Lane Community College Diversity Council Meeting Notes December 8, 2004

In attendance:

James Garcia
Karen Edmonds
Kate Barry
Mark Harris
Tim Craig
Elizabeth Andrade
Dennis Carr
Sydney Kissinger
Jerry de Leon
Ruth Wren
Terry Sullivan
Drew Viles
Susan Carkin
Alice Whitenack

| Outcomes | Discussion | |
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| Vice-Chair: Dennis Carr | Decided by the manager's group | |
| Diversity Council Membership | The following represents the tentative membership of the merged D-team and the Diversity Council: | |
| Survey questions for chair/vice-chair meeting | meetings 2. participation: c Diversity team an advisory gro the work plan • we should a sure import those who l | Susan Matthews Marva Solomon Karen Edmonds Mark Harris Elizabeth Andrade Concepcion Mesquita Sydney Kissinger Anne McGrail Tova Stabin Ruth Wren Michael Samano Alice Whitenack e conflict with department oncern about status of the perhaps they could serve as oup – we might build them into make a conscious effort to make cant voices are represented- have a 'vested interest' wpoint is that council members |

many groups participation requires effective discussionwe have the skills within our group to mediate difficult situations- one suggestion is to assign a mediator for the group 3. agendas: Jim will try to get them to us the Mon. before meetings 4. obstacles: a clear decision-making model • discussion of consensus vs. majority rules of order system doesn't lend itself to consensus we might use a 'thumbs up' 'thumbs down' system 5. charter: membership what is a quorum? % of people attending, or a set number • parameters of attendance – will people lose membership if they don't attend? re-assignment time, length of membership for newly absorbed members who do the new members represent? The original council members are all representatives of a group. * Add something about Affirmative Action to the charter Work Plan list 1. D Team role and contributions 2. Areas that need representation: disabilities, multi-cultural center, women's program, recruitment (some of these are currently represented) 3. Identify needs of membership i.e. skill sets 4. Further prioritize the short list of action items from the 2003-2008 diversity plan which was developed winter 04 5. Determine a decision-making model for the diversity council, and clarify membership 6. Retention of diverse populations: students, staff, faculty Develop a knowledge base IRAP should attend a meeting to clarify the regarding retention of diverse process for getting a baseline of recent and

| populations | current numbers of diverse populations Find out if other colleges are collecting useful data around recruitment and retention of diverse populations Conduct exit interviews of faculty |
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| Possible agenda items for next meeting Jan. 5 Bldg. 11 Rm | |
| 211 | Discuss council process |
| | Look at short list action plan and further prioritize |
| | Develop a timeline for the work plan |