

## Diversity & Equity Committee

### Meeting Minutes

February 17th, 2022

Attendees: Sydney Benson, Marie Boisvert, Dana M. Cummings, Nicole Faber, Jennifer Houge, Abbie Leavens, Alyssa Mayclin, Ariana Muro, Sue Orchard, Shane Rivera, Gabino Salgado, Morgan Salisbury, Dani Trimble.

- Old Business:
  - HEDS Climate Survey:
    - Discussion regarding encouraging our colleagues to complete the survey.
    - The question was raised about the committee sending out a reminder outlining or explaining why we are conducting the survey and how their contributions benefit the college?
    - There was discussion about the due dates and ensuring these are communicated out to campus. Survey closes March 11th 2022.
    - Discussed the level of disaggregation of data.
    - Feedback:
      - There were questions regarding tracking
      - There was feedback regarding the length and the terminology using “academic-speak.”
    - How has HEDS addressed concerns regarding tracking and disaggregation of the data.
    - Should we have a FAQ document for staff/faculty that we can share out to the campus?
  - Strategic Plan and hiring a consult - Sue Orchard gave an update
    - A small subset of the DE&I committee interviewed three consulting groups and accepted proposals.
    - The small strategic planning committee selected Revolution Lab as the Strategic Planning consultants.
      - Currently the plan is for Revolution Lab to begin engagement within the next two week, by February 28th

- [Revolution Lab/LCC planning document - Google Docs](#)
  - [LCC Diversity, Equity and Inclusion Strategic Planning - request for consultants - Google Docs](#)
  - Sue brought up the need to obtain more campus representation in the strategic planning committee.
- New Business:
  - Menstrual Hygiene Products.
    - (1) By the beginning of the 2022-23 academic year, institutions of higher education as defined in RCW 28B.92.030 must make menstrual hygiene products available at no cost in all gender-neutral bathrooms and bathrooms designated for female students.
    - (2) Menstrual hygiene products must include sanitary napkins, tampons, or similar items.
    - (3) Institutions of higher education must bear the cost of supplying menstrual hygiene products. Institutions of higher education may seek grants or partner with nonprofit or community-based organizations to fulfill this obligation.
  - Sue would like recommendations, from the committee, for how to implement this legislation.
    - How do we utilize this educational opportunity?
    - There was discussion on developing a task-force or sub-committee to facilitate the implementation. There was a suggestion that we add students to the sub-committee as they have valuable insights and recommendations. Student names were suggested: Husenia and Eleni. Morgan, Shane and Marie volunteered to help on this. Ariana will also help.
      - Nicole will reach out to several students and report back at the next meeting.
      - Shane will reach out to the housing students to see if we can get representation from that group.

- Discussion occurred around the lack of communication and the intersection of what's happening in terms of DE&I in assessment, guided pathways, the strategic plan, campus training etc.
- Questions/Comments surrounding the discussion
  - Should there be some type of hub to disseminate information?
  - An internal webpage was one suggestion on the website.
  - How often is the D&E webpage updated?
  - Discussion tabled until the next meeting.

Meeting ended at 11:07 am, Next Meeting March 4th 2022 12:00 - 1:00 pm