

Diversity & Equity Committee

Meeting Minutes

Nov. 18, 2021

Attendees: Dani Trimble, Sue Orchard, Dana Cummings, Shiree Bent, Abbie Leavens, Alé Sanchez, Marie Boisvert, Morgan Salisbury

New Business:

- A. Discussion about the [letter](#) to LCC Executive Leadership Team regarding Campus Climate Survey

We are asking for a written response as we did not get one last time. No other big changes to note. The letter looks good and we are going to send it off next week. We are asking for a response by Dec. 15th and depending on what the response is will determine the next steps in January.

Sam wants to go over HR data at the next meeting. We may need to do that at another meeting in order to discuss the next steps for the survey.

We are still taking applications and have some people lined up. Students will be compensated. If we approve them, they will begin attending meetings soon.

- B. Safe Zone Trainings

Should we start those back up? Alé , Abbie, Dani are our only trained facilitators right now. What do we want it to look like? What should we offer? How do we build capacity and what are the steps to do that? Topics: Working with ESL students, accessibility for online learning, implicit bias 2.0, other professional development ideas? We need to get Sydney involved in that since there is funding for that. We should meet with HR and talk about how to get the funding and what to do to make this happen. We need to also talk about compensation for facilitators. In the past, it's been mostly run by full time faculty or staff but to incentivize people in the future

we need to start having those conversations. Work should be paid, even if it's something we are passionate about and want to help with.

Reminders:

- A. Next Meeting will be January 7th, 2022.