



ACADEMIC SENATE

The primary voice of the faculty in academic and professional matters at Santa Rosa Junior College.

MEETING MINUTES

DATE: September 2, 2020

TIME: 3:15 p.m.

LOCATION: Zoom only

ZOOM ID: 739 337 730

<https://santarosa-edu.zoom.us/j/739337730>

PRESENT

M. Aparicio, L. Aspinall, P. Bell, M. Bojanowski, J. Bush, J. Carlin-Goldberg, C. Crawford, A. Donegan, J. Fassler, N. Frantz, T. Jacobson, J. Kosten, D. Lemmer, S. Martin, L. Nahas, M. Ohkubo, A. Oliver, R. Romagnoli, S. Rosen, G. Sellu, J. Stover, E. Thompson, J. Thompson, K. Valenzuela, K. Wegman, S. Whyllly, S. Winston

ABSENT

GUESTS

F. Chong, B. Flyswithhawks

CALL TO ORDER

The meeting was called to order at 3:15 p.m. by President J. Thompson.

OPEN FORUM

1. Dr. Chong stated that faculty member L. Servais's email message and the value it places on knowledge, dialogue, and reflection as pathways to change exemplify what a college community should be about; the response she received was "hateful, insulting, and overtly racist"; this District supports the idea that racism must be unlearned at both the personal and institutional levels. Dr. Chong stated that the District will investigate all reported claims of harassment, or violation of other District policies; remedy violations; exercise its own free speech rights to condemn racism; and protect freedom of speech and academic freedom by protecting the rights of all to express their political views. [Read F. Chong's full statement.](#)
2. B. Flyswithhawks expressed appreciation for the Senate retreat, in particular the authentic, transparent, courageous and "not so easy" conversations; to BIPOC Senators who voiced their experiences; and to non-BIPOC senators for listening. B. Flyswithhawks noted that the email exchange from earlier in the day is a reminder of the work that is needed to address white supremacist, racist, sexist, homophobic, xenophobic behavior at this college and invited all to engage in this hard work respectfully, without judgment, malice, shame, and oppressing others. [Read B. Flyswithhawks's full statement.](#)
3. L. Kuwabara stated that she and L. Servais were not expecting that one would see their invitation for Justice, Equity, Diversity and Inclusion FIG as an invitation to out himself in such a "brazen, hateful, and [...] incoherent" way. L. Kuwabara expressed appreciation, on her and L. Servais's behalf, for the community's support and kindness, and she implored the community to move on and not give this individual any more attention. His emails are a reminder of the work that needs to be done. [Read L. Kuwabara's full statement.](#)

4. J. Stover stated that he was appalled at the blatant racism, gas lighting and xenophobia contained in the response to L. Servais's September 1 email invitation to do anti-racist work; that Area 7 stands in solidarity with colleagues L. Servais, L. Kuwabara, and all colleagues engaged in anti-racist work; that the Academic Senate immediately request that Human Resources explain what recourse faculty members have when they are the victims of such communication; that a professional ethics investigation communication is warranted; and that the message the message send to L. Servais a violates basic tenets of collegiality and runs counter to our institutional values.
5. M. Ohkubo stated that words are powerful, guidelines are helpful, and strong action equals change; and that she no longer feels safe at Santa Rosa Junior College. M. Ohkubo asked why she, L. Servais, and L. Kuwabara should stay at the College, and asked what the College is going to do about it.
6. J. Fassler voiced appreciation for M. Ohkubo's honesty, openness, and explanation, which is helpful to him as a white male trying to figure out how to unlearn his conditioning.

MINUTES

August 19, 2020, minutes were adopted without objection.

ADJUSTMENTS TO THE AGENDA

A. Donegan moved that in light of the recent events on the campus and open forum comments, the Senate table Discussion items 2 through 4, to make additional time for the discussion of the College's response to the racist emails. S. Whyllly Seconded the motion.

