

Diversity Council Minutes AY 2023-24

06.07.2024

Recording

- **Land Back Statement and Reflections**
 - B Hallbrook reads
 - E Nawabi reflects about Pride month

Members in Attendance

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|---|---|
| <input checked="" type="checkbox"/> Colm Joyce (VP Student Affairs, delegated Vice Chair) | <input checked="" type="checkbox"/> Lisa Rupp (Manager) |
| <input checked="" type="checkbox"/> Edrees Nawabi (Fac, by position, co-chair) | <input checked="" type="checkbox"/> Beth Halbrook (Student) |
| <input checked="" type="checkbox"/> Avery Old Coyote (Fac, by position, co-chair) | <input type="checkbox"/> Lisa Christelle Kouadio (Student) |
| <input checked="" type="checkbox"/> Shane Turner, AVP HR & Labor Relations | <input type="checkbox"/> Nicole Dayana Solis Araya (Student) |
| <input type="checkbox"/> Emily Shaw (Classified) | <input checked="" type="checkbox"/> Blue Crook (by position) |
| <input type="checkbox"/> Tracy Weimer (Classified 23-24) | <input type="checkbox"/> Rosa Lopez (by position) |
| <input checked="" type="checkbox"/> Rachel Knighten (Faculty Council) | <input type="checkbox"/> Mandie Pritchard (by position) |
| <input type="checkbox"/> Kumu Iwalani (LCCEA Faculty) | <input type="checkbox"/> Sarah Luschia, (by position) taking break |
| <input checked="" type="checkbox"/> Sharon Daniel (Manager) | <input checked="" type="checkbox"/> Leslie Soriano-Cervantes (by position) |

Guests: Jessica A, Wynona B., Skye N., Kendra R., Wendy A,

Quorum Reached (9)?

- ☒ Yes 10
☐ No

- **June 7 2024 agenda approved? approved**

- ☐ *Motion:* S. Turner moves to approve
☐ *Second:* R Knighten
☐ Yes 9 ▾
☐ No 0 ▾
☐ Abstentions 0 ▾

- **May 17 2024 minutes approved? approved**

- ☐ *Motion:* B Hallbrook
☐ *Second:* C Joyce
☐ Yes 7 ▾
☐ No 0 ▾
☐ Abstentions 1 ▾ S Turner, B Crook, L Soriano-Cervantes

- **Voting in New Members**

- Kendra Rivera
 - *Motion:* B Hallbrook to approve

- *Second: S Daniel*
- Yes 10 ▾
- No 0 ▾
- Abstentions 0 ▾

K Rivera voted in as new member

- Wynona Burkes
 - *Motion: S Turner to approve*
 - *Second: S Daniel and B Hallbrook*
 - Yes 10 ▾
 - No 0 ▾
 - Abstentions 0 ▾

W Burks voted in as new member

- Jessica Alvarado
 - *Motion: L Rupp motion to approve*
 - *Second: S Turner*
 - Yes 10 ▾
 - No 0 ▾
 - Abstentions 0 ▾

J Alvarado voted in as new member

● Announcements

- K Rivera gratitude from Neurodivergent Student Union; final successful event; good turnout; thanks to Public Safety for donation
 - E Nawabi thanks K Rivera and L Rupp
- C Joyce reminds group of Commencement on June 15, 10am
- A Old Coyote reports progress on IPEDs and race tracking; now tracking tribal affiliation; thanks for support and C Joyce in particular
 - C Joyce adds D Whiting for her efforts
- E Nawabi gives update about Syllabus Audit; expects fall term as a 'trial period'; approx 10 syllabi to review; on track

● Old Business-Report Updates

- President Bulger's 11/08 [Memo](#):
 - E Nawabi Shows [Drafted Response](#) to group; highlights changes
 - Questions, Comments, and Concerns
 - S Turner appreciates changes made, but still questions process portion of letter; ultimately will not approve because of that; some 'ticky tacky' items listed as needing changes
 - C Joyce relays that Dr Bulger's letter is norm in COLleges; will not approve
 - J Alvarado agrees with S Turner on parallelism in voice; how it is addressed; recommends prompting "this is our reflection" on the process portion
 - K Rivera recommends how to remedy voice;
 - E Nawabi asks for thoughts on process section of memo

