

Diversity Council End of Year Report 2017-18

The Diversity Council accomplished a number of important policy and advocacy goals during 2017-18, including establishing a prayer and reflection room for students, distributing a number of advisory memos related to diversity issues on campus, and creating critical infrastructure to support the development of an Equity Lens. This is a shortlist of Council's accomplishments during the 2017-18 year. A more detailed report will be submitted as part of the Institutional Effectiveness Report due in December 2018.

Current Charter

Purpose:

The Diversity Council will:

Develop the campus plan and policies related to diversity

Set response priorities for diversity issues on campus

Advocate for the resolution of diversity issues on campus

Scope of Work:

Develop and update campus diversity plan

Facilitate community-wide dialogue

Evaluate functions and activities related to diversity goals

2017-18 Accomplishments

Campus Plans and Policy Development

- Developed proposal to have LCC declare Indigenous People's Day
- Developed initial draft of recommendation for policies on public forums
- Supported the development of initial draft of Bias Response Policy
- Development of the Religious Holiday Advisory Memo
- Development of the Gender Inclusive Bathrooms Advisory Memo
- Developed, distributed, and analyzed the results of an Employee Experience Survey
- Developed Student Experience Survey

Establishing Priorities for Diversity Work

- Finished research and planning for development of framework for Lane's Equity Lens
- Collaborated with VP of Equity and Inclusion to create a framework for an Equity Lens Implementation Team

Advocacy

- Development of the White Paper to provide historical overview of diversity work at Lane
- Effectively advocated for establishment of Mediation and Reflection room, giving our Muslim students and others a safe space for prayer and reflection
- Developed initial strategy to ensure victims of bias have effective advocates
- Advocated for the development of a Reentry Center for ex-offenders

The initial 2017-18 work plan included planning, research and development of a framework for Lane's Equity Lens, with the intent of providing policy support during implementation. However, because councils can not engage in implementation, part of the planning process was developing a framework for an Equity Lens Implementation Team. At the conclusion of planning and research the framework for the equity lens as well as the implementation team was turned over to the AVP of Office of Equity and Inclusion and the President's Office. After decisions were made that reframed the work of the Council away from Equity Lens Implementation, we shifted our gaze to addressing policy needs and other issues of access, equity, and inclusion on campus in alignment with the [Diversity Council Charter](#).