



Diversity Council

Meeting Notes: May 3, 2006

ATTENDANCE:
 X BARRY, KATE
 CARKIN, SUSAN
 CARR, DENNIS
 CRAIG, TIM
 X DELEON, JERRY
 ECCLESTON, JET
 X EDMONDS, KAREN
 X FLORENDO, JAMES
 X GARCÍA, JAMES
 X HARRIS, MARK
 KISSINGER, SYDNEY
 MATTHEWS, SUSAN
 MCGRAIL, ANNE
 MOGART, SILVER
 SAMANO, MICHAEL
 SOLOMON, MARVA
 stabin, tova
 X SULLIVAN, TERRI
 WHITENACK, ALICE
 X WREN, RUTH

GUESTS:

Mary Spilde
 Jose Ortal
 Elizabeth Andrade
 Leslie Soriano

Topics/Action Items/Outcomes	Discussion
<p>1. Mark (5 minutes) Announcements - Approving minutes of 04/19/06</p>	<p>Karen: College Information night for Latino's 05/18 previous handout on file. 181 nominations received!!! Endowed Chair presentation of class the difference between languages, tribes in NW, history of language use, 05/04 Minutes Approved</p>
<p>2. Mark / Dennis (30 Minutes) *Report from meeting with Mary Spilde *Diversity Reliably Reported Unofficial Files</p> <p>Action Items: Mark will begin this process 1) We look at complaint process, garner information to share, what was outcome, what person satisfied with outcome, are there implications for the improvement on part</p> <p>Outcomes: 1) Motion passed Ruth: Proposes motion to receive complaints in as complete form as is legally possible with the additional information was the person tell us they were happy with process or outcome. Terry: Seconded</p>	<p>*Dennis not present *Mary: Invited to respond to Faculty member and son who came forth with request for help Met wit Dennis mark and tova *General conversation about issues that were raised. M first sense is that she does not believe this is the venue for this conversation, this advocate and there are processes for diversity claims, faculty issues claim. For me to comment on every allegation that was made would be more harmful than beneficial. There is a level of personnel confidentiality that needs to be held up. In terms of the dc role; if we feel complaints and policies need to be strengthened that is one thing. Getting into the substance is not where we belong. Revising processes is one thing-let's use our processes in place. Generally in terms of the complaint there are two or three things that have gone on here. One was certification- was understood to be agreed upon. There may be questions about certifications or requirements; others may think other things—She would defend our right to decide what our certifications are. Yes review but we have rights as a faculty and college to set our certifications. Discrimination process was completed all the way up to President level. Mary did not find discrimination of that complaint. There were points raised that raised concerns as to whether it was a hostile environment. Investigated. Concern about resolution has moved into a legal realm. We are investigating formally and informally the other complaints. Some did not come up- we need a formal complaint to move in a formal way. Div Council is open to making recommendations on strengthen policies.</p> <p>Mary: There is a role of DC in evaluation; role is policy planning and evaluation. Or achievement of plan. The governance set up that council sets plan and it moves to college council. Anything that requires us to spend money</p>

by the college council. A plan will but if it requires money that is a budget goes another route. A short set of priorities, suggest reaffirming priorities.
A conduit needed from diversity council to administration. Commitment is firm to public dealing with issues. Need mechanism to get inform to admin.

What is our role? What can we do in policy?

*Some issues brought to attention that process has been used and threat there is no legal definition of hostile work environment. But yet you had a sense that something is happen. They still feel there are workplace issues but legally there is no way to act upon it.

*Legal definition may not cover Lane moves forward;
We need to look at what needs to be said

*Accountability is the manager and VP in division

*Have individuals been responded to, have conversations

*Look at process and then had off for div/mgr etc..

Difficulty in DCouncil getting involved in resolution of complaints.

*how can we evaluate results if we do not know what resolution is?

Struggle in the transition from team to council. We are offering a different framework; people approaching us are looking for advocacy they are looking to council for action. This represents a need—where do they go—they go to DCouncil

*What constitutes evidence? If it is only formal or informal complaint process is there another where we can gather a pattern?

* Supposed to show folk all avenues this might address concerns at beginning of complaint process

*How do we improve this? Within formal process we are trying to change college—but we need informal too.

*Need to understand response and whether there is a systemic change.

*Should we put numbers of complaints out to college campus?

*Does the harassment policy result in greater safety?

People who go through formal or informal process are they given a chance to evaluate. In formal process there is always appeal; For informal you get it anecdotal

Mary: One of challenges is that we are not going to have a finding unless there is a legal test. What do we do when it does not meet a legal test and there are clearly things that need to be done? How do we break through the conundrum?

*We have a volume of informal complaints. When we have done findings in past; a timeline is set but we do need is a reporting back mechanism. Can this be built in timeline? This is tracked by president and holds accountability she built that in; it is not public.

Mary: How do we surface it over and over again so we can see patterns? How can we do this in a way that does not make you say you are frustrated.

	<p>*What has been shared with us is that 'I' go to supervisor and supervisors do not act. *One recommendation was for mandatory diversity training * Managers are skilled at not responding *Anecdotal does not tell the truth it becomes who is making complaint who is not believed Do survey how did this work for you? Some sort of report card be given to diversity council—in order for a solid set of data to be gotten to do yearly organizational climate assessments. Need a baseline for these actions to happen *We want to be confident the assessment process is working. If we do not know the meat of what happens what could is it. *Do current processes meet industry standards- NO; *Does current process work or do we gather data?</p> <p>Ruth: proposes motion to receive complaints in as complete form as is legally possible with the additional information was the person tell us they were happy with process or outcome. Terry Seconded Karen: Propose that we ask to have an evaluative piece done on how to share views—but to clarify that we do not need to know the nitty gritty details. It is complainants choice on whether they share that or not. *Yearly report to board in board areas</p>
<p>3. Mark (15 Minutes) Budget issues</p> <p><i>Action Items:</i> <i>Outcomes:</i></p>	<p>Not discussed.</p>
<p>4. Mark Diversity Council Retreat May 12th</p> <p><i>Action Items:</i> <i>Outcomes:</i> LynnMarie will take notes</p>	<p>-We have secured Eugene Friends Meeting place 2274 Onyx on May 12, 2006 from 11:30 am to 7:00 pm. -Anne Johnston-Diez, the facilitator, will give us notes from decisions, etc., but not as detailed as minutes. If we want a notetaker -LynnMarie is able to attend for part or all. -tova will send out other information we might want to look at soon, including the agenda. -Has everyone responded</p>
<p>5. Ellen Cantor (15 minutes) Sustainability added as Core Value</p> <p><i>Action Items:</i> <i>Outcomes:</i></p>	<p>Not present</p>
<p>6. Items for next meeting (5 minutes)</p>	<p>Move forward</p>

7. Additional Agenda item Alice 1) Proposal to stop all councils	Verbal Proposal at College Council to drop all councils in front of college council; LCCEF as well Is it about Budget or autocracy? LCCEF members have questioned on the advisory status and whether it is effective.
---	---

***Submitted Handouts:**

*** Note-taker: LynnMarie Chowdhury, HR