and other personnel to assess action items and gain greater understanding of college opportunities and challenges (2006-2007).
 - c. Review assessments to prioritize outstanding action items and create appropriate policy and planning.
 - d. Include diversity best practices in redesign of college.
4. *Move forward with policy recommendation of Women’s and Gender Studies Coordinator*
 - a. Impacts student abilities to transition to four year universities, especially important in light of recent movement towards degree partnerships
5. *Move forward with policy recommendation of LGBT and Asian Pacific Student Coordinators*
6. *Review and assess approaches in training to build capacity. Recommend policy.*
 - a. Required Training
 - b. Training within departments
 - c. Assessing where need is greatest
 - d. Technological innovations for training
 - e. Defining Training

7. *Hiring – recommend policy and planning for:*
 - a. Language of hiring and job descriptions
 - b. Hiring committees and cultural competency
 - c. Employee Orientations
 - d. Recruitment Plan

8. *Diversity as component of staff evaluations – planning and policy recommendations*

9. *Diversity Council Retreat(scheduled for May 2006)*
 - a. Review Role Of Diversity Council and Potential Reinstatement Of Diversity Team
 - b. Review Budget and Redesign Of College
 - c. Assess 2006 Goals
 - d. Review Accomplishments Of Council
 - e. Review Goals And Timeline For 2006-2007 Academic Year

10. *Continue support and expand collaborative community events. Create appropriate policy.*

11. *Continue with consultation and advisory roles as needed.*
 - a. Assist with creative thinking and policy and planning for budgeting and redesign of college so capacity is increased and diversity as a core value is appropriately infused in the college community.

12. *Continue with urgent issues as presented.*