

ATTENDANCE:



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|--|--|
| <input type="checkbox"/> AValos, Danny | x Matthews, Susan |
| x Barry, Kate | <input type="checkbox"/> McGrail, Anne |
| <input type="checkbox"/> Carkin, Susan | xMOGART, SILVER |
| X Carr, Dennis | x Payton, Victoria, R |
| <input type="checkbox"/> Craig, Tim | <input type="checkbox"/> Samano, Michael |
| x deleon, Jerry | x Solomon, Marva |
| <input type="checkbox"/> Eccleston, Jet | x Stabin, tova |
| <input type="checkbox"/> Edmonds, Karen | <input type="checkbox"/> Sullivan, Terri |
| <input type="checkbox"/> Florendo, James | X Whitenack, Alice |
| x García, James | x Wren, Ruth |
| x Harris, Mark | Guests: |
| x Kissinger, Sydney | Leslie Soriano |
| | Jose Ortal |
| | Greg Evans |
| | Adrienne Mews |

Diversity Council

Meeting Notes from March 1, 2006

Topics/Outcomes	Discussion
Announcements	<ul style="list-style-type: none"> • Distributed. • Tova will be on scholarship committee. • Others may be on committee, as well. • Victoria present. She was very happy with present.
1) Guest (10 minutes) a) Dennis Gilbert – “systemic racism of the overuse of part-time faculty positions” tova	<ul style="list-style-type: none"> • Document distributed.
2) Retreat (10 minutes) tova	<ul style="list-style-type: none"> • May 12, 2006 • Proposed agenda was distributed. • Membership update should be discussed. • Structure diversity plan prioritizing. • Discussion on who will facilitate. External is preferred. • Send suggestions for external facilitator to Tova. • Confirm attendance. • Another retreat might be needed to address action items.
3) Action Items send to departments, Tova Kate and Jim will facilitate meeting with executives.	<ul style="list-style-type: none"> • Suggestion, add letter choice “N” for “Needs to be Done.” • Need can be identified for each action item. Would lead to revision and new action items. Could accompany action items lists? • “Comments and suggestions” for future action should be part of action grids. • Letter will be revised to include information about discussion meetings. • Sample letter with deadline was distributed that would accompany action items grids, preferably before retreat. • Meetings might be necessary to orient new executives to Diversity Plan action items.

	<ul style="list-style-type: none"> • Dennis could call a meeting of executives and Diversity Council members could provide historical information and context.
<p>4) Diversity Coordinator position Dennis</p>	<ul style="list-style-type: none"> • Classified position runs into conflict with faculty and management since it is lower in the employee hierarchy. • Should Coordinator be classified? • Staff Development manager level was in place before Dennis was hired. • Diversity Team recommended the coordinator be at manager level or at least at faculty level; Moskus decided on a classified level. • Coordinator needs maximum flexibility to function well. • What responsibilities are included in job description? • Campus has changed since position was created. • Reclassification will provide an opportunity to revisit situation on today's campus. • In the past, Coordinator has performed managerial duties at Lane. • Two UO diversity managers address policy issues and must therefore be at provost level due to lawsuit. • Nationally, best practice places diversity positions at both universities and community colleges are at executive level or faculty level. • LCC should correct past questionable decision to place coordinator at classified level.
<p>5) Syllabus – Mark</p>	<ul style="list-style-type: none"> • Discussion of harassment policy in Faculty Council was slow-going. • Should we identify action items that apply and bring them to the attention of the union representatives? • Discussion could be part of retreat. • Should problem be part of revised Diversity Plan?
<p>6) 4:15PM Mary Spilde</p>	<ul style="list-style-type: none"> • Charge for Governance Councils: look at institutional programs and services for better ways to perform work. What are priorities in college system? • Ideas will be reviewed by executive team for money-saving value. • Skills that employees have should reflect core values. • A system should be constructed that prioritizes employee value besides seniority. • Diverse employees were hired recently and are vulnerable by seniority standards. • Cultural competency should be a valued skill and is more than technical skill. • Bi-lingual and bi-cultural skills are required for some positions and are protected for the assignment, maybe not the individual. • Some positions have evolved, but have not been updated.

- Are not protected.
- Reevaluation of positions is in progress.
- Updating job descriptions with regard to diversity was best practices in 1992, nationally.
- In the past, Faculty job descriptions were not reviewed due to resistance in bargaining.
- In future months, each LCC department will try to find savings.
- Diversity Council could recommend retention of culturally competent employees.
- After elimination of 04 employees, new reduction in staff will occur in the new fiscal year.
- In April, the formal budget committee meets and makes decisions about cuts and bumping.
- Board will review proposals for savings and cuts.
- Managers should be culturally competent in their interactions with employees under going changes in job status.
- There is an expectation that diversity considerations will be eliminated with budget cuts which should be publicly addressed.
- Departments could be polled about how budget will affect diversity.
- LCC could have influence and generate revenue by providing diversity training at lower cost than private companies in non-credit education.
- There will be community contributions to budget discussions after proposals have been publicized; are happening already.
- Public who express opinions doesn't want to contribute more to public education.
- Spilde will meet with all advisory committees soon.
- It's not known how cuts will affect students. Increase in tuition does not generate as much revenue as cutting staff.
- Students contribute through student organizations. Can communicate with Spilde directly through email.
- Is diversity required for accreditation? What is minimum? Very little in standards.
- Accreditation looks at values and how college addresses them. College can define standards and live up to it.

7) Agenda items for next meeting on March 15, 2006
Pam Farmer visit.
Bring food to share.

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