REPORTS

1. President's Report – J. Thompson acknowledged that the College community is embroiled again; that two faculty colleagues have been attacked and maligned; that she stands with our faculty colleagues and is committed to working with this Senate to "create a more perfect college and a more perfect society," ones in which all people can assume safety; that in dark times she turns to texts that shed light on the path, and in this moment she has turned to Martin Luther King's essay "Love, Law, and Civil Disobedience," which explains that practitioners of nonviolence "must follow a consistent principle of non-injury" and that noninjury has both an external an internal aspect and that practitioners of nonviolence must "avoid internal violence of spirit." J. Thompson called on the Senate to carry King's ethic on noninjury with the Senate in its work.

CONSENT

1. The Senate unanimously adopted the Land Acknowledgement Statement and Commitment to Land Acknowledgement presented by B. Flyswithawks.

ACTION

None

DISCUSSION

1. 1. Academic Senate Bylaws regarding Senator Vacancy

The discussion was opened with an acknowledgement that the question of filling vacancies involves Senate values of both democracy and diversity; that current Bylaws include two contradictory statements regarding how to fill vacancies, either by election or appointment. M. Ohkubo moved that her motion from the previous meeting be removed from the table; J. Stover seconded the motion. M. Ohkubo then moved that the President form a committee of three to four senators, to create a Standing Rule that addresses the diversification and inclusivity values of the Academic Senate and that this Standing Rule apply to Area representation and standing committee appointment. J. Carlin-Goldberg seconded that motion.

Senator comments included: Senators should review the Academic Senate of California Community Colleges (ASCCC) Equity and Diversity Statement, whose language speaks to the Senate's goals; concerns about how long it may take to ultimately appoint a new senator after the formation of a committee and any Senate decision based on the committee's recommendations; support for the motion by M. Ohkubo but preference for the idea that the Senate Executive Committee could appoint a senator in the meantime; entertaining this motion prior to addressing the inconsistency in the Senate bylaws seems to be putting the cart before the horse; and the Senate needs to clarify the Bylaws enacting a supplementary motion. The Parliamentarian explained that standing rules are subsidiary to the Bylaws; thus the motion is subsidiary to the Bylaws. Further comments and questions included which bylaws Senators would consider revising, prior to the motion on the floor, keeping in mind representation in all of our Areas; Article VI, Section 5 under Procedures gives the Senate the most flexibility by giving the Senate Executive Committee the freedom to appoint a Senator; deleting Article V, Section 1 language and amending Article VI: Section 5 language; addressing elections through a lens of equity, diversity, and inclusion.

S. Martin noted that the rule in the previous motion would be in contradiction to Article V, Section 1, and recommended that a vote would allow the body to move quickly; he moved that the Senate vote to eliminate Article V, Section 1. Second by M. Aparicio.

Discussion returned to the motion of M. Ohkubo, regarding a standing rule regarding the use of an equity, diversity, and inclusivity lens in filling Senate vacancies. It was noted that M. Ohkubo had previously emailed contract faculty members in Area 10 to inform them of the vacancy and to solicit BIPOC faculty member interest but that no one had responded.

The September 16, 2020, agenda will include as action items S. Martin's and M. Ohkubo's motions, respectively, to eliminate Article V, Section 1; and to adopt the standing rule of using an equity, diversity, and inclusivity lens in filling Senate vacancies.

2. Discussion about the Email Thread

Senators and guests made the following comments: the Professional Ethics Committee should investigate; the requirement that an ethics complaint be filed in order to initiate the investigative process; a question about the resources available to people who have been subjected to discrimination; what the District's support will be;

demands to know the identity of the person who sent the offensive email; that the recipient of the email should determine whether to pursue an ethics investigation; the need to respect women's rights; the community's ignorance about whether the recipient of abuse has already pursued some sort of legal or other avenue; there are processes in place to protect the rights of people within these processes.

L. Myles returned to Martin Luther King's quote, that it is important not to inflict injury and the importance that comments such as those in the emails not be made to students or other college employees. It was also noted that there are clear processes for disciplinary action.

INFORMATION

None

ADJOURNMENT

5:30 p.m.