

## **DIVERSITY COUNCIL MINUTES**

Friday, March 3, 2023

Boardroom / Bldg. 3, Rm.

9 - 11 a.m.

### **LAND ACKNOWLEDGEMENT & LAND BACK STATEMENT**

*Read by Sarah Lushia*

Sarah reflects that the language of “forever destroyed” doesn’t sit right with her. It ties back to conversations that she hears Indigenous students continue to have about the notion that their cultures don’t exist anymore. She notes wanting to call attention to it as the Council considers language to adopt in their Land Back statement.

### **ROLL CALL**

*Attendees:* Hina Tamura, Marie-Ange Mussango, Shelley Tinkham, Lisa Rupp, Shane Turner, Mandie Pritchard, Sarah Lushia, Gina Szabady, Edrees Nawabi, Rosa Lopez, D’Ante Carter, Anna Scott, Tracy Weimer, and Rachel Knighten

*Absent:* Greg Evans and Sharon Daniel

*Guests:* Jillian Denault, Amanda Blunt, and Meredith Keene

*Minutes Recorder:* Tami Hill

### **APPROVAL OF AGENDA**

Sarah suggested taking a few minutes at the start of the meeting, given the challenging few weeks that everyone has had. Anna agrees and encourages the Council to find a calm zone during the meeting.

Sarah moved to approve the agenda as written. Rosa seconds. ***Motion carries unanimously.***

### **REVIEW AND APPROVE FEBRUARY MINUTES**

Rachel moved to approve the February 2023 minutes, Sarah seconds. ***Motion carries unanimously.***

### **HR SEARCH ADVOCATE VOLUNTEER PROGRAM**

Presented by: Jill Denault & Amanda Blunt

Jill and Amanda presented the HR Search Advocate Volunteer Program. Search Advocates are a volunteer group that individually helps search committees ensure a fair and equitable selection process when looking for candidates. In addition, they assist in identifying the best candidates for each position and work to decrease unintentional bias and reduce unnecessary barriers for applicants. This program is based on the OSU program and has been adapted to fit the needs of LCC. Amanda encouraged all members of this Council to reach out to her if they are interested in receiving training to become a part of this team. Jill added that all hiring managers can reach for a search advocate during their searches.

### **WORK PLAN REPORTS**

BASIC NEEDS - No updates to report.

### **EMPLOYEE AFFINITY GROUPS**

Mandie, D’Ante, and Rosa provide an update.

The decision was made to have an informal gathering and invite everyone on campus to discuss and gather data. They discussed the option of formalizing the group and giving it a recognized role at the college versus regular, informal meetings and encouraging employees to attend during work hours. The first informal gathering will be on March 16th from 11:30 a.m. to 1 p.m.

### **BEHAVIORAL INTERVENTION PROTOCOL VS. STUDENT OF CONCERN PROCEDURE**

Gina shared that Mandie has accessed resources from other colleges to map out what this might look like at Lane. The workgroup has meetings for further work in the coming weeks. Mandie will report back in April.

#### **STUDENT CLIMATE STUDY**

This item is currently on hold. Anna notes that the Council will continue to work on identifying funding for the project.

#### **COUNCIL MEMBERSHIP UPDATES**

Sarah suggests updating the roll call table.

#### **REVIEW/REVISE EXISTING CHARTER**

Changes were made and are reflected in the [Proposed Charter Revision](#) document.

#### **REVIEW PROGRAMS FOR MARGINALIZED COMMUNITIES**

Mandie shared the following updates:

- Mandie, Sarah, and Tracy will be meeting regarding [BP 5140](#).
- Working with Student Success Council on [BP 5020](#) and gathering feedback to give to the Board of Education.
- Gina shared that a workgroup will gather next week to resolve various comments and determine a plan for [BP 5015](#). She states that it would be helpful to receive guidance from College Council regarding the purpose of a policy being pulled and what recommendation(s) they're looking for.

#### **REVIEW CURRENT GOVERNANCE FRAMEWORK**

Anna reviewed the following documents

- [Governance at Lane](#)
- [DRAFT Updated 2022 Gov. System Orientation](#)

Anna reviewed action items and new business reflected on the agenda.

*The meeting is adjourned at 10:26 a.m.*