- B Crook agrees this Shane, better without Process section
- E Nawabi asks for clarification
- S Turner-What outcome do we want as Council? Thinks a meeting may be a better way to address this section. Does not disagree with the substance of the section.
- K Rivera views the section as documenting efforts to develop working relationship and is important
- S Turner does not preclude that, what is the best way to get there
- J Alvarado inquires about length of process statement
- E Nawabi responds; J Alrado is there flexibility
- B Crook views process section is a second topic; save other feedback for another memo
- E Nawabi disagrees-process section integral; elaborates why; meaningless without that section
- B Crooks asks in chat "Objection to Resolution 3 or is it about the process of decision making"
- K Rivera speaks to her confusion and recaps E Nawabi thoughts; need to be combined to capture complexity
- A Old Coyote does not view confrontation as pejorative; is discomfort with Process word?
- W Burks—document or it didn't happen; in her experience, Dr Bulger wants specifics; views as introducing difficult conversations, not an attack
- S Daniel recommends adding language to beginning—what the purpose is;
- J Alvarado agrees with S Daniel
- W. Burks adds that Dr Bulger is new; may appreciate learning more context at Lane
- E Nawabi address B Crooks earlier question;
 - Does this need more revision?
- S Turner - revision will not change for him; questions DC motivation; addressed to all, not just Dr Bulger
- E Nawabi says DC has tried to get these items answered
- K Rivera all involved is what we want; common to address all in organizational communication
- S Daniel ask process question
- R Knighten nots in chat that already past date; agrees about addressing to all
- *Motion: R Knighten moves to approve [Drafted Response](#) as is, with Process section included*
- *Second: A Old Coyote*
 - Yes 5 ▾
 - No 2 ▾
 - Abstentions 3 ▾ S Daniel, L Rupp, B Crook

Motion does not pass

S Daniel steps out

- **New Business-Discussion Items**

- Diversity Council Chair Position Nominees
 - Edrees Nawabi accepts nomination
 - Avery Old Coyote accepts nomination
- *Motion: K Rivera motions for Old Coyote and Nawabi to continue as co-chairs*
- *Second: C Joyce*
- Yes 9 ▾
- No 0 ▾
- Abstentions 2 ▾ Old Coyote, Nawabi

Old Coyote and Nawabi to continue as co-chairs

- DEI Officer and Annual Planning - DEI Office Goals:
 - [Strategic Plan](#)
 - [Vision, Mission, and Values](#)
 - [President Priorities](#)
 - [Equity Lens Toolkit](#)
 - [LCC DEI Plan 2022 - 2027](#)
- EN: DEI position would be Vice Chair of Diversity Council; C Joyce is appointed as temp
- EN: expand Strategic Plan goal #1 to include more representation in diversity of staff and faculty and administration

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- K Rivera wants position to be internally focused
 - C Joyce agrees about internal focus; but adds ECC is a valuable external network; wants position involved with also with MCC and GEC
 - E Nawabi understands limited resources; but a good first step; recommends experience in assessment; be up to date with scholarship and changes in field
 - A Old Coyote speaks to important Tribal Liaison position, unsure how it should be related to DEI office; wants discussion about separate office for DEI; like an Ombudsman, be thinking about structure
 - J Alvarado concerns about that Admin being “at-will” employee; “contract with protection?”
 - L Soriano speaks to school district practices with administrative hiring
 - K Rivera wants student input
 - W Burks asks if they could report to Board
 - S Turner thinks that statutorily, only president can report to BOE; thanks all for input; reminds people about survey; tells those interested in being on search to contact Celia proactively
 - E Nawabi thanks members; looking forward to next year;
 - Meeting concludes at 10:59 am
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