

Diversity & Equity Committee

Meeting Minutes

February 26, 2021

Attendees: Dani Trimble , Anne-Marie Klein , Gabino Salgado, Jennifer Hogue, Paz Clearwater, Shiree Bent, Sue Orchard, Danielle Casey, Dana Cummings, Nicole Faber, Sydney Sanford, Shiree Bent, Alé Sanchez, Baratunde Thurston, Abbie Leavens

**Old Business:**

- A. *Climate Survey Updates - Jennifer volunteered to help with Sue, Dani and Dana to get supplemental questions solidified before fall quarter.*
- B. *ASLCC student representative- Paz wants to fill a mid year position for Diversity Chair. Applications will close next week.*
- C. *Campus wide training- Possible virtual speaker for June end of the year on Diversity. Think of ideas for the next meeting. Marie suggested Xyan Neider. Sydney suggested Baratunde Thurston.*

**New Business:**

- A. *Preferred Name Discussion- students can change name in CTC link. Campus is working on implementing this with our technology to make this work. Using chosen and preferred names and how to present that. eLearning is happy to update the account name, but can't do it if we don't know about it! Name shows up in a good number of places if not changed.*

- B. [Review Institutional Plan/priorities](#) - SBCTC has some resources available that we may want to use to bring to LCC campus.

Abbie shared free Gender Symposium at Lewis & Clark 2021:

[https://college.lclark.edu/departments/gender\\_studies/symposium/archive/2021/](https://college.lclark.edu/departments/gender_studies/symposium/archive/2021/)

### **Reminders:**

- A. *Next Meeting will be Monday, March 8th at 4pm.*

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

SMART goals

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