

TRANSCRIPT  
February 17, 2021

80

00:21:03.900 --> 00:21:11.100

Julie Thompson: Okay, and with that it is now quarter, after so we won't go ahead and start I call this meeting to order.

81

00:21:12.720 --> 00:21:15.570

Julie Thompson: And is lauren with this.

82

00:21:16.980 --> 00:21:17.520

Lauren Servais (she/her): Yes.

83

00:21:17.760 --> 00:21:19.200

Julie Thompson: we're on service are you ready.

84

00:21:19.470 --> 00:21:32.640

Lauren Servais (she/her): i'm ready good afternoon everyone as we begin our meeting today we remember and we acknowledge that we gather at Santa Rosa junior College on the territorial traditional end of the promo people in Santa Rosa.

85

00:21:33.030 --> 00:21:42.660

Lauren Servais (she/her): And the coast me walk people in petaluma past and present and honor with gratitude, the land itself and the people who have stewarded it throughout the generations.

86

00:21:44.610 --> 00:21:45.900

David Lemmer: Oh, thank you.

87

00:21:47.790 --> 00:21:53.850

Julie Thompson: Thank you okay i'm open forum, do we have anyone in the queue amanda.

88

00:21:55.260 --> 00:21:57.780

Academic Senate: I just have lauren service.

89

00:21:58.140 --> 00:22:00.330

Julie Thompson: Okay lauren service.

90

00:22:00.810 --> 00:22:09.510

Lauren Servais (she/her): awesome okay so thanks for the trust and responsibility you've given me in this to your pilot to help us we've and infuse equity.

91

00:22:09.870 --> 00:22:16.320

Lauren Servais (she/her): And anti racism into our endeavors i'm looking forward to the inquiry dialogue and collaboration that's to come.

92

00:22:16.860 --> 00:22:29.310

Lauren Servais (she/her): today's focus on faculty professional learning faculty job announcements, the coming ethnic studies department and board policy for faculty hiring are inviting us to take critical action for equity and an Anti racism.

93

00:22:30.000 --> 00:22:38.700

Lauren Servais (she/her): equities about fairness, the glossary of ED reform explains that equity encompasses a wide variety of educational models programs and strategies.

94

00:22:39.060 --> 00:22:46.260

Lauren Servais (she/her): That may be considered fair but not necessarily equal, it has been said that equity is the process equality is the outcome.

95

00:22:46.860 --> 00:22:56.610

Lauren Servais (she/her): Moving forward what policy revisions and recommendations will help us ensure fairness, what are the equity processes by which we will achieve equality of outcomes.

96

00:22:57.270 --> 00:23:06.810

Lauren Servais (she/her): We won't immediately be in consensus on how to move forward striving for fairness and equality of outcomes will require us to listen ask questions and work through differences.

97

00:23:07.140 --> 00:23:15.390

Lauren Servais (she/her): of perspective justice striving for anti racism will last for many of our departments stood in solidarity with our black students and colleagues.

98

00:23:15.750 --> 00:23:23.430

Lauren Servais (she/her): today's agenda is inviting us to take critical action to create anti racist policies and recommendations that will manifest our solidarity.

99

00:23:24.120 --> 00:23:36.270

Lauren Servais (she/her): We also need to remember candies caution that racist and anti racist or like people name tags that are placed and replaced, based on what someone is doing or not doing supporting or expressing and each moment.

100

00:23:36.810 --> 00:23:43.350

Lauren Servais (she/her): These are not permanent tattoos no one becomes a racist or anti racist, we can only strive to be one or the other.

101

00:23:43.770 --> 00:23:57.840

Lauren Servais (she/her): We can unknowingly strive to be racist, we can knowingly strive to be anti racist like fighting an addiction, being an Anti racist requires persistence self awareness constant self criticism and regular self examination.

102

00:23:58.560 --> 00:24:06.660

Lauren Servais (she/her): can be reminds us to tenaciously strive for anti racism, while pairing that tenacity tenacity with humility.

103

00:24:07.140 --> 00:24:14.460

Lauren Servais (she/her): There are no permanent racist and anti racist here only people who will either unknowingly or knowingly strive to be one or the other.

104

00:24:15.000 --> 00:24:26.370

Lauren Servais (she/her): We need to ask how policies and recommendations we discussed today will help us achieve anti racism through the building of a powerful collection of anti racist policies that lead to racial equity.

105

00:24:27.180 --> 00:24:35.520

Lauren Servais (she/her): Our work as senators invites us to ask how equity and anti racism racism ought to be centered and Sri JC policies and Senate recommendations.

106

00:24:35.850 --> 00:24:51.570

Lauren Servais (she/her): i'm hoping we use today in future meetings to engage 10 plus one with self awareness self criticism and self examination, so that we may move our district, to the creation of policies that design our beloved community into an equitable anti racist ecosystem thanks for listening.

107

00:24:53.430 --> 00:24:54.000

Julie Thompson: Thank you.

108

00:24:55.530 --> 00:24:57.510

Julie Thompson: amanda Is there anyone else in the queue.

109

00:25:02.010 --> 00:25:03.690

Julie Thompson: amanda you're muted right now.

110

00:25:04.380 --> 00:25:06.720

Academic Senate: Oh sorry I see Dr Byron reeves.

111

00:25:07.290 --> 00:25:07.710

Okay.

112

00:25:14.850 --> 00:25:16.350

Byron: Maybe i'm a doctor to my daughter.

113

00:25:17.940 --> 00:25:20.250

Byron: hi everyone thanks for allowing me to speak.

114

00:25:22.230 --> 00:25:28.260

Byron: I just wanted to say something really simple and really you know onto my heart, I wrote something, but I just want to speak from my heart.

115

00:25:28.920 --> 00:25:39.030

Byron: Really quickly, and all I want to say is i've been going since of the murder public murder of George floyd i've been going through hundreds and hundreds and even before that professional development.

116

00:25:40.440 --> 00:25:57.270

Byron: webinars and seminars all having to do with creating equity in regard, especially for black students and black people in this community in this country and very simply, what we've been coming back to you always is whoever's in the webinar whoever's giving the brilliant.

117

00:25:58.500 --> 00:26:12.540

Byron: presentation was imploring everyone who was in a webinar who's mostly back to go back to their campus and do this work into this work and what's abundantly clear to me now is that it is my work to do, however.

118

00:26:13.650 --> 00:26:19.770

Byron: In a lot of practitioners, who happened to be back don't sit in positions and don't have.

119

00:26:21.240 --> 00:26:31.200

Byron: The monolith of of people at a particular college to do this work this work is on all this work is showing you this work is all white people.

