# MINUTES

**GOVERNANCE COUNCIL – February 5th, 2024**

**Members Present:** Kendra Sprague, Kristen Finnel, Wendy Hall, Sue Orchard, Nolan Wheeler, Michal Ann Ure, Catie Graham, Dana Cummings, Amber Lemiere, Shane Prine (Tenure Track), Dan Ruiz (Guest), and Hannah Palenske.

## **Approval of Minutes**

**MOTION:** By Kendra Sprague, seconded by Wendy Hall,

That the minutes of November 6, 2024, be approved.

**MOTION CARRIED** **unanimously**

1. **Dan Ruiz Presentation**

Dan Ruiz, Executive Director of Diversity, Equity, and Inclusion (DEI), provided an update on DEI projects and goals. He also introduced the new DEI procedure, emphasizing that Lower Columbia College is taking a leading role in regional DEI initiatives.

1. **Policies & Procedures:**
   1. DEI Procedure 220.1A - Diversity, Equity, & Inclusion Programs
      1. Amber Lemiere inquired about the process for submitting DEI projects for review, seeking clarification on the submission process. Catie Graham asked whether the procedure pertains to documentation alone or includes approval or denial of initiatives. Mr. Ruiz explained that initiatives must align with the college’s mission, vision, and DEI strategic plan, and those that do not align may be subject to approval or denial. He further clarified that the procedure is intended for review and adjustment purposes.
      2. Ms. Lemiere also requested a clearer definition of "all DEI initiatives," suggesting that language be refined to distinguish between formal initiatives and informal conversations. She acknowledged the emotions surrounding the current political climate, to which Mr. Ruiz responded that the procedure was developed specifically in response to these challenges. Additionally, Ms. Lemiere shared concerns on behalf of her colleagues regarding the anxiety and fear associated with having DEI attached to their work, highlighting the challenges that arise when navigating politically sensitive environments.
      3. The council also discussed the importance of transparency, emphasizing that all stakeholders should be informed about administrative decisions related to the procedure. Governance Council members will review the procedure further and provide feedback during the next Governance Council meeting.
   2. **Policy 825 - College Branding**
      1. The council discussed the implications of this policy, including potential disciplinary actions, up to and including termination, for non-compliance. Michal Ann Ure requested clarification regarding redistribution guidelines, while Caite Graham inquired about expectations related to the new mascot.
      2. This policy has been approved to move forward in the process. Catie moved, Amber Seconded.
   3. **Policy 227 - Employment of or Teaching Family/Household Members**
      1. **Procedure 227.1A - Employment of or Teaching Family/Household Members**
      2. Updates to this policy and procedure reflect recent on-campus situations to prevent potential ethics violations.
      3. This policy has been approved to move through the process. Motioned by Amber Lemiere, seconded by Michal Ann Ure .
   4. **Procedure 245.1A - Return to Work** 
      1. This procedure has been approved to move through the process.
      2. Motioned by Amber Lemiere, seconded by Dana Cummings
2. **Follow-Up: Advising & Coordinated Care Workshop**
   1. No follow-up at this time.

## With no further comments, the meeting was adjourned at 4:06PM.