

Diversity & Equity Committee

Meeting Minutes

May 10, 2021

Attendees: Dani Trimble , Paz Clearwater, Shiree Bent, Sue Orchard, Dana Cummings, Sydney Sanford, Shiree Bent, Abbie Leavens, Leszek Cromwell, Anne-Marie Klein, Ale Sanchez

Old Business:

- A. *Tanna Engdahl (Cowlitz Elder) will talk at fall inservice week. Land Acknowledgement will be incorporated into LCC. She was the Community Conversation speaker on April 29th.*
- B. *Board Member Discussion*

New Business:

https://docs.google.com/document/d/1wCrgyjucs_aUtgx0QFJMCpJ4F3I1thiWOZGbZGFRgfA/edit?usp=sharing

- A. *Next Meeting will be Monday,*

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