

Diversity & Equity Committee

Meeting Minutes

March 4th, 2022

Attendees: Dani Trimble, Serena Murray, Dana M. Cummings, Alé Sanchez, Danielle Casey, Sue Orchard, Ariana Muro, Shane Rivera, Jamie Nelson, Marie Boisvert, Alyssa Mayclin, Jennifer Houge, Gabino Salgado, Shiree Bent.

New Business:

- A. Strategic plan project updates: Working together to plan meetings with Revolution labs and get logistics done.

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
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

- Should we go with these? Comments? We tabled the discussion until the next meeting to allow time to review.
- Sue posted the [Revolution Lab](#) Outcomes document to review.
- Do we have someone to help keep track of all this including deadlines and details? No one in particular has primary responsibilities around DEI work at LCC. Now that we have funding we need someone to help coordinate all this. HR can help.
- How do we capture all this incredible work we are continuing to do? Campus wide communication effort? Should we have our committee put this collaboration out? We could create a document to share where everyone adds their institutional contributions.
- We've been given the mission to do these things and advise but we lack tools to put this forward in the institution. When we meet with the group we should bring a consultant to help with this.
- What are our long term goals? The data should help with making change but we need to actually identify activities and goals for the future using the data.
- What does the board want to happen? Sue can bring this up at OPs.

B. Guided Pathways Opportunity: Weds April 13th 8:15-3:00 PM.

1. Spring Student success institute: focus on hiring practices, DEI KSA for hiring pools, etc.
2. Here is the [link](#) to sign up. Registration is open until April 4th. Let Sue know if you are interested in attending.

C. Dani shared Pierce College's effort to hire more black and brown students.

1. Here is the [link](#).
2. This is a great resource for ideas that other colleges are implementing.

Old Business

A. DEI coordination across campus

B. Climate Survey

- a. Outreach to colleagues to encourage completion

Reminders: The survey is still available. It closes March 11th.

Meeting concluded: 12:55 pm.

Next meeting: March 17, 2022 at 10:00 am.