

Time	Item (*denotes recurring items)	Process	Sponsor, Presenter, Guests(s)
9:00-9:10 10 minutes	<p>*<a href="#">Land Back Acknowledgement</a> and Reflection See <a href="#">additional information</a> about the Land</p> <ul style="list-style-type: none"> <li>Sarah read the statement. Anna, Mandie, Edress, and Sarah offered reflections.</li> </ul>	All	Volunteer to read
9:10-9:17 7 minutes	<p>*Welcome, meeting norms**, Zoom land volunteer, and Roll Call for Quorum **<i>Phil Nash - importance of moderating discussion</i></p> <ul style="list-style-type: none"> <li>We met quorum (11)</li> </ul>	All	Chair
9:17-9:22 5 minutes	<p>*Review, Prioritization, and Approval of Agenda - Old Business &amp; New Business</p> <ul style="list-style-type: none"> <li>Sarah motions that we approve the agenda after moving the announcements down so that we are able to get to all voting items before we lose quorum</li> <li>Rosa seconds</li> <li>Unanimous vote of approval</li> </ul>	All Members Vote	Chair
9:22-9:25 3 minutes	<p>*Review and Approval <b>May 2023 Meeting</b> <a href="#">Minutes</a>. FYI - May 2023 D-Council Meeting <a href="#">Zoom Recording</a> and <a href="#">Zoom audio transcript</a></p> <ul style="list-style-type: none"> <li>Shane moves to approve minutes as written.</li> <li>Rosa approves</li> <li>1 abstain, 10 approve</li> </ul>	All Members Vote	Chair
9:25 - 9:30 5 minutes	<p>Announcements &amp; FYI's (moved after voting items per motion)</p> <ul style="list-style-type: none"> <li>VP AA - Announcements</li> <li>College Council check in</li> <li>Skye Nguyen member of Accessibility Committee and Masters Candidate for instructional design sharing a Needs Assessment masters project for Lane "I chose to do one on <a href="#">Accessibility of Online Content</a> at Lane Community College with permission from the IRB to survey faculty. These are the results encase anyone on the council would like to review it. Please let me know if anyone reviews it and has any questions! There is a full report and an <a href="#">infographic</a> if someone wants a quick look at the main data points." <ul style="list-style-type: none"> <li>Skye joined us and shared the infographic (linked above) that she made as part of her Master's work.</li> </ul> </li> </ul>	All Members & Guests	Chair

	<ul style="list-style-type: none"> <li>○ It was a needs assessment project for Lane that she chose to focus on accessibility. She had IRB approval to survey faculty and share out the results.</li> <li>○ Outcome included that faculty didn't have a clear sense of the policies around accessibility. You can see full outcomes in report (linked above).</li> <li>○ Skye hopes that DC members will review the report and infographic.</li> <li>● Other?</li> </ul>		
9:30-9:42 12 minutes	<p>Dr. Rosemarie Tillman, JEDI program leader, will provide some information and background about the program for our council members</p> <ul style="list-style-type: none"> <li>● Rosemarie shared screen, so see Zoom recording for screen shots</li> <li>● <a href="#">Here</a> is the link to the slide deck to the notes</li> <li>● JEDI is Justice, Equity, Diversity, and Inclusion New Faculty Membership Program—a cohort model that is meant to meet the needs of qualified new faculty. To be qualified faculty need to be part of a federally recognized racial group, LGBTQAI+, or have a recognized disability.</li> <li>● The goal is to ensure that new faculty can find belonging and is rooted in DEI values and uses DEI as a pathway to belonging.</li> <li>● Diversity is a fact. Equity is a Choice. Inclusion is an action. Belonging is an outcome.</li> <li>● The program was conceived by 6 stakeholder groups: CCPD, FPD, HR, IEC, LCCEA, and RESJC. Rosemarie is the facilitator who helps coordinate/guide the fellows in the program.</li> <li>● Mission and Vision can be found in the slides</li> <li>● JEDI has a list of 8 objectives that can be accessed in the slides</li> <li>● Programming is used to foster belonging. Some of the events have included (Fall): belonging brunches; first Friday Doc and Discuss events; guest speaker series; Friday</li> </ul>	Guest Presentation	Chair-Sponsor; Dr. Rosemarie Tillman

