

Academic Senate Council Minutes
Contra Costa College
2600 Mission Bell Drive, San Pablo, California 94806
Thursday, June 25, 2020

* Documents related to these minutes can be accessed [HERE](#).

Online Meeting Called To Order at 4:00 p.m.

Committee members in attendance:

Academic Senate President: Katie Krolkowski

VP/CIC: Mark Wong

LA Representatives: Randy Carver

SS Representatives: Sarah Boland, Lorena Gonzalez

LAVA Representatives: Michell Naidoo, Brianne Ayala(alt), Andrew Kuo, Erica Watson (alt)

NSAS Representatives: Leslie Alexander

Distance Ed Representative: Maritez Apigo

CTE Representative: Jessica Le

Guests in attendance: Karen Ruskowski, Jessica Lopez, Mayra Padilla, Manu Ampim, Andrea Phillips, Dennis Franco, Marisol Cantu, Elvia Ornelas-Garcia, Agustin Palacios

AGENDA ITEMS

June 25 agenda

Action: Leslie moves to approve; Sarah seconds; all in favor; no abstentions.

May18 minutes

Action: Leslie moves to table; Randy seconds; all in favor; no abstentions.

Manager Hiring Dr. Bell said to expect an announcement about interim VP of Instruction Friday. NSAS needs an interim dean as Ameer Thompson took a permanent position at another college. The NSAS dean permanent position hiring is a first priority. Catherine Frost is retiring as director of A&R. Rod Santos is the hiring manager for the interim position. One faculty is requested for the hiring committee, but Katie is pushing for a second. The ad-hoc committee for reviewing the faculty applications for the hiring committee is Katie, Lorena, and Leslie.

Voting Procedure and Division Representative Identification The senate agreed on the voting procedure and division representation. Michell and Andrew will be the voting reps for LAVA.

Consideration of proposed "June 25, 2020 Resolutions to be considered by CCC's Academic Senate"

The title of the document was changed to "June 25, 2020 Resolutions to be Approved by CCC's Academic Senate".

ACTION: Leslie moves to approve as amended; Randy seconds; all in favor; none opposed/abstaining

Whereas, CCC's ASC recognizes our own complicity and complacency in systems which perpetuate, often unquestioned, cultural, systemic, and institutionalized racism,

ACTION: Lorena moves to include as amended; Michell seconds; all in favor; none opposed/abstaining

Whereas, CCC's ASC recognizes, ~~is inclusive of~~ **the diversity of its student body**, and celebrates our college as a Hispanic Serving Institution,

ACTION: Leslie moves to include as amended, Michell seconds; all in favor; none opposed/abstaining

Whereas, the African American Staff Association's Call to Action includes multiple thoughtful and practical steps that each member of the CCC community can take to be a good ally in the struggle for racial justice which has energized the entire campus in a commitment to real change,

ACTION: Lorena moves to include as written, Michell seconds; all in favor; none opposed/abstaining

Whereas, the Contra Costa College's 2020-2025 strategic plan reflects a campus-wide commitment to diversity and inclusion demonstrated in multiple sections, namely; Vision statement - Contra Costa College strives to provide a high-quality education that transforms student lives in an atmosphere that celebrates academic achievement, diversity, community, and innovation, Values - Growth, Inclusion, Freedom and Integrity, Goal 1.4 - Increase faculty, staff, and student morale, and build a strong sense of community cohesion so that the CCC community works well together, Goal 1.5 - Provide a campus that furthers and celebrates learning and the rich culture of our community, Goal 3.4 - Respond equitably to the unique needs of our diverse students in order to provide the support they need to achieve their full academic and career potential. The CCC Academic Senate ~~wishes to~~ **will** take concrete steps in actualizing these values in the work of the college

ACTION: Lorena moves to include as amended, Leslie seconds; all in favor; none opposed/abstaining

Whereas, the CCC Academic Senate ~~admires the commitment~~ **commits to "Engage and Empower Diverse* Groups of Faculty at All Levels of State and Local Leadership."** (Goal 2) ~~as reflected in the ASCCC's 2018-2023 strategic plan, and desires to pursue the same goal at the local level,~~