120

00:26:31.560 --> 00:26:36.840

Byron: And i'm and i'm not calling anyone know i'm just calling us collectively out is take this is your work.

121

00:26:37.620 --> 00:26:47.730

Byron: This is the work you have to do and and part of doing that work is listening to the voices who've been going and experiencing racism on campus and listening to our students.

122

00:26:48.060 --> 00:26:54.630

Byron: And so, with That being said, I really want to be short, but I want to say the pressures on go on history is looking at all.

123

00:26:55.380 --> 00:27:02.370

Byron: The folks who wrote this policy before um we're better than you're better than them right, you have a better lens.

124

00:27:03.060 --> 00:27:20.490

Byron: i'm holding you to say move beyond your solidarity your statements mean absolutely nothing right now emails and texts after you know rp my PDA, and I mean nothing on this policy doesn't change it means absolutely nothing and i've been working with a short very.

125

00:27:22.440 --> 00:27:28.140

Byron: Quick formula is that policy creates conditions, conditions, create culture.

126

00:27:28.470 --> 00:27:44.130

Byron: Right now, I am not going to say half of what I want to say, because a higher education we created a culture that if you're not in your faculty and better be quiet until your tenure that's that's does that make sense to me right, and so I cannot be audacious and i'm.

127

00:27:45.300 --> 00:27:52.320

Byron: True to what I really want to say, because I might be fired right like think about that culture and think about the code.

128

00:27:52.680 --> 00:28:00.690

Byron: Of the causes of other who sit in these positions and try to move this work along but are constantly stopped by.

129

00:28:01.620 --> 00:28:16.140

Byron: by people who people are privileged by this particular system that we're in now so hope you do good work today the pressures on histories looking at what you're doing here is our Casey and I hope on the right side, thank you.

130

00:28:19.140 --> 00:28:20.280  
Julie Thompson: Thank you very much.

131  
00:28:22.050 --> 00:28:25.170  
Julie Thompson: amanda Is there anyone else wishing to speak.

132  
00:28:25.800 --> 00:28:27.870  
Academic Senate: I do not see anyone else in the queue.

133  
00:28:28.230 --> 00:28:40.770  
Julie Thompson: Okay, and is there anybody raising a hand no Okay, thank you for those public comments i'm and next we're moving on to correction and Adoption of the Minutes

134  
00:28:41.550 --> 00:28:44.610  
Laura Aspinall: Whatever order you do have a hand raised.

135  
00:28:45.360 --> 00:28:50.370  
Julie Thompson: by those sorry I did not see that i'm delish a.

136  
00:28:52.590 --> 00:28:59.010  
Delashay She/ Her/ Ella: um hello, thank you for giving me that moment, I just want everyone to know that i'm.

137  
00:29:00.120 --> 00:29:07.680  
Delashay She/ Her/ Ella: hold on for one second I want to take off my President of student body cat off and come in here and speak to you as a student.

138  
00:29:08.310 --> 00:29:27.300  
Delashay She/ Her/ Ella: and definitely as a student who's i'm also the Co President of bs you so I want you to know that, on behalf of psu and on behalf as me as a student i'm going to tell you that all eyes are on you guys as well, like we're looking at you, too, and we're hoping that you keep in mind that.

139  
00:29:28.410 --> 00:29:37.830  
Delashay She/ Her/ Ella: Students matter to in this account and we stand behalf our staff and faculty we have their backs, and we want to definitely see more.

140  
00:29:38.370 --> 00:29:47.790  
Delashay She/ Her/ Ella: Diverse faculty more culturally competent people in their titles and we're going to keep demanding for those changes for sure.

141

00:29:48.180 --> 00:29:58.380

Delashay She/ Her/ Ella: Now, putting back up my President half, I can say on behalf of all the student body when when there is a diverse staff we all win.

142

00:29:59.100 --> 00:30:09.270

Delashay She/ Her/ Ella: Everyone wins, this is a win, win situation for everyone, not just for bs you, not just for black faculty or black staff, this is a win, win for everyone.

143

00:30:09.780 --> 00:30:18.960

Delashay She/ Her/ Ella: diversity has to start somewhere and then you start right here in this academic Senate and I hope, and I know you're listening, I know you're working with us.

144

00:30:19.320 --> 00:30:30.660

Delashay She/ Her/ Ella: But we got to get some changes we got to get them changes going and apply those changes, because if we're just talking then it's just empty words we need actions Thank you President.

145

00:30:31.920 --> 00:30:38.790

Julie Thompson: Thank you delish a president Carmona Benson Thank you okay um Is there anyone else in the queue.

146

00:30:40.740 --> 00:30:57.060

Julie Thompson: anyone else who wishes to speak and I do not see hands okay we'll move on, then to to the Minutes correction and adoption first of the December 2 2020 minutes, are there any corrections or amendment amendments.

147

00:30:58.110 --> 00:31:01.770

Julie Thompson: And if not Can someone please make a motion to approve.

148

00:31:12.510 --> 00:31:13.920

Julie Thompson: i'm JESSICA Bush.

149

00:31:14.460 --> 00:31:16.200

Jessica Bush: make a motion to approve the man.

150

00:31:16.860 --> 00:31:18.600

Julie Thompson: Thank you, is there a second.

151

00:31:21.660 --> 00:31:22.290

Sean Martin: Julie.

152

00:31:23.100 --> 00:31:24.330

Julie Thompson: i'm sorry one.

153

00:31:24.480 --> 00:31:25.950

Sean Martin: Okay, oh no, no, I.

154

00:31:26.640 --> 00:31:37.980

Sean Martin: I don't even know if it's worth mentioning, but there was one tiny typo in the Minutes and it's it's so small that it's hardly worth mentioning, but I just wanted to bring it to the attention.

155

00:31:39.420 --> 00:31:46.350

Sean Martin: Before the day get a prayer let me, let me pull that up here it's down in the.

156

00:31:47.670 --> 00:31:50.880

Sean Martin: This is in February 3 minutes.

157

00:31:51.210 --> 00:31:51.780

Julie Thompson: Okay, can you.

158

00:31:52.650 --> 00:31:54.180

Julie Thompson: Sean i'm we're not there yet.

159

00:31:54.960 --> 00:31:55.530

Sean Martin: So sorry.

160

00:31:55.890 --> 00:32:05.430

Julie Thompson: it's okay it's okay Okay, so we are on the December 2 minutes, we have a motion to approve from JESSICA bet just JESSICA Bush um is there a second.

161

00:32:06.030 --> 00:32:06.510

chance.

162

00:32:07.980 --> 00:32:13.080

Julie Thompson: We have multiple seconds, thank you to everybody can I get a name to go with the second, please.

