

Present: Barry, Kate ; Cantor, Ellen, Carr, Dennis ;Deleon, Jerry; Eccleston, Jet; Edmonds, Karen; Florendo, James; García, James; Harris, Mark; Mogart, Silver; Samano, Michael; Stabin, Tova; Sullivan, Terri; Kissinger, Sydney
Absent: Avalos, Danny; Carkin, Susan; Craig, Tim; Matthews, Susan; McGrail, Anne; Solomon, Marva; Whitenack, Alice; Whitenack, Alice
Guests: Garrett, Helen; Taylor, Craig; Simms, Tracy; Ortal, Jose; Soriano, Leslie

Topics/Action Items/Outcomes	Discussion
<p>1. tova (5 minutes) Announcements - Approving minutes of 05/03/06</p>	<p>Minutes approved Retreat minutes will not be posted as they are general discussion and will be in posted Workplan.</p>
<p>2. Guests: Handout Class Schedule Redesign. Garrett, Helen Taylor, Craig Simms, Tracy Barry, Kate</p> <p>Action Item: Will someone from Diversity Council be on the editorial team for the Class Schedule?</p>	<p>The class schedules will be a new magazine called Aspire. Feature stories- Full page ad about LCC Visual more exciting and attractive How to Register very clear, friendly for those that do not know how to use computers, Spanish as well Aspire Web Team as well, web presence <u>Discussion:</u> Same time frame as current schedule Angela Miller coordinates. She puts out a call for examples/stories. Tracy: Very strategic, more opportunities – for example talking about the local option. Time sensitive issues are priority. *****Need to expand editorial committee Helen: Enrollment services will offer 4 classes a week; basics of financial aid, Express Lane, basic computer skills, Spanish to assist students in getting comfortable with online formats, registration process and skills to use online services. *Students are going to the web anyway they get real time availability. Tracy: we cannot afford to loose anything but need to gain a lot. Investing in translation of text in a strategic way. Have Spanish in strategic places throughout publication. Note page numbers in front with Spanish info What policy will guide that advertisement? Very careful area- limits on who can advertisement with college. Tracy: In order to maintain bulk rate postage rate the feds have many requirements. Is meeting legal counsel ...do want to offer advertising in this. Need to promote wonderful things at LCC. Offset costs with ads for particular programs; maybe even pay for them *What is our piece, our role the redesign of college; really glad that they are coming to council to develop relationships before it is out to public. Wants to encourage relationship. Tracy: we are the ambassadors, the sales force.... Information is necessary</p>

	<p>**Diversity highlighted in every issue? *Presidents message.. part in Spanish? Helen: Commitment to staff- who are the folks who can continue the Spanish conversation once people get passed the Web. How many doors do they have to knock to? All: Concurrence to this- where are the bilingual staff?</p>
<p>3. Diversity Workplan Spring 06' and College Council What Needs Follow up?</p> <p><i>Action Items: College council and Workplan</i> Outcomes:</p>	<p>Workplan went to college council- Not looked at ...What do we do about this? Recommended agenda for 04/01, then postponed, What has happened? Need communication *Student affairs policy took 10 months to get passed in college council</p> <p>Retreat Workplan: Anne has notes, hopefully by next week.</p>
<p>4. tova (15 minutes) -Diversity retreat issue. How diversity is integrated into redesign? -Follow up logistics: tova meeting with Mary Spilde?</p> <p><i>Action Items: tova to request meeting with Sonya. How we are going to stand by core values as we move into fundamental redesign?</i> Outcomes:</p>	<p>-Tova not able to get into open hours with Mary; would not happen again till fall Dennis: ET is still being called to look at fundamental redesign. Three areas articulated on Monday's ET meeting. Ongoing in process improvement: Many related to Banner, technology, process improvement. Rated intermediate, long term etc... Leveraging technology, Steve Pruch, initiatives vary from Aspire to a portal. Changing instruction at which instruction may be delivered and learning occurs -Faculty lead - 80% would occur in departments and divisions. 09/18 In this part of discussion it was seen as a huge plan for fall in-service. 09/19/06 in-service focus on this; redesign. 09/20 one more compressed day - lesser role for governance and greater role for OISS, divisions *****</p> <p>-Exactly how does this concern diversity—is it more about something else? Diversity as a core value is being played out in one way. How is this being addressed in a public way. -Advocates for diversity needs to get more involved in in-service planning process. -Redesign learning for student success is Tinto's goal. - Diversity needs to be a voice on committee. -Can someone from diversity be part of fundamental redesign committee? -Probably, ask in the office of instruction--maybe Sonya. -General Discussion: Pulling together all this info...where is the consciousness. Who are part of the conversation-everything should be involved. Learning occurs outside of the faculty; and others can teach too...people look at conditions surrounding their lives and use education to improve their lives. We need to define the conversation. How do people</p>

	<p>feel safe in work place- it is about how you treat people? As systems change it can be at a grassroots level. We can meet the needs of the college without selling our souls. -Ask Sonya how we are going to stand by core values as we move into fundamental redesign?</p>
<p>5. Ellen Cantor (5 min) Sustainability as a core value</p> <p>Action Items: E-mail Jennifer Hayward with suggestions; Sustainability team available to participate. Follow up will be at next meeting.</p> <p>Outcomes: Vote:unanimous</p>	<p>There is a committee and the Learning Committee. Works with larger group, Have come up with core value language. Seeking input. Want a larger component that includes social justice.</p>
<p>6. tova stabin (5 min) Logistics for next year and div council</p> <p>Action Items: Meeting times – subcommittees -membership issues; To be discussed at next/last meeting</p> <p>Outcomes:</p>	<p>-meeting times –subcommittees -membership issues; To be discussed at next/last meeting Jerry: last day as an official member; now guest only</p>
<p>7. Michael Samano (10 min): Additional Agenda Item: Gathering up individuals who would be willing to join Diversity Team</p> <p>Action items: *Small committee to discuss coordinator position and decide what kind of proposal should be made, once before committee. *Retrieve old notes or archived files to demonstrate this is not a rash proposal *Move discussion to next meeting</p> <p>Outcomes: *VOTE: most support executive level authority *Jet, Kate, Terry, Dennis, Karen, Mark, Michael will be on committee</p>	<p>*see handout: Brought job description from Chemeketa a Multicultural Development Office. *The DivCoordinator is an executive level position. They are physical located up with president at Chemeketa. Future of position...showing future *Ours was classified, now part-time; what will it be in future. The position has no transparency. We do not know the future of the position. General/brief overview of retreat; in relation to this item *The time is now to talk about the future of Diversity Coordinator, can we fulfill it to be an executive job? * Re-emphasized coordinator situation *Jim Garcia will return from Leave of Absence for two months in July/August. * The diversity council makes a recommendation about the redesign of the college that includes a different design of focus of diversity at Chemeketa. *Make a general policy recommendation. Get it to ET. Put on pressure. *Retrieve old notes or archived files to demonstrate this is not a rash proposal (classified a 10 year classified) VOTE: two- most support executive level authority. *some see more can be done as a classified position *History: first management sent, shot down; Then faculty shot down, classified accepted *Union could help protect position if classified or faculty *Confidential exempt: not beholden to and not at risk to any group. In BOLI guidelines there is an exempt status. Not exposed to vagaries of business.</p>

8. Items for next meeting (5 minutes)	Items for follow up before end of term? -work plan for 06-07 -other?
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***Submitted Handouts:**

By Michael S. : Chemeketa Job Description

*** Note-taker: LynnMarie Chowdhury, HR