

LCSC President's Diversity Commission
Inventory of Programming & Ideas 2018-2019 / Action Plan 2020-2021
(updated 9/16/2021)

Established in 2000, the President's Commission on College Diversity was established to advise the college president on the institution's effectiveness in fostering inclusive practices that enhance cultural awareness and understanding.

Diversity Commission Vision: As a four-year comprehensive public college, Lewis-Clark State College is committed to providing a learning environment that affords people of all backgrounds and identities the opportunity to achieve their highest educational goals. We are especially cognizant of the distinctive relationship between Lewis-Clark State College and Native Americans because of the historical significance, proximity and frequent collaboration with the Nez Perce Tribe on projects and programs of mutual benefit. The college's educational and enrichment programs, curricula, faculty, staff and students benefit from the promotion of awareness, acceptance, and knowledge of the distinct cultural, ethnic, and life experience differences that contribute to individual and group identity.

Commission Chair: Bob Sobotta (bsobotta@lcsc.edu; office phone – 208.792.2858)

Commission Charge/Inventory		
Goals – to support Diversity Vision Statement	<ul style="list-style-type: none"> • To foster a sense of community for all ages, economic classes, ethnicities, gender identities, races, religions, sexual orientation and national origins. • To develop skills needed to work effectively, and lead, within our diverse community and the greater global community. • To equip LCSC students for personal, civic, and economic engagement within and across local and global communities. • To develop a sense of belonging as a lifelong learner. 	
	Currently in Place	Potential areas of effort expansion
Events, programming, resources	<p><i>Campus Culture - Multicultural Events/Programming - Celebrations</i></p> <ul style="list-style-type: none"> • Multicultural week (fall semester) <ul style="list-style-type: none"> • Food & Culture Night • Information Fair • Cultural awareness speakers, presentations • Martin Luther King, Jr./Idaho Human Rights Day (3rd Monday in January) <ul style="list-style-type: none"> • Speakers/Presentations, Day of service w/community • Black History Experience (spring semester) • Native American Awareness Week (spring semester) <ul style="list-style-type: none"> • Mini-pow wow for elementary students 	<p><i>Campus Culture - Multicultural Events/Programming - Celebrations</i></p> <ul style="list-style-type: none"> • Events Calendar – Bob & Logan • Events Marketing – Bob & Logan • Diversity & Inclusion flyer (2-sided) with calendar of programs, vision statement, clubs/orgs and contact info • Annual Brochure? Bob & Logan • Website update: Diversity page moved to new website – Sam White Temple & Logan • Method of tracking program attendees <ul style="list-style-type: none"> ○ Co-curric transcript – Andy

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	<ul style="list-style-type: none"> • Cultural awareness presentations, speakers • Friendship Banquet • Pow Wow • Proclamations declared: 9/15/2019-10/15/2019: Hispanic Heritage Month October 2019: Domestic Violence Awareness Month; LGBT History Month; November 2019: Native American Heritage Month February 2020: Black History Month March 2020: Women's History Month • Convocation ceremony August 2020: Integrated Land Acknowledgement statement to honor Indigenous Peoples of the land on which we work and live. Will become a routine part in ceremonies moving forward. 	
	<p><i>Campus Culture Events/Programming – Awareness/Inclusivity</i></p> <ul style="list-style-type: none"> • Veterans Day Luncheon & Recognition (November) • 9-11 Moving Tribute (every other year or every 3rd yr?) • Constitution Day (Fall semester) • First generation panel (TRIO) • Women's History Month (March) & Women's Leadership Conference (CAH) 	<p><i>Campus Culture Events/Programming – Awareness/Inclusivity</i></p> <ul style="list-style-type: none"> • Community Conversation event/symposium? Multiple classes? and/or Clubs/Orgs plan & implement? - Commission & Holly D.
	<p><i>Campus Culture Resources – Ed/Engagement (students)</i></p> <ul style="list-style-type: none"> • Clubs: Gender-Sexuality Alliance, Native American Club, Lambda Theta Alpha Latin Sorority, Veterans' Network, OELA, Spanish Club, International Club, Anthropology Club, in-STEM - a club promoting diversity in STEM fields, Women's 	<p><i>Campus Culture Resources – Ed/Engagement (students)</i></p> <ul style="list-style-type: none"> • Student Clubs – Holly D. • Multicultural student mentoring program – Bob & Manee Moua? • SD107 or other orientation Diversity Training – Andy? • Res Life programming: funny/fun bystander/upstander/cultural training – Andy & Ashley?