163

00:32:14.640 --> 00:32:15.990



Sean Martin: i'm Sean Martin, you know second.

164

00:32:16.650 --> 00:32:24.270

Julie Thompson: Okay i'm so we have a a motion to approve and a second and john are you ready to call for.

165

00:32:24.990 --> 00:32:26.370

Julie Thompson: Sure, thank you.

166

00:32:27.150 --> 00:32:28.080

John Stover: appreciate oh.

167

00:32:28.530 --> 00:32:30.510

John Stover: Yes, ask that all.

168

00:32:30.690 --> 00:32:32.250

John Stover: Yes, bell.

169

00:32:35.190 --> 00:32:35.730

John Stover: bell.

170

00:32:38.610 --> 00:32:39.240

John Stover: house key.

171

00:32:39.570 --> 00:32:41.250

John Stover: Yes, Bush.

172

00:32:41.700 --> 00:32:43.680

John Stover: yeah carlin goldberg.

173

00:32:44.310 --> 00:32:45.990

John Stover: Yes, Crawford.

174

00:32:46.470 --> 00:32:48.180

John Stover: Yes, don again.

175

00:32:48.690 --> 00:32:50.310

John Stover: Yes, fast slur.

176

00:32:50.760 --> 00:32:52.440

John Stover: Yes, friends.

177

00:32:52.830 --> 00:32:54.690

John Stover: Yes, jacobson.

178

00:32:55.050 --> 00:32:56.580

John Stover: Yes, hilleman.

179

00:32:57.240 --> 00:32:59.220

Casandra Hillman: Yes, colston.

180

00:32:59.610 --> 00:33:00.180

Yes.

181

00:33:01.320 --> 00:33:02.070

John Stover: lemer.

182

00:33:02.490 --> 00:33:04.200

John Stover: Yes, Martin.

183

00:33:04.620 --> 00:33:06.810

John Stover: Yes, may house.

184

00:33:07.620 --> 00:33:09.450

Lauren Nahas: yeah okubo.

185

00:33:10.080 --> 00:33:11.760

John Stover: Yes, Oliver.

186

00:33:12.030 --> 00:33:13.770

John Stover: Yes, Roman ollie.

187

00:33:14.190 --> 00:33:15.900

John Stover: Yes, rosen.

188

00:33:16.230 --> 00:33:17.940

John Stover: Yes, sulu.

189

00:33:18.720 --> 00:33:19.110

Yes.

190

00:33:20.940 --> 00:33:24.090

John Stover: stover yes valens Layla.

191

00:33:25.620 --> 00:33:26.430

John Stover: wagon.

192

00:33:27.660 --> 00:33:28.350

Kyla Wegman: Yes.

193

00:33:28.560 --> 00:33:30.720

Sarah swhyly@santarosa.edu: wiley yes.

194

00:33:31.650 --> 00:33:32.460

Winston.

195

00:33:35.130 --> 00:33:35.730

Summer (They/Them): Yes.

196

00:33:36.930 --> 00:33:40.290

John Stover: And back around to bell is Paulette bell here.

197

00:33:43.230 --> 00:33:46.890

John Stover: Okay we'll move on the Minutes from December 2 have been passed.

198

00:33:47.370 --> 00:33:52.680

Julie Thompson: Okay, thanks so much, and now we will move on to the February third minutes.

199

00:33:54.090 --> 00:33:55.350

Julie Thompson: Sean this is your moment.

200

00:33:57.000 --> 00:34:13.650

Sean Martin: Thank you and my apologies for the interruption so on page four beginning in the paragraph, starting with senators further noted down near the bottom of that paragraph, it says this great plan, and I assume it should say gets a plan.

201

00:34:17.760 --> 00:34:21.570

Julie Thompson: Okay, are there any further amendments.

202

00:34:23.220 --> 00:34:29.370

Julie Thompson: I see a couple of hands hold on, let me catch up with the raised hands here um.

203

00:34:30.840 --> 00:34:38.790

Julie Thompson: So Sean did you wish to speak again your hand is up, are you you're done okay i'm cat balanced way left.

204

00:34:39.840 --> 00:34:51.480

Kat Valenzuela: Thank you, President underneath the the beginning of the Minutes, where it's literally talking about the Minutes says K balance whale proposed that statement.

205

00:34:52.770 --> 00:35:02.790

Kat Valenzuela: After reading that I find that description, a little ambiguous as to what the correction was in terms of the last minutes, so I would like to propose that.

206

00:35:03.780 --> 00:35:19.260

Kat Valenzuela: Where it's states, requesting that the last full sentence of her statement that we remove the ambiguity of the of her statement and the part where it says she stated.

207

00:35:20.790 --> 00:35:25.560

Kat Valenzuela: And if we want to go into further detail I can do that, but those are my moment.

208

00:35:26.970 --> 00:35:27.720

Julie Thompson: Okay.

209

00:35:31.740 --> 00:35:32.940

Julie Thompson: Thank you i'm.

210

00:35:35.730 --> 00:35:54.420

Julie Thompson: Assuming that the the motion is to adopt the Minutes as amended or that correction, I should say um it would be helpful to have that sent in in writing to to our Secretary in our administrative assistant Okay, are there any further corrections.

211

00:35:57.090 --> 00:35:57.540

Okay.

212

00:35:58.620 --> 00:35:59.100

John Stover: I just.

213

00:35:59.130 --> 00:36:06.090

John Stover: I just have a point of clarification on for the senators most recent correction what page where those edits.

214

00:36:07.200 --> 00:36:08.220

John Stover: Referring to.

215

00:36:08.610 --> 00:36:21.060

Kat Valenzuela: Those way, excuse me, those were on page it looks like number two where it states minutes, and so you see that little parrot first paragraph, where it starts with K balance Layla.

216

00:36:22.320 --> 00:36:22.800

John Stover: mm hmm.

217

00:36:23.070 --> 00:36:36.090

Kat Valenzuela: Okay, so, and so the only part of this, the removal is of her statement and the part where it says she stated and that and that kind of clarifies what what what happened.

218

00:36:41.490 --> 00:36:47.970

John Stover: Okay, well, I would like to propose, then, that we table the Minutes, for now, so that I can review these more closely.

219

00:36:48.810 --> 00:36:48.960

and

220

00:36:50.220 --> 00:36:51.690

Kat Valenzuela: We can talk later.

221

00:36:52.290 --> 00:36:59.850

Julie Thompson: Okay um I would be happy to bring those back to our next meeting, so we do that and move on okay thanks so much i'm.

