

ATTENDANCE:



Diversity Council

Meeting Notes from 4/19/ 2006

- | | |
|--|--|
| <input type="checkbox"/> AVALOS, DANNY | <input type="checkbox"/> MATTHEWS, SUSAN |
| <input checked="" type="checkbox"/> BARRY, KATE | <input type="checkbox"/> MCGRAIL, ANNE |
| <input type="checkbox"/> CARKIN, SUSAN | <input type="checkbox"/> MOGART, SILVER |
| <input checked="" type="checkbox"/> CARR, DENNIS | <input type="checkbox"/> PAYTON, VICTORIA, R |
| <input type="checkbox"/> CRAIG, TIM | <input type="checkbox"/> SAMANO, MICHAEL |
| <input type="checkbox"/> DELEON, JERRY | <input checked="" type="checkbox"/> SOLOMON, MARVA |
| <input checked="" type="checkbox"/> ECCLESTON, JET | <input type="checkbox"/> STABIN, TOVA |
| <input type="checkbox"/> EDMONDS, KAREN | <input checked="" type="checkbox"/> SULLIVAN, TERRI |
| <input type="checkbox"/> FLORENDO, JAMES | <input checked="" type="checkbox"/> WHITENACK, ALICE |
| <input checked="" type="checkbox"/> GARCÍA, JAMES | <input checked="" type="checkbox"/> WREN, RUTH |
| <input checked="" type="checkbox"/> HARRIS, MARK | GUESTS: |
| <input type="checkbox"/> KISSINGER, SYDNEY | ADRIENNE MEWS |
| | ELLEN CANTOR |

Topics/Outcomes	Discussion
1) tova (5 minutes)	Approving minutes of 4-5-06 Announcements
2) Kate Barry (representing Patrick Lanning)	Brief follow-up on last meeting. On 4/25/06 Dennis and Mark will meet with Mary Spilde. What is the proper role of the D Council? Discussion surrounding incident(s) with Ruth Bischel Address issue of anti-Semitism; wants the specific term included where it is not; defining anti-Semitism
3) tova and Dennis (15 minutes) Brief report from subcommittee Suggest policy re: discrimination and harassment	Based on previous incidents (Bischel and others) need to discuss policies Criteria for hiring Recruitment/retention - bias response team Implement a tighter timeframe than we presently have Mandatory training What to do in light of present contract? Suggest policy "3 strikes, you're out" for perpetrators Next meeting for subcommittee should be after 4/25/06 meeting with President Spilde in an effort to provide update Scope of the charter of the diversity council How do we implement charter? Policy could be discussed at Diversity Council retreat Specifically discuss timelines, accountability, deeper issues What are the barriers to reporting? This would be one of the purposes of the Bias Response Team. At U of O the team keeps a log of incidents; students have access to the reports.
4) tova (30 minutes) Budget issues Targeted proposals and college council Attendance at college council meeting	Suggestion to submit a statement to College Council from D Council What are the hidden issues/cuts Dennis - legal issues/need to abide by the contract Seniority protection, core "filter" cultural values Conversations with Bob Baldwin are not finished. Exceptions may be possible (eg. Disability Services, bi-lingual, special licenses)
5) tova (15 minutes) Diversity Council Retreat May 12 th Tova will pursue getting an outside facilitator.	We have secured Eugene Friends Meeting place on May 12, 2006 from 11:30 am to 7:00 pm. Discussion about having a facilitator and 1 or 2 notetakers.