	<p>afternoons “Write on Site” events in CTL; Winter the programming shifted to programming that were largely facilitated by in-house faculty; the workshops carried over into Spring; in Spring there was an Engaging JEDI workshop series; Spring book group for <i>Belonging at Work</i> by Rhodes Perry; staff also attended in addition to faculty.</p> <ul style="list-style-type: none"> <li>• Recruitment is not enough. We also need ways to create belonging. <i>All</i> of us need to be working to support belonging. Everyone, including community members, are welcome at JEDI events.</li> <li>• Edrees asks for a copy of the slides, which Rosemarie agrees to share with Anna.</li> <li>• Shane requests Rosemarie to see if the fellows from this year can provide some feedback about their experience. Shelley seconds this request.</li> <li>• Sarah asks if we might be able to invite Rhodes Perry will be coming to campus. Rosemarie reports that she is working on this in the future. Sarah offers to help.</li> </ul>		
9:42-9:55 13 minutes	<p><a href="#">Land Back statement</a> - approval</p> <ul style="list-style-type: none"> <li>• Edrees reports that he has gotten more feedback and reached out to all 9 of the Confederated Tribes in Oregon (among other invested parties) since our last meeting which has been integrated into the statement.</li> <li>• Diaspora language is removed (based on community feedback)</li> <li>• “Coast Reservation” is removed to reflect historical accuracy (based on community feedback).</li> <li>• “Siletz” is removed (based on community feedback).</li> <li>• Replaced “reclamation” with “reparation” (based on community feedback).</li> <li>• Shelley expresses concern that the second paragraph is too operational and includes specific language and may quickly be outdated.</li> </ul>	Second reading-Motion	Chair; Edrees

	<ul style="list-style-type: none"> <li>• Edrees notes that the last two sentences indicate that the statement is open to continual change and revisions.</li> <li>• Edrees notes the last two sentences indicate this is a Land Back statement more than a Land Acknowledgement statement.</li> <li>• Tracy notes that correct pronunciation of Kalapuya is vital. She notes that the statement is framed by Linguistic Justice and is speaking to the need to make and hold space - asks Edrees to remind us of the model.</li> <li>• Edrees explains the Linguistic Justice is scholarship framed by the idea that everyone has a right to their own language and language choices and that it's especially vital in academic contexts where colonization often silences the voices/language of marginalized populations.</li> <li>• Sarah adds value to the specific language of the statement.</li> <li>• Shelley expresses that she is not opposed to the changes/length/wording, but is just trying to learn and sees this as a place where she can ask questions.</li> <li>• Anna expresses that she has heard longer statements that were oral and would like to recognize that</li> <li>• Edrees points out that the Land Back statements from other local institutions are far longer and that he wished that this statement would go into more specifics about the white supremacist rhetorics pervasive in higher ed institutions, but the reality of the politics at LCC keep them from inserting this language.</li> </ul> <p>Insert TW</p> <p>-recall that Tracy took the first read to BOE months ago, to let them know we were working on it. They are looking forward to the final version coming out of Dcouncil.</p> <p>-revisions through contact with the tribes, and conserving the right to develop land back language and/under the model of <b>Linguistic Justice</b>.</p> <ul style="list-style-type: none"> <li>• Tracy moves to approve the Lane Back Statement as revised. Rosa seconds.</li> <li>• Unanimous vote to approve new statement.</li> </ul>		
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<p>9:55-10:10 15 minutes</p>	<p><b>NEW CHARTER APPROVAL <u>DRAFT CHARTER from APRIL Worksession</u></b></p> <ul style="list-style-type: none"> <li>• <u>EXISTING D-Council Charter</u> -  <i>“Purpose: The Diversity Council will develop the campus plan and policies related to diversity, set response priorities for diversity issues on campus, and advocate for the resolution of diversity issues on campus.”</i></li> <li>• BACKGROUND <u>Comparison of Lane CC Diversity Plan   Strategic Plan   D-Council Work plans</u> <ul style="list-style-type: none"> <li>◦ <u>Governance at Lane</u></li> <li>◦ <u>DRAFT Updated 2022 GovSystemOrientation</u></li> </ul> </li> <li>• Tracy moves to vote to approve the new charter as written. Anna seconds.</li> <li>• Sarah asks if we are at a point in the Council System where we can realistically move forward with changes.</li> <li>• Anna says the discussion with Dr. Bulger was only informational.</li> <li>• Shane clarifies that we need to have changes in our charter approved by College Council</li> <li>• Mandie asks for clarity about which document we are voting for, which Anna provided. She also says</li> <li>• Rosa expresses concern we have have language in there about the minority/majority report in the draft that might be problematic.</li> <li>• Sarah points out that we removed and replaced the language in a previous workgroup and expresses concern that this document is not what we agreed to as the final draft. Gina shares the memory of making the changes Sarah notes.</li> <li>• Tracy suggests we vote on this draft to so we record our changes and then we can revisit in fall.</li> <li>• The vote moved forward.</li> <li>• Vote: 8 yes; 3 abstentions</li> </ul> <p>Version Link  <a href="https://docs.google.com/document/d/12FOwXpOWc39PwTNhnABYHc5DIVkJBrNIV5n6zhPvB6s/edit?usp=sharing">https://docs.google.com/document/d/12FOwXpOWc39PwTNhnABYHc5DIVkJBrNIV5n6zhPvB6s/edit?usp=sharing</a></p>	<p>Third reading, motion for approval</p>	<p>Chair-Sponsor, All</p>
<p>10:10-10:17 7 minutes</p>	<p>Start to draft 2023-2024 Work plan &amp; Review College Council new protocol for work plans</p> <ul style="list-style-type: none"> <li>• <u>2022-23 Work Plan In Progress</u></li> <li>• <u>2023-2024 Work Plan DRAFT</u></li> <li>• <u>D-Council 2022-2023 Work plan in Brief</u></li> <li>• <u>Draft 2022-2023 Work Plan Report</u></li> </ul>	<p>All, call for workplan items</p>	<p>Chair Sponsor; shout out to Tracy!</p>

