**Institutional Effectiveness Report: Governance Council Format**

Submitted by: Current Chair Of Diversity Council

Representing: Diversity Council

Date: December 14, 2018

**Section 1: Progress Report**

*Please report on the progress you have made toward established goals, objectives and outcomes specified in your work plan.*

# 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.

*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

**Section 2: Looking Ahead**

*After reviewing and discussing college* [*core theme objectives*](https://www.lanecc.edu/planning/core-themes) *and* [*strategic directions*](https://www.lanecc.edu/planning/strategic-directions)*, identify your areas of focus and goals for the coming academic year(s); these can be continuation of multi-year work and/or new initiatives.*

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 cannot 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](https://www.lanecc.edu/governance/diversity-council).

The following are the voted upon work plan items for the 2018-19 academic school year:

**DC Self-Assessment/Governance Input:** All councils are expected to conduct a self-assessment this year per the instructions put forth by College Council and based on the elements within the Board Policy on Governance. We are also working to offer input to governance council redesign.

**All access/inclusive bathrooms: Policy Development:** In the previous year Diversity Council created a gender inclusive bathroom advisory memo. The Council is currently working on policy development around ensuring all-inclusive bathroom in all new construction and inclusive bathrooms to the extent possible in current infrastructure.

**Review of Policies/Planning effecting first Generation Immigrants:** This is a first stage of a multi-year process to ensure a welcoming and accessible environment for first generation immigrants seeking to pursue educational opportunities at LCC. In this first year we are reviewing current policies, practices, barriers and opportunities. We are also reviewing policies implemented at other colleges. The hope as that in a subsequent year we will use this research to work towards policy and or planning to better support these populations.

**Student Engagement Survey:** The Student Engagement Survey was built last year and we are seeking the opportune moment to implement the research tool. The data collected for the tool is meant to be useful not only for Diversity Council policy and planning development, but also other initiatives such as the Equity Lens team.

**Bias Policy and associated advocacy for victims of bias:** A draft bias policy was written last year and submitted to legal. The council has voted down the edited version. In the 2018-19 year, the plan is to continue to pursue this policy or something similar to ensure the original goals.

**Section 3: Ideas for Institutional Effectiveness Systems and Structures**

*Identify any ideas you have for improving institutional planning and improvement systems and structures in support of governance and institutional effectiveness.*

Access and Equity continues to be lacking in all planning structures. There are no current planning structures that require units to comprehensively review accessibility and elements of equity within their areas. There are no planning structures that systemically ask the administration to conduct equitable review of various decisions. There are no planning structures that systemically require units to assess who they are serving and who are they unable to serve. Our standard data package does not measure accessibility. Authentic review of accessibility may also be intimidating for some. In all cases the departments and units can choose to review these elements voluntarily. However, while the desire may be there to do such assessment, we do not have quality tools or structures with which to conduct such assessments. Also there is no inherent incentives for creating equity and opening the door to populations not currently served by traditional structures. Such populations often require an equitable rebalancing and distribution of resources to serve them. Many of our current decision making processes discourage this sort of distribution of resources.

Recommendations:

* It is imperative that an Equity Lens be developed and that this tool can then be used as part of unit planning, as well as in decision making around program cuts, budgets and resources.
* Implementation of the Equity Lens can and should be added as an indicator for Core Themes: In example: “Number of departments who have integrated the equity lens tool into their planning process.”
* APROC should include an expectation of assessment of accessibility in individual units, thus providing data to help the college build and enhance appropriate structures of equity.
* Departments that do conduct a quality accessibility assessment and also engage in developing structures to improve equity should be afforded incentives in the development of processes that create more access to new populations.
* Ensure that existing areas that help create access to populations with multiple barriers are appropriately assessed, and provided resources to help bring new students to the college.