ACTION: Sarah moves to include as amended, Lorena seconds; all in favor; none opposed/abstaining

Whereas, Chancellor Ortiz-Oakley's Call to Action includes three areas which fall within the 10+1 of Academic Senate purview and CCC's Academic Senate wishes will respond to this call for systemic reforms that enhance racial justice. Specifically; Goal 1-A System wide review of law enforcement officers and first responder training and curriculum relates to 10+1 #1 Curriculum, including establishing prerequisites #2 Degree & Certificate Requirements); goal 3 - Campuses must audit classroom climate and create an action plan to create inclusive classrooms and antiracism curriculum relates to 10+1 #1 Curriculum, including establishing prerequisites, #4 Educational Program Development, #5 Standards & Policies regarding Student Preparation and Success, #8 Policies for faculty professional development activities, and goal 5 - District Boards review and update your Equity plans with urgency relates to 10+1 #5 Standards & Policies regarding Student Preparation and Success, #8 Policies for faculty professional development activities, #9 Processes for program review, #10 Processes for institutional planning and budget development,
ACTION: Leslie moves to include as amended, Lorena seconds; all in favor: none opposed/abstaining

Immediate action by ASC

Resolved: CCC ASC will advocate for college-wide recognition, inclusion and celebration of CCC being a Hispanic Serving Institution, for example in the mission statement, vision statement, values statement, and planning documents.

ACTION: Sarah moves to include as written, Lorena seconds; all in favor; none opposed/abstaining

Resolved: CCC's ASC will review CCC's SEAP plan and outcomes, and suggest immediate modifications to the work that target inequities in distance education (call to action #4).

ACTION: Lorena moves to include as written, Maritez seconds; all in favor; none opposed/abstaining

Resolved: CCC's ASC encourages supports faculty involvement in professional development activities coordinated campus-wide by the Social Justice Leadership Institute.

ACTION: Michell moves to include as amended, Randy seconds; all in favor; none opposed/abstaining

Resolved: CCC's ASC will work to agendize creation of a phased plan to implement antiracist actions, initiatives and policies at all participatory governance committees.

ACTION: Lorena moves to include, Leslie seconds; all in favor; none opposed/abstaining

Resolved: CCC ASC will review our process for making faculty appointments to hiring committees (both managerial and faculty) and the outcomes of that appointment process, and make adjustments as necessary to advance principles of inclusion and equity in the composition of hiring committees.

ACTION: Leslie moves to include as amended, Lorena seconds; all in favor; none opposed/abstaining

NOTE: Discussion is needed regarding the inclusion of Student Services on faculty hiring committees.

Resolved: CCC ASC will collaborate with the college VP to update the college hiring training with specific attention to equity, bias, and transparency of hiring steps, the equivalency process, and development of supplemental and interview questions that focus upon the 2nd min qualification (California Ed Code Section §87360, "criteria that include a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students").

ACTION: Lorena moves to include as amended, Randy seconds; all in favor; none opposed/abstaining

Resolved: CCC ASC will review and implement ways to recruit faculty that diversifies hiring committees when appointing faculty for managerial and faculty hiring committees (AASA call to action #19),

ACTION: Lorena moves to include as written, Michell seconds; all in favor; none opposed/abstaining

Resolved: CCC ASC will advance discussion via the FSCC and other constituent senates district-wide to change the district-controlled aspects of hiring which are impeding efforts to reduce disproportionate impacts on particular populations of candidates.

ACTION: Sarah moves to include as amended, Lorena seconds; all in favor; none opposed/abstaining

At 5:03 p.m., Lorena moves to extend meeting to 6:00 p.m. if needed; Maritez seconds; all in favor; none opposed/abstaining

Professional Development

Resolved: CCC's ASC recommends that the PD committee work with the Student Success committee to set themes for professional development each year, and then plan events such as a speaker series and themed FLEX activities to accomplish intentional PD each year that is based on participatory governance input.