<p>10:17-10:27 10 minutes</p>	<p>Select 2023-2024 Chair <a href="#">NOMINATION RESULTS HERE</a></p> <ul style="list-style-type: none"> <li>• Other 2023-2024 Membership changes or nominations for “by position”</li> <li>• Nominations haven’t changed since last meeting.</li> <li>• Anna shares that she has been nominated for College Council and therefore can’t accept a nomination for Diversity Council.</li> <li>• Mandie declined at a previous meeting. Leslee also declined the nomination. This leaves us with no current nomination.</li> <li>• Rosa nominates Edress and Anna as co-chair. Rachael seconds. Edress accepts the nomination. Anna accepts co-chair model.</li> <li>• Mandie notes that Greg has announced that he’s leaving and that creates an additional gap in DC leadership and wonders how we look at the potential.</li> <li>• Greg clarifies he will be gone permanently in the fall.</li> <li>• Rosa had to leave, but offers a proxy vote to approve the nomination of co-chairs on the table before she leave. She also suggests that we move forward to vote in a new chair and not waiting until we hear more from Dr. Bulger</li> <li>• Anna points out that she is comfortable moving forward but if she moves into a College Council chair role she doesn’t want the workload falling all to the co-chair.</li> <li>• Gina notes that the co-chair model in Student Success this year went well. She also expresses gratitude for Greg’s service.</li> <li>• Tracy asks for context from the meeting with Dr. Bulger. Anna gives a bit of context, but points to the fact that this conversation didn’t really offer any useful context here.</li> </ul> <p>Insert - Tracy wanted to hear more about how the discussion went last Friday, wanted to get details on the future of the council - (Not from DrBulger, from the folks who attended the ‘discussions’ called by the president).</p> <ul style="list-style-type: none"> <li>• Mandie confirms that the meeting with Dr. Bulger was a “listening session.” She points out that Edress added accountability to those conversations and Rachael pointed out that governance.</li> <li>• Sarah gives a “less generous” reading of that meeting. That it was framed as a “listening sessions” but that it did not feel at all like we were being listened to and that it was very clearly stated that Stephaine doesn’t see DEI work as work that gets centralized on the campus, but rather that it is</li> </ul>	<p>Motion</p>	<p>Chair; All</p>
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	<p>“everyone’s work” with no clear accountability structure.</p> <ul style="list-style-type: none"> <li>• Greg seconds what Sarah said that he has been offered no clear direction for his office, the council, or DEI work and agrees that there isn’t a clear vision. He also shared that he was told that the president isn’t interested in the history, just the future. Greg pointed out that you can’t build a future without context for the history.</li> <li>• Anna moves to extend the meeting for 10 minutes. Greg seconds. Vote passes, barely retaining quorum</li> <li>• Mandie wants to note her discomfort with that meeting as well.</li> <li>• Anna confirms that she will still accept the nomination but has workload concerns. Edress confirms as well.</li> </ul> <p>Insert TW</p> <p>Rosa - Motion to use a chair model, and nominate Anna <i>and</i> Edrees under the cochair model. Edrees Accepts Nom. Who seconded? Mandie?</p> <p>Tracy wants more information about Dr Bulger discussion on governance (relevance to bring up her vision before folks vote on the new chair, it matters for workflow) Greg spoke up about a NEW MODEL being in our future. Content - Hindsight vs ‘Setting the Table’ Intentionality - not everyone who attended that/those meetings have the same sense of clarity nor a clear vision of what that (future) looks like.</p> <p>Vice Chair is not in question, we will have one at some point regardless. Propose primary and secondary (contact) chair just in case (mentor in mentor out situ...)</p> <p>Discussion - stipend concerns re chair cochair model End insert tw</p> <ul style="list-style-type: none"> <li>• Vote: 9 yes; 2 absentions</li> </ul> <p>Tracy proposes that Edress be the primary chair, and that his (face they see and) his voice be the one folks hear on behalf of Dcouncil. No objection(s).</p>		
10:27-10:47 20 minutes	<p>Lane CC Health Clinic Advocacy discussion &amp; workgroup representation</p> <ul style="list-style-type: none"> <li>• Anna asks for a sponsor for the item on the work plan. Tracy notes that there isn’t room for it on the work group and wants us to discuss it in Fall.</li> <li>• Hina notes that there are two student government</li> </ul>	Discussion	