222

00:37:01.710 --> 00:37:02.760

Okay, some.

223

00:37:03.990 --> 00:37:09.240

Julie Thompson: get my crib sheet back up here okay i'm adjustments to the agenda.

224

00:37:11.910 --> 00:37:16.530

Julie Thompson: Anyone okay i'm moving on into reports.

225

00:37:19.110 --> 00:37:25.260

Julie Thompson: Okay, and they also like to say you'll see before I start my report and we're going to.

226

00:37:26.670 --> 00:37:34.980

Julie Thompson: create a report spot in most are all agendas for lauren so that she can give she doesn't have to use open forum to.

227

00:37:35.850 --> 00:37:48.540

Julie Thompson: provide an update on equity work that she's doing so Okay, so my report i'm For those of you interested in the credit for prior learning policy and procedure work there's a brown bag series.

228

00:37:49.560 --> 00:37:59.700

Julie Thompson: which will be held Monday, Tuesday, Wednesday and Thursday march 8 through march 11 sponsored by the chancellor's office and i'll be sending out more information about that.

229

00:38:00.330 --> 00:38:11.850

Julie Thompson: shortly so that you can register if you're interested and as a reminder, the Friday of this week we have parliamentary procedure training with stephanie Curry from the as triple C.

230

00:38:13.050 --> 00:38:19.890

Julie Thompson: Next senate executives discussing the handoff of the guided pathway recommendations to a FA for negotiating.

231

00:38:20.400 --> 00:38:26.700

Julie Thompson: And will be stating a preference for a single mo you to cover the guided pathway work.

232

00:38:27.330 --> 00:38:36.360

Julie Thompson: through to the end, so that we don't have to pause and and ask for new negotiations again so we'll be asking for one thing to cover us through the.

233

00:38:36.840 --> 00:38:41.310

Julie Thompson: Through the rest of the project and we'll have more information for you is that unfolds.

234

00:38:41.850 --> 00:38:50.670

Julie Thompson: The increase to the number of contract faculty members appointed to the equivalency committee which the Senate voted to approve last year.

235

00:38:51.240 --> 00:39:07.620

Julie Thompson: was on the board agenda on February 9 for a first reading, and it will be on the march 9 board agenda for a second reading, assuming board approval, we will then solicit five additional contract faculty members to serve on the equivalency committee.

236

00:39:09.210 --> 00:39:16.890

Julie Thompson: send it exactly as partnering with Dr Jane on a meeting to discuss next steps for the creation of an of an ethnic studies department.

237

00:39:17.430 --> 00:39:28.050

Julie Thompson: In addition to send it exactly and Jane Dr Jane The meeting will include the chairs of behavioral sciences and social sciences and English and.

238

00:39:28.410 --> 00:39:37.170

Julie Thompson: The faculty and administrative co chairs of the curriculum committee the AFL chief negotiator, so that she can listen for things that are in the.

239

00:39:37.830 --> 00:39:48.180

Julie Thompson: scope of representation and the deans of the clusters that include the English social sciences and behavioral sciences departments, we are working.

240

00:39:49.620 --> 00:39:58.080

Julie Thompson: Through the rules of that have come from the CSU for the ethnic studies requirement and a number of other moving parts that have to do with curriculum and things so.

241

00:39:59.010 --> 00:40:02.370

Julie Thompson: We are getting getting started on that very complex puzzle.

242

00:40:03.150 --> 00:40:19.410

Julie Thompson: Okay plenary is coming up, I believe it's senators have already received an email from amanda about this, if you are interested in attending and having the Senate pay for your registration, please let amanda know by noon on Friday February 26.

243

00:40:20.700 --> 00:40:27.990

Julie Thompson: senate exec has changed its meeting time to Wednesday mornings at nine o'clock for the moment.

244

00:40:28.470 --> 00:40:36.600

Julie Thompson: While we are finding our feet as a new exec managing a group of seven which has been group and learning new new roles.

245

00:40:37.020 --> 00:40:48.000

Julie Thompson: And that that requires some structure and we're having to kind of create and learn our our processes new exactly, and so we are taking a brief hiatus from dropping guests.

246

00:40:48.750 --> 00:41:00.150

Julie Thompson: But if you have an issue that you would like to discuss with us senators can email us and ask to be placed on the Senate exact agenda and we will accommodate you as soon as we are able.

247

00:41:00.600 --> 00:41:09.540

Julie Thompson: And then we will be revisiting the question of senators is dropping guests later in the Semester once we kind of find our way there so thanks for your patience, as we make this transition.

248

00:41:11.070 --> 00:41:17.490

Julie Thompson: amanda's last day before her leave starts is Friday February 26 and try not to cry.

249

00:41:18.840 --> 00:41:21.270

Julie Thompson: amanda has been a part of my daily life.

250

00:41:22.350 --> 00:41:36.330

Julie Thompson: To my delight since mid June of last year, and I will miss her daily presence and her kindness, I am sure that you will all join me in wishing her well on her new adventure as a mother and yes.

251

00:41:37.650 --> 00:41:52.890

Julie Thompson: And finally amy Quinn, who will be covering for amanda during during amanda's leave has her first day on march 3, which is our next senate exact or next senate meeting so her first day is her first senate meeting.

252

00:41:54.210 --> 00:42:01.860

Julie Thompson: So i'm sure that we will do everything we can to support her as she transitions into that role, especially on a day that has a lot of demands associated with it.



253

00:42:02.280 --> 00:42:15.450

Julie Thompson: And if you receive emails from amy Quinn, please read them because she is our our new administrative assistant as of March 3 okay thanks so much, and we will now move on to.

254

00:42:17.310 --> 00:42:21.330

Julie Thompson: The student government assembly Presidents report delish a Carmona Benson.

255

00:42:34.230 --> 00:42:35.820

Julie Thompson: delish hey are you still with us.

256

00:42:37.980 --> 00:42:38.760

I see you there.

257

00:42:49.920 --> 00:42:53.970

Dr. Brenda Flyswithawks she/her: Madam President, I do not see her list oh here she is.

258

00:42:54.240 --> 00:42:55.920

Julie Thompson: Okay, great thanks yeah.

259

00:43:04.170 --> 00:43:07.290

Dr. Brenda Flyswithawks she/her: Sorry, Madam chair I was reading that she said co host.

260

00:43:08.400 --> 00:43:10.650

Julie Thompson: I just thought that messages wow and.

261

00:43:10.980 --> 00:43:13.710

Dr. Brenda Flyswithawks she/her: i'm not seeing her when I look at the participants.

262

00:43:14.640 --> 00:43:19.530

John Stover: yeah she's here she's not on camera and her microphone is muted.

