

**ATTENDANCE:**

# Diversity Council

**Meeting Notes from February 15, 2006**

- |                                                    |                                                         |
|----------------------------------------------------|---------------------------------------------------------|
| <input type="checkbox"/> AVALOS, DANNY             | <input checked="" type="checkbox"/> MATTHEWS, SUSAN     |
| <input type="checkbox"/> BARRY, KATE               | <input type="checkbox"/> MCGRAIL, ANNE                  |
| <input type="checkbox"/> CARKIN, SUSAN             | <input type="checkbox"/> MOGART, SILVER                 |
| <input checked="" type="checkbox"/> CARR, DENNIS   | <input checked="" type="checkbox"/> PAYTON, VICTORIA, R |
| <input type="checkbox"/> CRAIG, TIM                | <input type="checkbox"/> SAMANO, MICHAEL                |
| <input checked="" type="checkbox"/> DELEON, JERRY  | <input checked="" type="checkbox"/> SOLOMON, MARVA      |
| <input checked="" type="checkbox"/> ECCLESTON, JET | <input checked="" type="checkbox"/> STABIN, TOVA        |
| <input checked="" type="checkbox"/> EDMONDS, KAREN | <input checked="" type="checkbox"/> SULLIVAN, TERRI     |
| <input type="checkbox"/> FLORENDO, JAMES           | <input checked="" type="checkbox"/> WHITENACK, ALICE    |
| <input checked="" type="checkbox"/> GARCÍA, JAMES  | <input checked="" type="checkbox"/> WREN, RUTH          |
| <input checked="" type="checkbox"/> HARRIS, MARK   | GUESTS:                                                 |
| <input type="checkbox"/> KISSINGER, SYDNEY         | VANESSA PEPE                                            |
|                                                    | LESLIE SORIANO                                          |

<b>Topics/Outcomes</b>	<b>Discussion</b>
<p><b>1) Guest (10 minutes) - Dennis Gilbert</b>            “systemic racism of the overuse of part-time faculty positions” tova</p> <p>Mark Harris will draft a letter to Dennis Gilbert explaining why a recommendation from DC is not appropriate.</p>	<ul style="list-style-type: none"> <li>• DC needs to task action on union bargaining about racism and sexism.</li> <li>• Positions are filled local population.</li> <li>• Part-time faculty is hired more readily into full-time jobs over candidates from outside college. Definition should not be changed.</li> <li>• There should be more full-time faculty to alleviate racism and sexism.</li> <li>• Adverse impact study is needed and is federally mandated that it be current. Union has refused to put it in contract.</li> <li>• How does Diversity Council respond to Dennis Gilbert? DC should acknowledge Gilbert’s visit. He has asked DC to send recommendation to College Council.</li> <li>• How much advance information should come to members of DC before people come to speak at meetings.</li> </ul>
<p><b>2) Announcements (10 minutes)</b></p> <ul style="list-style-type: none"> <li>• Don Addison – Bahai students - tova</li> <li>• Proposal for announcements - tova</li> </ul>	<ul style="list-style-type: none"> <li>• Could DC support protest of denial of education of Bahai students in Iran? Council will review statement.</li> <li>• Bilingual LCC brochure has been produced for distribution.</li> <li>• Native American conference at UO.</li> <li>• Japanese American Remembrance Day panel on 2-21-06.</li> <li>• Could announcements be given to tova previous to meetings to distribute by email and to be available at Diversity Council meetings? Yes.</li> <li>• JL King presentation at LCC about bi-sexual men on 2-21-06. Part of black history month.</li> <li>• Asian Celebration 2-18-06.</li> <li>• 2006 Metropolitan Diversity Institute April 7 and 8, 2006.</li> <li>• Victoria Payton has been laid off as of March 15, 2006.</li> <li>• Need for “culturally competent” calendar. There are diversity calendars on the internet.</li> </ul>
<p><b>3) Retreat (10 minutes) tova</b></p>	<ul style="list-style-type: none"> <li>• Retreat committee: Dennis Carr, tova stabin, and Susan Matthews.</li> <li>• Wednesday, May 3, 2006 from 12-6? Already scheduled as a meeting day.</li> </ul>
<p><b>4) New hires visiting D-council proposal (10 minutes) tova</b></p>	
<p><b>5) Hiring Process Policy (15 minutes) Dennis</b></p> <ul style="list-style-type: none"> <li>• Dennis will sent out hiring process</li> </ul>	<ul style="list-style-type: none"> <li>• Distribution of Hiring Process Policy Statement.</li> <li>• Core values should be considered in addition to federal affirmative action guidelines.</li> <li>• 2003 data-42% of all faculty are contracted. 58% are part-time.</li> </ul>

<p>document by email.</p>	<p>70% are taught by contracted. 30% taught by part-time. 450 classified are half-time or greater. 600 are temporaries or time-sheet.</p>
<p><b>6) Budget issues and diverse employee base recently hired (15 minutes) tova</b></p> <ul style="list-style-type: none"> <li>• <b>Dennis will invite Mary Spilde to speak at the beginning of March 1 meeting.</b></li> </ul>	<ul style="list-style-type: none"> <li>• Some recent hires are people of color who will be first let go.</li> <li>• Last round of budget cuts, Diversity Team made comment.</li> <li>• Mary Spilde wants to discuss budget with governance councils, possibly at March 1 meeting.</li> <li>• Seniority is most important to unions because of contracts.</li> <li>• Core values and special skills should be considered.</li> <li>• The classified contract contains special skills considerations.</li> <li>• Notices of vacancies are sent to minority recruitment listserves.</li> <li>• Numbers do not show problems in minority retention.</li> <li>• What are recruitment and retention policies?</li> <li>• What has already been recommended about these policies?</li> <li>• Ann McGrail wrote letter about policy on behalf of the Diversity Team that was read at a budget forum.</li> <li>• Council could read it before next meeting.</li> </ul>
<p><b>7) IDEC Dennis</b></p>	<ul style="list-style-type: none"> <li>• Comments reflected need for diversity awareness, diversity awareness and cultural competence.</li> <li>• Need for college to intervene in departments having difficulties with diversity issues where Lane procrastinated in taking action.</li> <li>• Council needs to review Diversity Plan and take notes for discussion of action items.</li> <li>• Organization must be culturally competent, too. Not restricted to staff and students.</li> </ul>
<p><b>8) Diversity Plan</b></p> <p>Tova will write a draft for inviting responsible executives to attend Diversity Council meetings to report on progress.</p>	<ul style="list-style-type: none"> <li>• Regular review by executives should be scheduled to insist on responsibilities.</li> <li>• AVP's, as responsible parties, should attend meetings to report on progress on action items.</li> <li>• In Campus Climate committee, action items have been divided among the group for review.</li> <li>• Should students be included in calendar to discuss impact of Diversity Plan? Jet Eccleston is on Council to represent students.</li> </ul>
<p><b>9) Next meeting, March 1, 2006.</b></p> <ul style="list-style-type: none"> <li>• <b>Review of Bahai statement.</b></li> <li>• <b>Plan about inviting responsible parties to attend Diversity Council to discuss progress</b></li> </ul>	