

Diversity & Equity Committee

Meeting Minutes

January 11, 2021

Attendees: Dani Trimble , Anne-Marie Klein , Sue Orchard, Leszek Cromwell, Marie Boisvert, Sydney, Nicole Faber, Danielle Casey, Shiree Bent, Alé Sanchez, Jennifer Houge, Dana Cummings, Abbie Leavens, Gabino Salgado

New Business:

- A. *ASLCC student representative- how to get a new student rep? Paz may have a recommendation. Think and bring recommendations in two weeks if you think of anyone.*

Old Business:

- A. *Climate Survey - Wait until late next fall due to the pandemic and make sure that we get an accurate reflection of campus climate because everyone is off campus for over 10 months due to COVID.*
 - a. *Survey about covid*
 - b. *Read and Discuss (RAD) for 2021*
 - c. *Resource Center/ Drop in Space virtual EDI space*
 - d. *One time RAD/ Video in Discuss*
 - e. *Work from summer/ Document revisited*
 - f. *Encourage faculty to highlight what they have done*
 - g. *Space for sharing resources*

Workgroup updates:

Training

Institutional Plan

Safe Zone

Read and Discuss (RAD)

Meeting adjourned at 5:02 p.m.

Reminders:

A. *Next Meeting will be Friday, January 22nd 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