263

00:43:19.890 --> 00:43:22.470

Dr. Brenda Flyswithawks she/her: Maybe she's having some technical challenges.

264

00:43:22.740 --> 00:43:24.600

Delashay She/ Her/ Ella: fire after when I stepped away from.

265

00:43:24.630 --> 00:43:25.080

Delashay She/ Her/ Ella: To the race.

266

00:43:25.350 --> 00:43:29.370

Julie Thompson: War okay thanks stellar say you are up, it is time for your report.

267

00:43:33.690 --> 00:43:34.170

Delashay She/ Her/ Ella: So.

268

00:43:36.570 --> 00:43:48.870

Delashay She/ Her/ Ella: i've been How is this the time when i'm going to report on my cameras, or what was the report exactly or do you want to hear yes i'm a chemist okay so we've been having a lot of issues that have come up regarding cameras and students.

269

00:43:51.630 --> 00:43:59.820

Delashay She/ Her/ Ella: i've sent a letter to to Julie and i'm hoping to Julie would probably share it with everyone as far as what's going on, which is.

270

00:44:01.080 --> 00:44:08.190

Delashay She/ Her/ Ella: forced to use cameras online on in their classes were facing a lot of zoom cities.

271

00:44:09.120 --> 00:44:26.550

Delashay She/ Her/ Ella: There i'm getting complaints about anxiety, but it gets even a little deeper deeper we have LGBT Q students who are having to remove their let's say their merchant the background, with their flags and what not not wanting to.

272

00:44:27.720 --> 00:44:35.100

Delashay She/ Her/ Ella: have to reveal their lives, I mean we signed up for college when you sign up for college to come into our House.

273

00:44:36.810 --> 00:44:48.960

Delashay She/ Her/ Ella: We are having problems with even second chance students, where we had a student that was on a monitor an ankle bracelet but his monitor was in the background.

274

00:44:49.380 --> 00:44:58.440

Delashay She/ Her/ Ella: And it was someone asked him hey is that a monitor and you know me, I would have been like hey is that your business but everybody's not as friendly, as I am.

275

00:44:59.010 --> 00:45:08.280

Delashay She/ Her/ Ella: um so you know it's really getting into so we have parents with children, you know not very happy about their little kids running around.

276

00:45:08.820 --> 00:45:15.990

Delashay She/ Her/ Ella: You know, for everyone to see it's very distracting for the other students that have to see what's going on, we have cats and dogs, we have.

277

00:45:16.320 --> 00:45:30.480

Delashay She/ Her/ Ella: Even professors having to deal with their own pets and their own children and their own things and then you have 30 units, or sometimes 15 to 3020 students in front of you all these little windows coming back and forth, you know it's very complex.

278

00:45:31.830 --> 00:45:33.270

Delashay She/ Her/ Ella: To have to deal with that.

279

00:45:34.380 --> 00:45:43.320

Delashay She/ Her/ Ella: Also, we have undocumented students will come forward who felt very uncomfortable with having to have you know their cameras on and.

280

00:45:43.650 --> 00:45:59.130

Delashay She/ Her/ Ella: not sure who really is getting this information on on the on the cameras and and then of course we, as always, we have the less fortunate students that don't have that great bandwidth i'm one of them, you see my camera off today, so that I don't freeze.

281

00:46:00.660 --> 00:46:11.040

Delashay She/ Her/ Ella: And so it's a problem and then even with me, I will I had my own experience, where I was forced to have to put on a camera, this is, I mean it's just ridiculous to me.

282

00:46:11.580 --> 00:46:20.010

Delashay She/ Her/ Ella: I know the professors feel like this is good for them, and this, and they want to see the students, and all this great things and.

283

00:46:20.280 --> 00:46:27.120

Delashay She/ Her/ Ella: And what I was told was well how do we know they're doing their work well, first of all, were in college now this isn't kindergarten.

284

00:46:27.600 --> 00:46:32.820

Delashay She/ Her/ Ella: Second, of all you couldn't grade their work, and when you grade they're wanting to know if they were listening or not.

285

00:46:33.300 --> 00:46:42.480

Delashay She/ Her/ Ella: And here's the thing when we're in person can you guarantee me that every student got an A or a passing grade, even in person, you have students and flunked.

286

00:46:43.170 --> 00:46:59.250

Delashay She/ Her/ Ella: Because they probably weren't paying attention so that have to pay attention still kind of goes out the window, we have we had my understanding is a colors a student of color who was forced to have this blaring light in front of them now because they're not seen on the camera.

287

00:47:00.960 --> 00:47:09.300

Delashay She/ Her/ Ella: is just so much that i've been hearing and since i've been really asking questions about this cameras is coming worse and worse stories.

288

00:47:10.410 --> 00:47:17.760

Delashay She/ Her/ Ella: And it's it's just becoming and my worst problem that I have with this is to drive I have spoken to students, when this.

289

00:47:19.320 --> 00:47:25.410

Delashay She/ Her/ Ella: said covert started that they didn't come back and summer they didn't come back and forth, and then we had students who.

290

00:47:25.830 --> 00:47:36.090

Delashay She/ Her/ Ella: Now then come back after fall, you know now resist going to continue taking this drop this is temporary let's hope that this covert is it forever there's a light at the end of the tunnel.

291

00:47:36.540 --> 00:47:48.600

Delashay She/ Her/ Ella: So i'm really just saying like do we have to be that that forceful about this cam is it worth the sanity of students, is it worth embarrassing the students, I have homeless students.

292

00:47:48.930 --> 00:47:59.670

Delashay She/ Her/ Ella: That don't want to have their cameras on they don't want to have to you know show everybody hey i'm homeless, where I live in my rv you know i've witnessed that myself with my own eyes, you know.

293

00:48:00.570 --> 00:48:13.620

Delashay She/ Her/ Ella: it's it's distracting to them and, at the end of the day, I know the staff faculty professors Oliver we love you we support you, but we need some support here too.

294

00:48:14.130 --> 00:48:20.310

Delashay She/ Her/ Ella: At the end of the day, it should be about the students, because if there's no students that you guys can all pack up your bags.

295

00:48:20.880 --> 00:48:31.470

Delashay She/ Her/ Ella: So you know and then at the end, who gets kicked off the ones who aren't tender like that this is very unfair game, it really is and it's and when when the students are.

296

00:48:31.860 --> 00:48:41.400

Delashay She/ Her/ Ella: In my in the same class that I was forced to use my MIC my camera not calling people out that same day, another student dropped out because.

297

00:48:41.760 --> 00:48:48.390

Delashay She/ Her/ Ella: The student because that camera was such a big deal this student had the two tours in Afghanistan.

