

**Academic Senate Goals, 2020-21**  
**Approved October 7, 2020**

**A. Items to agendaize and complete this year.**

1. Finish revising Faculty Hiring Policy/Procedure, with a focus on promoting more diverse hiring. (Ed Code 87360, sections a, b, c)
2. Revise Equivalency Policy/Procedure and complete process (College Council) for increasing size of Equivalency Committee. (Ed Code 87360, sections a, b, c; 6)
3. Provide annual anti-racism training for the Senate. (8)
4. Review Curriculum Review Committee's revision of the Curriculum Writer's Handbook. (1)
5. Strengthen professional development opportunities, specifically those addressing anti-racism, EDI, and cultural competency; hiring committee members' role in supporting the College's efforts to diversify the faculty; hand other faculty-identified needs. (8)
6. Resolution on budget values based on Senate discussion. (10)

**B. In progress.**

1. Work on [Black Student Union \(BSU\) Demands](#) that are within Senate purview; Black Studies and Ethnic Studies Task Force work. (1, 2, 4, 10) (See C.2 – 5 for more on BSU Demands.)
2. Expand the Academic Senate Executive Committee. (Ed Code 87360, sections a, b, c)
3. Transition Guided Pathways to design phase; consider GP via equity lens. (1, 4, 5, 8, 10)
4. Promote class size limits based solely on pedagogy. (4, 5, 10)

**C. District, faculty, and/or student projects & interests to support through collaboration, professional development, and/or Senate resolution.**

1. Participate in the accreditation process. (7)
2. Support establishment of an Office for Black Student Development; take active role in Office's student success and educational initiatives. (4, 5; BSU Demand)
3. Participate in College-wide discussions about funding for District Police. (10; BSU Demand)
4. Support departments' and disciplines' development of comprehensive racial awareness and inclusion curriculum. (1, 8; BSU Demand)
5. Increase the number of BIPOC faculty members at SRJC. (Ed Code 87360, sections a, b, c; BSU Demand)
6. Hire more contract faculty members. (Ed Code 87360, sections a, b, c)
7. Partner with the District on practices and policy regarding a safe, supportive, and welcoming environment for BIPOC members of College community.
8. Support District work to address racism across the College.
9. Support College efforts toward restorative justice regarding equity work.
10. Address issues related to a dramatic increase in online instruction during the current pandemic and beyond and address how this relates to the statewide course exchange