

Diversity & Equity Committee

Meeting Minutes

January 7, 2022

Attendees: Dani Trimble, Gabino Salgado, Shiree Bent, Sue Orchard, Dana Cummings, Nicole Faber, Alé Sanchez, Marie Boisvert, Sydney Benson, Abbie Leavens, Leszek Cromwell,

Old Business:

Climate Survey Discussion: Response from the EOT.

Considerations:

- *Avoid survey fatigue and confusion*
- *Previous commitments and contracts for other surveys (i.e. CCSSE; PACE)*
- *Norming standards (timing of surveys; comparisons across other similar types of institutions)*
- *SB 5227 indicates that a campus climate survey must be completed by the end of academic year 2022 and must include assessing climate for students and for employees*
- *PACE survey for employees is scheduled for Fall 2022 (it includes an optional Racial Diversity Subscale). PACE is required as part of one of the college's KPIs and the Board of Trustees uses it for evaluation purposes*

What's scheduled:

- *CCSSE core survey will be administered during winter quarter 2022 (this is our standard 3-year cycle)*
- *CCSSE Race and Ethnicity survey will be administered to students during spring 2022 (LCC has a signed contract with CCSSE to administer this survey at this time)*

Options:

1. *Conduct the PACE survey to employees in fall 2022 with the optional Racial Diversity Subscale*

2. *Conduct the HEDS climate survey with employees in winter 2022 (Wendy plans to reach out to HEDS to determine if we can separate our student and employee populations)*
3. *Conduct the HEDS climate survey with employees and students in fall 2022 and conduct PACE (without optional Racial Diversity Subscale) in winter or spring 2023*

Long-term goals:

- *Determine which climate survey to use in future years and ensure that timing does not conflict with other required survey administration (e.g. CCSSE and PACE every 3 years)*
- CCSSE great for students but doesn't get faculty and staff input.*