

Diversity & Equity Committee

Meeting Minutes

April 1st, 2022

Attendees: Serena Murray, Alé Sanchez, Sue Orchard, Ariana Muro, Shane Rivera, Jamie Nelson, Shiree Bent, Monica Metzler, Sarah Dryfoos, Sydney Benson, Abbie Leavens, Gabino Salgado.

New Business:

Revolution Lab representatives:

Mural Board:

Discussion questions: **How might LCC become more inclusive, equitable, and representative?**

Some answers: Accountability measures for DEI. More communication and transparency. Hold more culturally aware events. Provide training for faculty to show resources and support available to students. More courses related to DEI. More signs in various languages. Training, scholarships, etc in multiple languages. Hire more faculty and staff of color.

What would you hope to see LCC accomplish as it relates to DEI?

Some of the answers: DEI staff position. Required DEI training for ELT. Interview questions in different languages. Support from management to hire diverse groups. More cultural events open to the public. Support marginalizes identities around current events. Accessibility without requesting it. More images, artwork, etc that represents diverse communities. Equitable practices between faculty from different departments. Student friendly spaces to increase visibility all over campus.

Common themes: A need for trainings on cultural sensitivity, different languages, and DEI. A desire to have diverse events on campus. More availability of resources in various languages. A need for visible representation.

Priorities or areas of focus for the next step of the strategic plan: Hiring process should be more equitable. Bridge the gaps between all staff, faculty, exempt, leadership positions, etc. Hold people accountable in regards to hiring, trainings, presentation, day to day work on campus, etc.

Are there specific actions, programs, initiatives that you would like to see LCC take, and if so, what are they? What actions can LCC take to “scale up” efforts in valuing diversity, ensuring equitable learning outcomes, and cultivating an inclusive campus climate?

1. More communication of support from leadership team, faculty, etc highlighting accomplishments and recognition.
2. At least one cultural event per quarter. (But who’s responsibility does this fall under? How much work would it be? How do we make sure we're not creating unpaid labor inequities for our faculty and staff of color who end up doing so much of this work?)
3. Incentivizing efforts put into these projects.
4. Stop talking about all this change and not doing anything about it.
5. Eliminate the culture of fear around open dialogue. Support needs to be more tangible (stipends, resources, etc).

Where is the disconnect? Some in higher positions of power have stated “this is just the way it is,” “we’ll just keep the peace,” “this county is x,y,z and so we need to follow along.” There is a resistance to trying new things. If info or change isn’t coming from someone in a leadership position, the person presenting it is dismissed more frequently.

Revolution Lab’s next steps:

1. Listening sessions.
2. Open survey
3. Compile feedback
4. Develop draft
5. Draft available for comment
6. Finalize plan

If you want to contact Sarah for more information, email Sarah@revolution-lab.com

Meeting concluded: 1:00 pm

Next meeting: April 21st, 2022. @10:00 am