298

00:48:49.230 --> 00:48:58.890

Delashay She/ Her/ Ella: And just had a twitch it was too embarrassed put their cameras on, but what else I want you to know is that those professors that allow you to keep your cameras off.

299

00:48:59.370 --> 00:49:11.700

Delashay She/ Her/ Ella: When we first start you'll see mostly everybody have their cameras off the next class a few more have mine and the next class even more have a mind you know so maybe just.

300

00:49:12.720 --> 00:49:23.490

Delashay She/ Her/ Ella: Try to chill about the camera stuff more students will be engaged, you know, let them get to know people, let them feel comfortable to let you this is an in your car, this is a non your motorcycle this is in your home.

301

00:49:24.060 --> 00:49:26.160

Delashay She/ Her/ Ella: And a lot of them, this is there in your bedroom.

302

00:49:26.970 --> 00:49:36.330

Delashay She/ Her/ Ella: And so you know give give us some time to get comfortable I don't know how how you guys roll I don't bring everybody into my bedroom all in one day and either so.

303

00:49:36.720 --> 00:49:45.210

Delashay She/ Her/ Ella: let's you know just just be a little bit more considerate of the students, because at the end of the day, the students have to be What matters here.

304

00:49:45.720 --> 00:50:02.250

Delashay She/ Her/ Ella: It has to be the number one issue, you know um and the complaints are just there they're just adding up and adding up and adding up and Lord forbid that we don't come back and forth Lord forbid that we don't come back info.

305

00:50:03.570 --> 00:50:04.800

Delashay She/ Her/ Ella: There was some more drops.

306

00:50:08.130 --> 00:50:08.820

Delashay She/ Her/ Ella: Putting it out there.

307

00:50:09.540 --> 00:50:14.970

Julie Thompson: Thank you don't say thanks so much appreciate your comments.

308

00:50:16.380 --> 00:50:22.380

Julie Thompson: Okay, we are now moving along to our action agenda we have one item today.

309

00:50:23.760 --> 00:50:32.910

Julie Thompson: Previously, on a discussion agenda and and then voted to move to to action for today's meeting and.

310

00:50:34.260 --> 00:50:46.530

Julie Thompson: So i'd like to say just a little bit about this, we have 25 minutes for this discussion item, and you know we've been working with stephanie crew from as triple C she's been helping us.

311

00:50:47.760 --> 00:51:01.800

Julie Thompson: giving us some some strategies and reminders about about the structure of our meetings in our process, and so we want to allow for discussion and move toward emotion Okay, so that.

312

00:51:03.090 --> 00:51:23.130

Julie Thompson: we're creating conditions that make it possible for motion to grow out of this rich discussion that i'm hoping that will have on that we're continuing from our last meeting and I also want to recognize that, even though we were we were in discussion and someone made a motion last time.

313

00:51:24.330 --> 00:51:24.990

Julie Thompson: motion.

314

00:51:26.700 --> 00:51:37.650

Julie Thompson: motions are made once we're in action so um so I just want to acknowledge that that did happen, the last time so i'd like to open the discussion and.

315

00:51:39.390 --> 00:51:41.610

Julie Thompson: we'll keep my eye on the queue.

316

00:51:45.060 --> 00:51:47.100

Julie Thompson: And I see lauren a hoss.

317

00:51:48.390 --> 00:52:05.130

Lauren Nahas: hi everybody, I just wanted to suggest that i'm instead of a subcommittee for this we use we select to use a task force, because in my opinion, it would be better to have.

318

00:52:06.630 --> 00:52:09.480

Lauren Nahas: Basically lauren service.

319

00:52:11.730 --> 00:52:37.830

Lauren Nahas: Probably run the task force i'm sorry if i'm giving you a job you can't take on lauren um and she could select experts from out, you know from maybe some within the Senate some folks outside of the Senate I don't know if inside the Senate, we have the expertise for this particular.

320

00:52:39.420 --> 00:52:57.360

Lauren Nahas: issue that we really want to get right and um i'd also like to propose that we be clear about um when they'll come back with our recommendations and then what we will do with those recommendations.

321

00:52:58.530 --> 00:52:59.880

Lauren Nahas: yeah so that's my two cents.

322

00:53:00.240 --> 00:53:01.200

Julie Thompson: Okay, thanks so much.

323

00:53:01.410 --> 00:53:02.370

Julie Thompson: mark will you know escape.

324

00:53:03.240 --> 00:53:14.010

Marc Bojanowski: I just want to piggyback on what lauren saying, I want to piggyback on what lauren saying, I want to be absolutely certain I like that we're working towards emotion and I want to make sure that whatever we come up with in terms of emotion.

325

00:53:14.550 --> 00:53:19.800

Marc Bojanowski: That this group that's coming back to us, they have absolutely clear ideas for what we're going to be doing.

326

00:53:20.250 --> 00:53:31.950

Marc Bojanowski: With their recommendations with their suggestions, but whatever it is, I don't want to see us go back into that situation with with passport, I think we want to be really clear on what these folks are coming back with us okay.

327

00:53:32.130 --> 00:53:40.770

Julie Thompson: Thank you, can I make a clarifying comment um I know that there has been a suggestion about a group, but that is.

328

00:53:43.980 --> 00:53:55.050

Julie Thompson: Still up for discussion I just I just want to be clear that that's not a previously established constraint that the Senate is working within and next I have Sarah wiley.

329

00:53:56.160 --> 00:54:09.840

Sarah swhyly@santarosa.edu: I I I like warren's idea really jumping on it and getting people to to put in a position where they can come back to us as soon as possible, giving us a timeline for when when they can do, that the only thing I would say.

330

00:54:10.830 --> 00:54:27.300

Sarah swhyly@santarosa.edu: Is that we need to be careful about how we label this calling it a work group, as opposed to a committee as far as I understand it, means that people don't get paid for the work that they do when they do that, and so what we're asking people to do is do equity work for free and.

331

00:54:28.410 --> 00:54:36.000

Sarah swhyly@santarosa.edu: You know, in as much as I want to, I want to support the work, and I know how important it is, I don't believe it's equitable to.

332

00:54:36.450 --> 00:54:47.820

Sarah swhyly@santarosa.edu: Have people doing that for free constantly and so you know lauren's I agree with what lauren said about lauren surveys being ideal for this, but if lauren is overworked and someone else.

333

00:54:48.330 --> 00:54:53.940



Sarah swhyly@santarosa.edu: wants to take this up or even if lauren surveys didn't want to take it up, she should still be paid for the time that she spends doing it.

