

Diversity & Equity Committee

Meeting Agenda

October 12, 2020

Attendees: Sydney Sanford, Shiree Bent, Nicole Faber, Morgan Salisbury, Marie Boisvert, Cabino Salgado, Danielle Casey, Dana Cummings, Ale Sanchez, Anne-Marie Klein, Dani Trimble, Sue Orchard, Abbie Leavens, Dana Cummings, Leszek Cromwell

New Business:

- A. *Executive Order on Equity Trainings:*
 - a. [Executive Order on Combating Race and Sex Stereotyping](#)
 - b. *SBCTC guidance*
 - i. *Tabled to next week for more info*
- B. *Climate Survey*
 - a. *Overview - HEDS DE Supplemental questions are allowed*
Think about questions to ask for the next meeting
 - b. *Timeline/process- will be administered winter quarter. Survey closes April 30th. Fall quarter come up with questions and ideas.*

Old Business:

- A. *Workgroup updates:*
 - a. *Training*
 - b. *Institutional Plan*
 - c. *Safe Zone*
 - d. *Read and Discuss (RAD)*

Reminders:

- A. *Next Meeting will be Friday, October 23rd at 12pm.*

Action items:

1. *Conduct a climate assessment within the 2020-21 academic year to benchmark strengths and opportunities for growth and change.*

- *Action taken*
 - *Climate assessment approval*

2. *Encourage faculty to augment course content and instruction to bring a range of cultures and experiences into each conversation, ensuring broad representation and diversity and incorporate implicit bias training in courses taught through the Criminal Justice program.*

- *Actions taken:*
 - *Implicit Bias class during assessment week and for BTEC 165 - cultural awareness for care professionals*
 - *Video for faculty*

3. *Examine the current diversity graduation requirement to include content on power, privilege, and racial equity*

4. Formally assess the racial impacts of policies and procedures at LCC with the goal of racial equity. As part of the process, include an assessment of security practices and LCC's formal and informal relationships with local law enforcement and evaluate impacts to communities of color

5. *Provide additional accountability for hiring faculty and staff of color to represent the diversity of our students.*

- *Action taken:*
 - *HR plan with Samantha Orth*

6. Increase diverse representation in decision making groups such as advisory committees, campus committees, boards, and other groups

