

Lane Community College
 Diversity Council Meeting Notes
 February 16, 2005

In attendance:

- x Avalos, Danny
- x Barry, Kate
- x Carkin, Susan
- X Carr, Dennis
- x deLeon, Jerry
- x Edmonds, Karen
- x Florendo, James
- x Garcia, James
- x McCown, Tony
- x Kissinger, Sydney
- x McGrail, Anne
- x Payton, Victoria, Recorder
- x Samano, Michael
- x Mlimaji, Shauku
Solomon, Marva
- x Stabin, Tova
Sullivan, Terri
- x Wren, Ruth

Topics/Outcomes	Discussion
General Business Review Minutes of February 2, 2005	
Hate Flyers: Tony McCown, ASLCC President presented Request for Diversity Council signatures on opposition statement. Tony took statement to be published in the Torch with Diversity Council endorsement	Immediate statement opposing hate flyers against African Americans at Lane Community College. Mary Spilde will make a statement, too. ASLCC event on Friday afternoon, February 18, will include music, dialogue, brown bag. Third year that hate flyers and other material have appeared in Black History Month. Opposition leaflets will be distributed in the next week.
Budget Development Ideas for 2005-06 Diversity Council members contributed suggestions and discussion	Mary Spilde has sent a budget document to the Diversity Council. Identify ideas for one-time savings for cost containment instead of rushing into reductions now. Can't impact tuition or enrollment. <ol style="list-style-type: none"> 1. Encourage more utilization of Distance Learning and Community Learning Centers.

<p>of how to be most effective in effort. What is budget situation now?</p> <p>Members will email Jim with further suggestions.</p>	<ol style="list-style-type: none"> 2. Turn down heat; wear sweater. 3. Install more power-efficient lighting. 4. There should be an institutional response to personal preferences in workplace alterations. For example, if someone has a personal preference for a specific paint color, which will cost more to the college, the color which costs less should be selected. 5. Diversity Council could recommend respecting contributions from competent people without advanced credentials 6. Email other suggestions to Jim. 7. Computers and printers are left on when not in use. 8. Make money-saving efforts mandatory. 9. Consult multiple resources as a buying strategy.
<p>Learning Council Learning Plan Feedback</p> <p>Three questions posed to Diversity Council</p>	<p>What are we doing well that we should continue?</p> <ul style="list-style-type: none"> • Learning communities • Ethnic Studies • Cooperative Education • Reading Together • Strategic hires. For example, changing the Native American Coordinator position from Classified to Faculty to better reflect the demands of the position. • Response statements by Mary Spilde when race/hate incidents occur on campus • Creative, innovative faculty • Centralized tutoring resources similar to Tutor Central • Language instruction • TRIO • Integration of student services and academics <p>What do you think we should change?</p> <ul style="list-style-type: none"> • Improve integration of student services and academics • Revisiting Puentes al Futuro • Fostering learning communities • Need new library, such as the one at Central Oregon Community College • More technologically sophisticated classrooms • Better financial aid policy for students in need • Encourage more learning outside the classroom • Paid parking; UO students park at LCC and bus to UO • Use same textbooks more to reduce cost;

	<p style="text-align: center;">publishers are unscrupulous</p> <p>What community need should we be responding to in the next five years?</p> <ul style="list-style-type: none"> • Cosmetology • Fire-fighting and fire science • Longhouse • Multicultural populations services, such as health professions • Gender Studies coordinator • Facilitate entry and accreditation of professionals from other countries into American society. • Cultural competency • Vocational training and visual arts training • Access to educational programs is very limited and should be improved • Crisis intervention for youth <p>What emerging trends in teaching and learning should be considered for incorporation into the learning plan?</p> <ul style="list-style-type: none"> • Course requirement for cultural competency • Give community members teaching opportunities even if they don't have formal credentials. • Incorporate multicultural issues in all disciplines. • Diversify contracted faculty and staff • Community Learning Centers should maintain LCC academic standards
<p>Draft statement on military recruitment on campus</p>	<p>Not discussed.</p>
<p>Tova Stabin: Reflections on Diversity Workshops We should discuss support strategies in the future (Agenda Item). Jim has discussed cultural competency with managers in dealing with incidents that happen in departments.</p>	<p>Many anti-semitic incidents reported by participants in workshops. Employees thought anti-semitism affected their promotions and have heard anti-semitic language. How do we find allies and how do we deal with bigoted language and behavior? Diversity Council discussion should occur when an incident occurs. Standard response should be formulated by council. In the past, a sticker on a door would indicate a safe place from bigotry, but stickers have disappeared. Managers should be seen as allies and could have more impact than individual support. Training often occurs on Jewish High Holy Days which forces LCC people to explain why they can't attend. 2004 calendar was designed to avoid important functions on Jewish holidays.</p>
<p>Next Meeting</p>	

March 2 Building 5, Room 206	
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