

Diversity & Equity Committee

Meeting Minutes

27 January 2023

Main 119 and Zoom

Participants: Jessica Harris, Alex Emerson, Abbie Leavens, Ale Sanchez, Cedrique Chaney, Chris Tower, Rosemary Perkins, Shiree Bent, Jamie Nelson, Devin Hendricks-Goodwin, Alé Sanchez, Kristin Kordecki, Ariana Muro, Shane Rivera, Hannah Taylor, Brittney Nelson, Magnus Altmeyer, Kristen Kordeki, Karin Sekiguchi, Amber Lemiere, Heidi Bauer, Linda Garcia, Tanya Pisarchuk, Crystal Heitz, Richard Arquette, Shane Prine, Danielle Casey.

First open meeting of the year

Suggested order of speaking or responding in an effort to elevate voices and allow for space:

People with lived experience

People with secondary experience and/or education

Open floor

Today's Question

How can we create a culture of inclusivity for members of our campus community with Chosen Names?

- When can we include this in our courses? How do students hear about this?
 - Workforce, Alma, Teachers, Advisors, etc help direct students to the form.
- Financial Aid will stay their legal name so they want notification of changes so they can make notes.
- Can we give directions on the form about how to change pronouns in Canvas?
- What's the best way to reduce harm in case students encounter resistance?
- Be careful and considerate when approaching this with students. Some members present are nervous with making sure they don't out the student in peer-to-peer or parent interactions.
- We should help our students learn how to advocate for themselves and navigate systems on their own. Easier said than done but worth it.
- Students just want to be heard or have someone to vent to.
- Validation is key. Sometimes it depends on the role or the space we're in. We are in charge of keeping a safe space. Be considerate of the space and the trust the student has in you.

- We feel responsible and that's normal.
- What about students who are ELL? Sometimes they change their name thinking it makes it easier on English speakers to pronounce than their legal name. "Don't ever apologize for your name." Make it clear you care and just want to get it right. Tell them you're the student in the situation and want to respect their pronunciation. "Could you please pronounce your name because I want to say it respectfully?"
- Please encourage students to fill out this form by next Tuesday:
https://docs.google.com/forms/d/e/1FAIpQLScVPFKJg3mPYMVRvyHxvnSU3oUEDBi62xmX2Fzl_pC2vyTgxw/viewform These fees would support hiring more full time people and more resources.

Lower Columbia College Resources

[LCC's Chosen/Preferred Name Webpage](#)

[LCC's Diversity, Equity, and Inclusivity Resources](#)

[LCC's Diversity and Equity Webpage](#)