

Diversity Council January 21, 2005

Those present:

Andrade, Elizabeth
Avalos, Danny
Barry, Kate
Carlin, Susan
deLeon, Jerry
Edmonds, Karen
Florendo, James
Garcia, James
Harris, Mark
Kissinger, Sydney

Matthews, Susan
McGrail, Anne
Mesquita, Connie
Ortal, Jose
Payton, Victoria, Recorder
Samano, Michael
Solomon, Marva
Stabin, Tova
Sullivan, Terri
Whitenack, Alice
Wren, Ruth

General

Introductions

Announcements:

Belated LCC Human Rights Award to Susan Mathews
Jerry de Leon: Congratulations to Jim García for receiving MLK Human Rights Award
Michael Sámano: Distributed Ethnic Studies Cooperative Education brochure
JimGarcía: tova stabin is presenting diversity workshops at Lane Community College, Understanding Diversity, Fighting Anti-Semitism, Classism.
Ruth Wren has presented workshops on white privilege at ODI and Lane Child Care department.

DISCUSSION:

Mandatory training will be discussed in Human Resources as a possibility for departments that experience a racial incident so that accountability and an automatic response will be built into college process.

- LCC doesn't have the resources for mandatory training for the college as a whole. The new position of Professional & Organizational Development Manager may add to this effort.
- Diversity should be included into evaluations for faculty and staff similar to that of managers.
- There are no standards for faculty behavior like the student code.
- Diversity education and attending community events could be encouraged and rewarded and required for advancement or promotion opportunities.
- Faculty is rated on diversity already.
- Diversity Council could recommend adding diversity component to evaluations and include unions in goals.
- College process could include multi-level Bias Response Team, which supplies information about what can be done when

discrimination/hate incident occurs. Reporting is important. UO of Student Life could bring Diversity Council information.

- Diversity training could be included in In-service, but it isn't mandatory.
- We should assess how much progress is made toward inclusiveness at Lane over time. IDEC survey is being tabulated and results should be available soon.

Prioritize action items:

Action item report was submitted to LCC board last year. No new budget money will be available.

- How can Diversity Council influence college budget process?
- Item 48 is happening now and will continue with existing funds.
- Item 49 \$1 student fee is supporting Transitions programs
- Item 11 No action was identified
- Item 71 Materials in Spanish has appeared on website and on more Lane literature. Core Values posters will be in Spanish in February. Positions are being filled that require Spanish communication skills.
- Item 51 Some faculty teach women's studies; program is now fragmented. Women's and Gender programs coordinator is needed
- Item 56 Analogous to INEA, teaching primary language skills to Spanish speakers before they transitioned to ESL. Needs to be separate from other work.
- Item 52 Funds for American Indian Language courses are coming from AVP Office.
- Item 78 All coordinators should be faculty, not the present mix. Departments (Student Life & leadership) should make those decisions. Coordinators teach and advise, broader than academic advisor. Some are classified and do not teach. Is suggested budget in the Diversity Plan realistic for skills required? No budget for next two years, but present staff is expanding duties to cover need and deserve compensation.
- Item 76 ESL academic advisor has been hired from Perkins grant. Funds from fees from international students have declined due to drop in enrollment.
- Item 2 Rites of Passage may not be best model for serving all groups. LGBT curriculum has been developed for program. Poorly funded.

Diversity Council Work Plan for 2004-2005

Goals for diversity training.

President Spilde's Message on Racial Interest