ACTION: Lorena moves to include as written, Leslie seconds; all in favor; none opposed/abstaining

Resolved: CCC ASC will advocate for development of policies for Professional Development activities that intentionally focus on effective teaching practices at Minority Hispanic Serving Institutions, culturally relevant responsive teaching pedagogy, culturally relevant/anti-racism curriculum and faculty-student interactions and engagement in on campus, hybrid, and online teaching.

ACTION: Lorena moves to include as amended, Leslie seconds; all in favor: none opposed/abstaining

Resolved: CCC suggests PD themes, speaker series, campus book readings and community of practices focused on effective teaching practices at Minority Hispanic Serving Institutions, culturally-relevant responsive teaching pedagogy, anti-racism/culturally relevant curriculum, faculty-student classroom management interactions and engagement in on campus, hybrid, and online teaching.

ACTION: Lorena moves to include as amended, Sarah seconds; all in favor; none opposed/abstaining

Resolved: CCC ASC will work with committees such as PD, SLO, and Student Success, to identify and advocate for ongoing professional development and resources for faculty, staff, and administrators that address topics of racial and social justice.

ACTION: Leslie moves to include as amended, Mark seconds; all in favor; none opposed/abstaining

Program review and resourcing

Resolved: CCC's ASC advocates for the fair distribution of Equity funds received by District according to how many identified disadvantaged students a campus may have. For example, this means that CCC, which serves a large population of African American and Latinx students, will receive more Equity funding.

ACTION: Lorena moves to include as written, Andrew seconds; all in favor: none opposed/abstaining

NOTE: Board Policy needs to be revised

Resolved: CCC ASC values analysis of student feedback on campus and classroom climate surveys, and advocates for its inclusion in program reviews.

ACTION: Leslie moves to include as amended, Lorena seconds; all in favor; none opposed/abstaining

Resolved: CCC ASC will advocate for departmental accountability to the College Equity Plan in the program review process, and support the creation of action plans and appropriate resources that and provide modifications as needed per data collected such as the enhancement of inclusive classrooms and anti-racism curriculum

ACTION: Tabled for further discussion

Resolved: CCC ASC recommends adding a section in program reviews that allow a department to record what they have accomplished and what their needs are regarding actively supporting racial and social justice (AASA call to action #8 and #17).

ACTION: Lorena moves to include as written, Leslie seconds; all in favor: none opposed/abstaining

Resolved: CCC ASC will advocate that faculty evaluations incorporate a focus on racial equity goals, action steps, outcomes and collection of student retention and success data per courses and departments.

ACTION: Lorena moves to include as amended, Maritez seconds; all in favor; none opposed/abstaining

Resolved: CCC ASC will support the work already started by the GP Pathways Programs and Pedagogy workgroup to advocate for inclusion of culturally relevant pedagogy and a supportive climate in every CCC classroom (chancellor's call to action #3).

ACTION: Tabled for lack of time

Resolved: CCC ASC will evaluate curriculum and support the development of new curriculum that is reflective of diverse perspectives and representative of the community.

ACTION: Tabled for lack of time

Resolved: CCC ASC will require that curriculum content review include an analysis and response to racial equity goals, action steps, outcomes and collection of disaggregated student retention and success data.

ACTION: Tabled for lack of time

Resolved: CCC's CIC will develop policies ensure the content review process addresses culturally relevant and supportive curriculum in every CCC course, with initial attention on the ADJUS program and coursework (call to action #1).

ACTION: Tabled for lack of time

Resolved: CCC ASC recommends adding a section in curriculum content reviews that allow a department to record what they have accomplished and what their needs are regarding actively supporting racial and social justice (AASA call to action #8 and #17).

ACTION: Tabled for lack of time

Resolved: CCC ASC will Advocate for adding of an Ethnic Studies requirement for Associate Degree.

ACTION: Tabled for lack of time

PUBLIC COMMENT

There was no public comment.

ADJOURNMENT

The meeting was adjourned at 6:00 pm. Lorena motioned to wait to approve the document until complete; Leslie seconds; all in favor; none opposed/abstaining

Respectfully submitted,
Lynette Kral