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	<p>Leadership, Multicultural Student Organization</p>	<ul style="list-style-type: none"> • Dual Credit Forum/Diversity Training? – Commission Coordinate with Lori S & Teacher ed/dual cr staff? • Kids College programming – diversity training – on hold for now. • Speakers (e.g.,: Johnny Lake, Tasha Souza [inclusive practices, first gen, etc.], title ix), Commission coordinate with academic depts.? ASLCSC?
	<p><i>Campus Culture Resources – Ed (Fac/Staff)</i></p> <ul style="list-style-type: none"> • Inclusive Practices Certificate (IPC)/ Center for Teaching & Learning (CTL) transformed into the IDEA Program (Inclusion, Diversity, Equity, and Anti-Racism). More information can be found at: https://www.lcsc.edu/teaching-learning/inclusion-diversity-equity-antiracism • Diversity, equity and inclusion workshops for faculty/staff throughout the year related to: <ul style="list-style-type: none"> ○ Teaching and learning with first generation students, International students, veteran students ○ Discussions about power, kindness, compassionate teaching, race and racism ○ Hispanic Educational Achievement ○ Book Clubs Additional information is at: https://www.lcsc.edu/teaching-learning/inspiration-for-teaching-and-learning • Archive of past events (scroll to bottom of page) 	<p><i>Campus Culture Resources – Ed (Fac/Staff)</i></p> <ul style="list-style-type: none"> • Online diversity training? – HR July 29, 2020: LC Training Day • More Faculty for IPC – New Fac training re: IPC connection? – HR?/ Lori S? • More diversity related PDT programming? Andy? Lori S? • How to handle egregious and/or consistent issues with individuals, fac, staff, students – Ashley? Aug 25, 2020: Welcome Back campus email from Ashley, distributed to LC Faculty through Faculty Association • Rich & more flexible/organic discussions/expertise related to Commission goals – ongoing Commission Conversations • Recruit racially and ethnically diverse students & faculty – HR chksheet implemented spring 2019. See: http://www.lcsc.edu/media/5341/search-committee-checklist.pdf

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	<p><i>Campus Culture Resources - Units</i></p> <ul style="list-style-type: none"> • President’s Diversity Commission • Peer Advocates/Mentors • International Programs • College Assistance Migrant Program (CAMP) • TRiO Program • LCSC – Tribal Advisory Committees (Nez Perce, Coeur d’Alene, Confederated Tribes of the Umatilla Indian Reservation) Signed a Memorandum of Understanding (MOU) with the Confederated Tribes of the Umatilla Indian Reservation (CTUIR) in Fall 2020 • Idaho Commission on Hispanic Affairs (Erika Allen LCSC rep) • Diversity Classroom signage update (2018-2019): Bob & Tom G/Custodians • ASLCSC & Warrior Entertainment Board • Professional Development Trainings (PDT) • Center for Arts & History (CAH) • Work Scholars • Website through President’s Page • Alumni Chapters (Native Am, etc.) 	<p><i>Campus Culture Resources - Units</i></p> <ul style="list-style-type: none"> • President’s Diversity Commission <ul style="list-style-type: none"> • Community Voices – Bob & Commission • Women’s Center – on hold for now.
	Currently in Place	Potential areas of effort expansion
Courses & Programs	Diversity classes from the Gen Ed Core (Diversity Requirement & ID 300)	SD107 – see above
	Minors: Native American Studies, Nez Perce Language, Spanish, Women’s & Gender Studies, Anthropology	NAIA Soccer Team: Brooke: Title IX Plan launched, women’s sport addition TBA
	Professional programs: Education, Nursing, Social Work	
	Currently in Place	Potential areas of effort expansion
Classroom Practices	<ul style="list-style-type: none"> • Teaching with cultural literacy • Syllabi statements of diversity • Teaching culturally conversations and class development with Joyce McFarland And Alicia Wheeler 	

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	<ul style="list-style-type: none"> • Equity Observations • Cohort and community building • Universal Design for Learning • Development of diverse learning modalities • Activities to meet Diversity GELOs 	
<p>Identified Obstacles, with some proposals of solutions</p> <ul style="list-style-type: none"> • Differing goals, needs and structures of various offices and people and perspectives on campus - we need a variety of different kinds of programming, from straightforward and short, to more flexible and reflective • Funding and people • Consistency • Our current programming doesn't offer strategies for problems 		