

Lane Community College
 Diversity Council Meeting Notes
 January 5, 2005

In attendance:

Shauku Mlimaji
 Danny Avalos
 Susan Matthews
 Dennis Carr
 Jerry de Leon
 Terry Sullivan
 Susan Carkin
 Tova Stabin
 Ted Romoser
 James Florendo

Karen Edmonds
 Mark Harris
 Elizabeth Andrade
 Sydney Kissinger
 Ruth Wren
 Anne McGrail
 Marva Solomon
 Michael Samano
 Alice Whitenack

Topics/Outcomes	Discussion
General Business	<p>Membership</p> <ul style="list-style-type: none"> • Will newly absorbed members release time/compensation for membership? • The governance MOA's do not address the issue. Jim and Dennis will follow up. <p>Council members should not be note takers. The governance plan provided for support, we should follow this up.</p>
<p>Military Recruitment</p> <p>The Diversity Council should develop policy on this issue- websites for self-education will be posted</p> <p>Jim and Dennis will look into current procedures around military, and clarify Mary's expectations</p>	<p>The 3rd circuit court in Penn. determined that military recruiters could be kept off of campus without jeopardizing federal funds because of their discriminatory practices. This does not currently affect us, but may at some point.</p> <ul style="list-style-type: none"> • We could set up an alternative table next to recruiters providing complete information to students • We could create a class about military choices • Should other groups who discriminate, such as boy scouts, be kept off campus? • We must be careful not to alienate student veterans- separate feelings about strong military service and recruiters on campus • Students need an informed dialogue as recruitment is likely to increase • ASLCC will be hosting speakers and dialogues on various topics in the cafeteria Mondays 12 - 1

	Wednesday February 16 th 12 – 1 in the cafeteria CALC presentation about recruitment and draft
<p>Racism Training</p> <p>Internal resources for building capacity should be tapped before moving to external- we have several people currently involved in trainings</p> <p>Jim and Dennis will report back on progress and possibly will conduct a critical training before our next meeting</p>	<ul style="list-style-type: none"> • Training must be important and supported by managers and supervisors • Unions need to be on board before trainings begin • Trainings should provide for authentic, genuine discussions where participants feel respected and respectful • Training should clearly delineate expected behaviors <ul style="list-style-type: none"> • Zero-tolerance • Make sure everyone knows there really is a problem • Have different levels • Might include issue of white privilege • Be inclusive, not just about race • We should reward participation in all kinds of diversity activities- this gets beyond a one-time training shot • Students should have a degree requirement around diversity and be encouraged to document infractions • We might pilot a program like the one in HR where staff have 2 hours a month for diversity dialogues, speakers, videos, etc.
<p>Next Meeting</p> <p>January 19</p> <p>Room TBA</p>	<ul style="list-style-type: none"> • Prioritize Action Items • Develop Diversity Council Work Plan for 2004-2005