	<p>reps on the work team and that it's unclear if there will be student voices on the team and/or who they will be if the work continues beyond the end of the term, as the student government positions will end at the end of the term.</p> <p>Pin in this for Fall term. Two reps per stakeholder group, very tight/restricted membership and no information has been disseminated on status.</p> <p>Decision (unknown timing, SGA administration ended May 31, the current president and vice-president are in the workforce for this academic year, but the next president and vice president may or may not be invited. Confirm - Action Item support ASLCC voice at the table.</p>		
10:47-10:57 10 minutes	<p>Other ITEMS??? OR Chair Check in</p> <ul style="list-style-type: none"> <li>• Can anyone make our June 16 worksession?</li> <li>• First meeting in October????</li> <li>• Fall President Bulger to continue to talk about DEIB office and Diversity Council work relationship</li> <li>• Gender Affirming</li> <li>• Other?</li> </ul>	Chair	Chair-Sponsor/ Presenter, others?
10:57-11:00	Closing - Gratitude for adding your voice... for being here...we see you standing with us together	All	Chair

Roll Call for vote (Copy and Paste in where we vote, type in & repeat motions, call the vote, call the roll, confirm the decision, record the decision)  
 {Roster lists X students, 4 managers, 5-8 faculty, and 4 staff}

First Name	Surname	Pronouns	Group	Role	Attend
Hina	Tamura	she/her	Student	Student	Present
Marie-Ange	Mussango		Student	Student	Present
Greg	Evans	he/him	Manager	ViceChair	Joins at 10:21
Dr Shelley	Tinkham	she/her/hers	Manager	VP Academic Affairs	Present: left at 10:20
Lisa	Rupp	she/her	Manger	Manager (Chief of Public Safety)	Present as of 10:45
Shane	Turner	he/him	Manager	AVP of HR	Present: left at 10:30
Sharon	Daniel	she/her/hers	Manager	Talent Acquisition & Development and Benefits Manager	Absent



Mandie	Pritchard		Manager	Dir.CAR/Member by Position	Present
Sarah	Lushia	She/They	Faculty	Member by position (Ex-Officio)	Present
Gina	Szabady	she/they	Faculty	Member by position (Ex-Officio)	Present
Leslie	Soriano-Cervantes	she/her	Faculty	Member	Absent
Kumu Iwalani	Raes	she/her	Faculty	LCCEA	Absent
Rosa	Lopez	she/her	Faculty	Member by position (Ex-Officio) *FY23	Present: left at 10:45
Rachel	Knighten	she/ella	Faculty	Faculty Council Appointment	Present
D'Ante	Carter		Classified Staff	LCCEF	Absent
Anna	Scott	she/them	Classified staff	Chairperson, LCCEF	Present
Tracy	Weimer	She/Her	Classified staff	Member	Present
Edrees	Nawabi	He/They	Faculty	Member by Position	Present

{Roster lists 2+ students, up to 5 managers, 5-8 faculty, and 4+ staff}

Invited Guests: Dr. Rosemarie Tillman, Dr. DJ Worley, Laura Aung

Guests present Dr Tillman and Skye Nguyen