

## **Diversity Council Minutes AY 2024-25**

NOVEMBER 1, 2024

[Recording with Transcript](#)

- **[Land Back Statement](#) and Reflections**
  - Read by E Nawabi
  - S Turner shares thoughts “native vs unceded land”
  - ENawabi say DC can look into it, share BOE intentions about Landback Statement standardized
  - MPritchard shares gratitude for sharing info with BOE

### **Members in Attendance**

- |  |  |
|--|--|
| <input type="checkbox"/> Colm Joyce (VP Student Affairs, Vice Chair)                         | <input type="checkbox"/> Lisa Christelle Kouadio (Senator 2)                         |
| <input checked="" type="checkbox"/> Edrees Nawabi (Fac, by position, co-chair)               | <input checked="" type="checkbox"/> Alicia Mendez (Senator 5)                        |
| <input type="checkbox"/> Avery Old Coyote (Fac, by position, co-chair)                       | <input checked="" type="checkbox"/> Blue Crook (faculty, by position)                |
| <input checked="" type="checkbox"/> Shane Turner, (AVP HR & Labor Relations)                 | <input type="checkbox"/> Rosa Lopez (by position, ex-officio)                        |
| <input checked="" type="checkbox"/> Tracy Weimer (Classified 2 yr appt)                      | <input checked="" type="checkbox"/> Sarah Luschia, (by position, ex-officio)         |
| <input checked="" type="checkbox"/> Kumu Iwalani (LCCEA Faculty appt)                        | <input checked="" type="checkbox"/> Leslie Soriano-Cervantes (by position)           |
| <input type="checkbox"/> Sharon Daniel (Manager)   | <input type="checkbox"/> Wynona Burks (Faculty, by position, ex-officio)             |
| <input checked="" type="checkbox"/> Kendra Rivera (Faculty, Member by position (ex-officio)) | <input checked="" type="checkbox"/> <b>LCCEF classified - VACANT (formerly Shaw)</b> |
| <input checked="" type="checkbox"/> Lisa Rupp (Manager)                                      | <input type="checkbox"/> Wendy Rose Aaron  |
| <input checked="" type="checkbox"/> Mandie Pritchard (Dean of StuSupports, by position)      |  |
|  | <hr/>  |
|  | <input type="checkbox"/> Jessica Alvarado, (Faculty, by pos, ex-officio, Fall LOA)   |

### **Quorum Reached (10)?**

- ☒ Yes - 11 present
- ☐ No

### • **[11.01.2024](#) agenda approved?**

- ☐ *Motion: K Rivera*
- ☐ *Second: M Pritchard*
- ☒ Yes 11 - agenda passed
- ☐ No 0 -
- ☐ Abstentions 0 -

### • **[10.18.2024](#) minutes approved?**

- ☐ *Motion: S Lushia*
- ☐ *Second: W Burke*
- ☐ Yes 8 - minutes passed
- ☐ No 0 -
- ☐ Abstentions 2 -

- **Announcements, FYIs**

- MPritchard notes Nov is Native American Heritage Month
- LSoriano-Cervantes notes MeCHA Dia de los Muertos
- SLushia notes queer studies film '1946' available to rent, recommends
- BCrook - Nov 6 "Showing Up for Each Other" post-election gathering
- KRivera - GEC clothing swap, geared toward non binary trans students
- ENawabi reiterates BOE Land Back work

- **New Business-Discussion Items**

- [2024-25 Diversity Council Work Plan](#)
  - MPritchard on Longhouse - advisory board developing a rubric for LH use
  - ENawabi reiterates support of self-determination for LH Advisory Board, re: MPritchard's comments last work session, policy to advocacy
  - SLushia speaks about archives in relation to founding of LH; use of archives to support moving forward
  - bCrook will check with Library Adam Epp(?)
- Review Policies for DEIB principles - from College Council – all councils
- Advisory Memo on Feedback/Procedures for COPPS and DEIB principles; gather feedback, write memo, present to College Council; Memo on Roberts' Rules and alternatives to them
- Grants for Accessible Furniture - Mandie facilitating and suggests it stays on the work plan
- Conversation about confusion of Titan Care Statement work plan item; MPritchard says it moved to Student Success Council and does not possess continued advocacy in DC
  - SLushia comments on concerns and note importance of CARE/Career Pathways work and Titan CARE work as important make sure there is no conflating the two Basic Needs Statements
  - ENawabi reiterates separating them on plan; adds his/their name as sponsor while looking for another
- Supporting International Students - crime rates against Asians, LGBTQIA+, intersectional identities
  - MPritchard talks about efforts with incidents and awareness of incidents
- List of resources to help historically exploited populations - ENawabi reviews and acknowledges concerns about respectability politics and resources on the doc
  - KRivera asks to add to this doc - has many more resources; MPritchard adds resources to
- List of Multicultural and -multilingual staff for students; LSoriano speaks to status; STurner speaks to how HR can help; TWeimer speaks to new Rebecca Long in 16;
- Syllabus Review; ENawabi updates; 5 submitted, aiming for end of term
- Roberts' Rules, Advisory Memo; ENawabi updates, seeking dialogue; KRivera– MWright amenable
- Resources for International Students for Volunteering/Employment, was

with EShaw; MPritchard updates; asks about Handshake Software; INT'L students have access to work with; LSoriano- students can contact Tami Hill for Handshake Access

- IPEDs Race Tracking – ENawabi says to continue advocacy; BCrrok suggests IPEDs Gender Tracking also
  - Carry over Projects discussion - review line by line? What do we want to do with the list?
    - Will keep current list, remove old
    - WBurke inquires; SLushia gives history and opinion; WBurks comments on Equity Lens and Nursing and looking at advocacy and ed, not revision
    - SLushia ask questions of STurner about DEI position and DC differentiation; STurner says will rehire; encourages modeling, asking College Council to direct all councils to use
    - MPritchard recalls EI as reason for coming to Lane, uses in daily work; reiterates policy and procedure difference, wants training for management as decision makers
    - ENawabi recaps in relation to work plan; adds Equity LENS item to 2024-25 work plan
  - *Motion to approve DC 24-25 Workplan - KRivera*
  - *Second: WBurkes*
  - Yes 9 ▾
  - No 0 ▾
  - Abstentions 1 ▾
  - Titan Care Team
  - Dr Bulger 11/08 memo
    - *Motion to postpone presentation to December and Dr Bulger 11/08/2023 - ENawabi*
    - *Second: MPritchard*
    - Yes 9 ▾
    - No 0 ▾
    - Abstentions 2 ▾
  - DEI Office and Annual Planning
    - ENawabi talks about feminist standpoint theory; gender and ways of knowing
    - TWeimer speaks to following and experience as PC for DEI office and updating Eq Toolkit. It is outdated
- DEI Office and Annual Planning - DEI Office Goals:
1. [Strategic Plan](#)
  2. [Vision, Mission, and Values](#)
  3. [President Priorities](#)
  4. [Equity Lens Toolkit](#)
  5. [LCC DEI Plan 2022 - 2027](#)
  6. Respectful Campus Statement
  7. [Standpoint Theory](#)

- SLushia speaks to accreditation and inaccurately representation of work, esp under new administration depending on election
  - ENawabi asks for additional comments; speaks about Respectful Campus Statement and his perspective
  - KRivera thanks committee; ENawabi responds
- Meeting adjourns

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- ☐ *Motion:*
  - ☐ *Second:*
  - ☐ Yes 0 ▾
  - ☐ No 0 ▾
  - ☐ Abstentions 0 ▾