

Diversity & Equity Committee
Meeting Minutes
10 February 2023

Participants: Alyssa Mayclin, Ale Sanchez, Shiree Bent, Abbie Leavens, Sue Orchard, Serena Murray, Chedrique Cheney, Chris Tower, Sydney Benson, Devin Hendricks, Ariana Muro, Jessica Harris, Jennifer Houge, Jamie Nelson, Veronica DeJesus

Discussion on a Community of Practice after conferences to bring examples and experiences back to LCC. Abbie asked for ideas on how to implement:

- Create a Takeaways Google doc in the DEI shared folder so everyone can drop their notes and takeaways from each conference.
- An informal meeting for those who attended conferences to share ideas, and an attendee from each conference can take lead to gather attendees.

Affinity groups:

- Affinity group policy feedback-please take a look and send feedback.
- LGBTQ+ affinity group start up. Need to find interested people, choose a time, and send campus wide email
- Latinx affinity group is up and running.

Affinity group start up process (once policy is approved): Have a lead and co-lead for the group, request funds, and reporting. The reporting process is simple and should not deter anyone from starting. Reach out to Ariana with any questions.

DEI New Member Orientation:

- Include history and context
- Clarify mission statement and end goals. What do we do for campus.
- Explain subcommittees

Subcommittees

Document listing subcommittees located in DEI shared folder. This includes meeting times and planning information. Many still need members and leads.

- RAD (read and discuss) reading Above the Well
- Training
- Art and Representation
- Listening
- Strategic Plan
- Affinity Groups

Discussion about representation: Shiree will talk to Wendy Hall about stock website photos. We may need to make a recommendation as a committee to use our own photos.

Committee Bylaws-motion to approve, seconded, approved.

Open meetings:

Fourth Friday of the month, HSB 101 and Alyssa will update location.

Theme for the next open meeting is representation. Abbie will send targeted email invitations to the International Programs office, Hannah Taylor, Mya Muller, ASLCC and Cassie Rolsales.

Should email invites be sent to all students?

Discussion: Students will be more comfortable to speak up if there are more there representing. This specific topic could engage and encourage more students for more feedback from them on art. Should some topics be closed? Specifically procedural/policy themes? We can restrict attendance by topics and/or facilitate the meeting. We need to ensure that students are represented and that faculty and staff are all respectful of them. Many students feel that they do not have the power to speak up and we need to give them that opportunity. We could have questions or polls beforehand. Shiree Bent will be the Zoom facilitator for the open meeting. This is an informal climate assessment and a Jamboard would be helpful.

Cedrique: MSSDC is meeting here at LCC next week. Please send any questions about other college's training or DEI practices.