334

00:54:54.900 --> 00:54:59.820

Sarah swhyly@santarosa.edu: So I just want to put that out there and remind everybody that what we call this matters, and when we call it a work group.

335

00:55:00.420 --> 00:55:07.050

Sarah swhyly@santarosa.edu: It very likely means people won't get paid for doing that work unless special arrangement arrangements are made with that and that's something that needs to be bargained.

336

00:55:08.520 --> 00:55:10.890

Julie Thompson: Thank you i'm romo Roman only.

337

00:55:12.000 --> 00:55:18.180

Roam Romagnoli (she/they): Thank you and I couldn't agree more that's such an important point, and I also just wanted to.

338

00:55:20.070 --> 00:55:29.130

Roam Romagnoli (she/they): remind everyone that we have these fabulous constituency groups that already exists, like I SSC like the inner cultural centers like black that are.

339

00:55:29.520 --> 00:55:38.940

Roam Romagnoli (she/they): already doing professional development that already had been thinking about this and doing this work for so long, so it would be amazing to get em Byron who spoke so wonderfully at the start.

340

00:55:40.110 --> 00:55:46.260

Roam Romagnoli (she/they): straight from his heart, you know he's our multicultural educator of the year, last year, I think we have so many phenomenal voices that.

341

00:55:47.160 --> 00:55:50.280

Roam Romagnoli (she/they): We have great voices on Senate, but I think across campus we have a lot of.

342

00:55:51.270 --> 00:56:01.410

Roam Romagnoli (she/they): fiercely committed folks and it would be nice to have them a part of the conversation, and I know that's a distinction to between subcommittee versus Task Force, so I just wanted to kind of remind us about those folks.

343

00:56:02.130 --> 00:56:04.920

Julie Thompson: Thank you very much i'm Monica okubo.

344

00:56:06.780 --> 00:56:17.280

Dr. Monica Ohkubo (she/her): If you, President Thompson i'm representing an email I received from an area attend constituent first in my comments in that this person supports.

345

00:56:18.000 --> 00:56:26.910

Dr. Monica Ohkubo (she/her): Obviously, and passionately supports and ei anti racism requirement for professional development, and yet at the same time.

346

00:56:27.360 --> 00:56:37.980

Dr. Monica Ohkubo (she/her): really would like us to consider choice in that, in respect of faculty per view and article by an academic freedom, as well as the general sentiment that.

347

00:56:38.550 --> 00:56:48.240

Dr. Monica Ohkubo (she/her): Only I not not the idea of like I know what I need but we're all in different places in our journey and we're we're we're wanting to focus in different areas.

348

00:56:48.690 --> 00:57:01.200

Dr. Monica Ohkubo (she/her): And, and I thought there was also a great comment made of the email for those that don't know where to start or don't know what they need I guess you could say that there could be an introductory package.

349

00:57:01.770 --> 00:57:12.570

Dr. Monica Ohkubo (she/her): So this person was was saying we want flexibility we want choice we want so many options, and so we can choose right for all these various reasons and also.

350

00:57:13.140 --> 00:57:23.700

Dr. Monica Ohkubo (she/her): You know, to provide a whole bunch of introductory options, so people can start somewhere if they have no idea where to start so that's in representing one of my constituents and I tend to agree.

351

00:57:24.870 --> 00:57:42.660

Dr. Monica Ohkubo (she/her): You know, with all of that, and I know in past conversations we've brought up what if I don't know if I should just explain it here, but in in my field there's continuing education units, we have to do so, all these CME is that we have to do 50 every two years in sports medicine and.

352

00:57:43.740 --> 00:57:52.980

Dr. Monica Ohkubo (she/her): It came to be that evidence based practice evidence based medicine was a requirement now, it was a requirement so 10 of those units had to be evidence based units right.

353

00:57:53.310 --> 00:58:05.580

Dr. Monica Ohkubo (she/her): So if you consider our menu of events for professional development, what I envisioned when I when I was considering this constituents input as well, was, and I know i've talked about it with President Thompson a little bit in the past where.

354

00:58:07.440 --> 00:58:14.550

Dr. Monica Ohkubo (she/her): She actually brought the idea up would be you know, could we just mark certain menus you know certain things on the menu of activities as.

355

00:58:15.690 --> 00:58:16.500

Dr. Monica Ohkubo (she/her): EPI.

356

00:58:17.940 --> 00:58:30.240

Dr. Monica Ohkubo (she/her): county for vdi units, I guess i'm saying so so encourage the choice and the flexibility and, obviously, encouraging the whole premise of the of what we're discussing.

357

00:58:31.740 --> 00:58:35.760

Julie Thompson: Thanks, thank you for your comments on next is Laura aspinall.

358

00:58:38.430 --> 00:58:44.910

Laura Aspinall: Thank you, I had been thinking too about the discussion from our last meeting and about the balance between.

359

00:58:46.680 --> 00:58:56.550

Laura Aspinall: And I had made a statement at the last said that meeting about that many people do not know what they need, and so, how do we balance that with providing really.

360

00:58:57.750 --> 00:59:09.570

Laura Aspinall: Appropriate and high quality equity training for those that maybe don't know know what where to get started with also with those that perhaps are further along or have more specific needs and one of the things.

361

00:59:11.190 --> 00:59:16.380

Laura Aspinall: i've been thinking about is, we could accomplish that through the creation of a rubric.

362

00:59:17.460 --> 00:59:24.840

Laura Aspinall: That that had very specific requirements for what ED training must what components that must meet or what standards, it must meet.

363

00:59:25.920 --> 00:59:39.420

Laura Aspinall: Allowing people, then the flexibility to even self propose or to choose from ones that are already pre denoted through the College, etc, and I think that work, we could be accomplished with.

364

00:59:40.950 --> 00:59:42.240

Laura Aspinall: hesitating what to call it.

365

00:59:43.290 --> 00:59:44.520

Laura Aspinall: A group of people.

366

00:59:45.780 --> 00:59:54.240

Laura Aspinall: That we have yet to determine what they will be called but definitely making sure they're compensated for their time and so anyway, thank you.

367

00:59:55.440 --> 00:59:58.380

Julie Thompson: Thank you, and next is.

368

00:59:59.670 --> 01:00:03.990

Julie Thompson: i'm going to move on to and on again room since you've spoken already um and on again.

369

01:00:04.380 --> 01:00:13.470

Anne Donegan: Thank you, President Thompson I agree with many of my senators sentiments about variety and I like the idea of having different starting points I think that's a great idea.

370

01:00:13.920 --> 01:00:23.190

Anne Donegan: I know there has been no motion yet, and I know that there were not definitely doing anything with an outside group, but if we do go that route.

371

01:00:24.540 --> 01:00:36.540

Anne Donegan: I forget whether task force or workgroup um I forget the right phrase I should be using there I think it's going to be crucial, I, like the time people talking about having.

372

01:00:37.020 --> 01:00:50.340

Anne Donegan: A timeline that whatever that group brings back to us that they fully educate us as a Senate, so that we know what we should be voting on great to get this work done.

373

01:00:52.140 --> 01:00:58.920

Julie Thompson: Thank you, and next I will call on CAP balance whaler who has not spoken to the issue, yet.

374

01:01:00.690 --> 01:01:09.240

Kat Valenzuela: Thank you, President Thompson um I guess going back to you know I agree with my fellow senators that I think having the Officer of equity.

375

01:01:09.780 --> 01:01:21.060

Kat Valenzuela: be the the Chair essentially of this task force, I think that's what we're calling it i'm sorry if that's not um but just making sure that we get a diverse.

376

01:01:21.900 --> 01:01:32.670

Kat Valenzuela: faculty group essentially that come from all different disciplines and expertise, I think one thing is it's definitely different to have.

377

01:01:33.750 --> 01:01:43.350

Kat Valenzuela: ED I worked on in the math classroom versus bio versus English versus music and so just making sure that we have a diverse group.

378

01:01:44.100 --> 01:01:49.020

Kat Valenzuela: Here getting diverse ideas of what this list should.

379

01:01:49.560 --> 01:01:56.760

Kat Valenzuela: Are these trainings should entail is particularly important, important and I think it would get a lot more faculty.

380

01:01:57.030 --> 01:02:08.700

Kat Valenzuela: To be interested in some of the other different things that there are out there, like what is math really dealing with and what is English really dealing with, as opposed to their own disciplines, thank you.

381

01:02:09.180 --> 01:02:13.440

Julie Thompson: Thank you, and next I will go to canon Crawford.

382

01:02:15.090 --> 01:02:20.100

Jessica Bush: Border border is in the chat and she said a while ago she want to raise her hand.

383

01:02:21.270 --> 01:02:25.650

Julie Thompson: I don't think she gave okay um and, as she next in the queue then.

384

01:02:26.700 --> 01:02:27.270

Jessica Bush: yeah.

385

01:02:27.750 --> 01:02:29.970

Julie Thompson: Okay lauren service.

386

01:02:30.240 --> 01:02:35.340

Lauren Servais (she/her): awesome Thank you, I think, because i'm a Co host it took me a while to realize I couldn't raise my hand, so thank you.

387

01:02:36.510 --> 01:02:54.660

Lauren Servais (she/her): um you know I i'm hearing sort of two things right, there are certain values that I think we're kind of all agreeing on right that we want variety, we want folks to have kind of multiple pathways that they can kind of engage in right and and I think.

388

01:02:56.130 --> 01:03:03.600

Lauren Servais (she/her): i'm also hearing that we have a lot of professional learning already happening on campus and so, how can we integrate some of the work that's happening.

389

01:03:04.290 --> 01:03:17.220

Lauren Servais (she/her): There, and so I I think I would so you should know and I one of these days when i'll actually do a report i'll talk about some of the work that i'm already doing, but i've reached out to several groups.

390

01:03:18.240 --> 01:03:40.830

Lauren Servais (she/her): To kind of just give them an initial i'm hoping to reach out and partner with you right folks on campus and I would love to talk to like elephants say our LGBT Q plus pack our our black and other groups, and also to work with our professional learning folks because I think in the initial.

391

01:03:42.030 --> 01:03:52.890

Lauren Servais (she/her): redoing right of creating this pathway there was going to be someone who focus specifically on professional learning, and so I think I think that there's a lot of common ground here.

392

01:03:53.580 --> 01:03:59.310

Lauren Servais (she/her): And because I think there's just a ton of agreement right that we want to reach out to who, what, who is already doing this work, we want a lot of.

393

01:03:59.580 --> 01:04:10.710

Lauren Servais (she/her): folks to have a say and a lot of folks have choice, so I think that's fantastic and whether it's me or me working with someone else i'm yeah I would love to participate in this.

394

01:04:12.270 --> 01:04:15.720

Julie Thompson: Thank you um and excuse me next is canon Crawford.

395

01:04:20.280 --> 01:04:23.220

Julie Thompson: cannon I think you are muted.

396

01:04:23.670 --> 01:04:25.320

Canon Crawford: I thought I unmuted apologies.

397

01:04:26.640 --> 01:04:34.740

Canon Crawford: Last famous words um yeah i'd like to think about one of many options and for me i'm interested in.

398

01:04:35.760 --> 01:04:46.560

Canon Crawford: partnering with professional development and and the PDA option, I think that would be a great way to reach a wide audience immediately very soon.

399

01:04:47.160 --> 01:04:57.600

Canon Crawford: And I know from recent experiences in presenting on PDA day when you do kind of create take certain time of the day, and say hey let's do this activity at this time.

400

01:04:58.470 --> 01:05:11.730

Canon Crawford: As a presenter you can't necessarily visit a session that you really want to visit, so my suggestion would be to create between three and five sessions from outside consultants who can really develop.

401

01:05:13.290 --> 01:05:24.660

Canon Crawford: Appropriate sessions, for us, as an institution during session one perhaps right after a really eloquent and supportive and helpful.

402

01:05:25.770 --> 01:05:32.700

Canon Crawford: plenary session on Anti racism, so you start off their day getting right right into these important matters and then.

403

01:05:33.450 --> 01:05:40.950

Canon Crawford: Every group every person has the opportunity, and no pressure to present you go wow actually I don't have to present right now.

404

01:05:41.670 --> 01:05:55.140

Canon Crawford: I can actually go and and learn something today in this next session so you dedicate a whole morning to this deep conversation on this critical issue Thank you President Thompson and colleagues.

405

01:05:55.530 --> 01:06:03.480

Julie Thompson: Okay, thank you very much i'm next in the queue is Tara jacobson conveniently because I was going to ask you how much time we have left.

406

01:06:05.430 --> 01:06:07.950

Tara Jacobson: All right, let me take a look here things.

407

01:06:11.370 --> 01:06:16.080

Tara Jacobson: We are at a little over 15 minutes, and we have 10 more minutes in.

408

01:06:16.200 --> 01:06:18.420

Julie Thompson: Okay excellent thanks no Tara jacobson.

409

01:06:18.960 --> 01:06:27.630

Tara Jacobson: So I really like lauren's you know, I think, since she's our equity person at the Senate, I definitely feel like she could take the lead on this.

410

01:06:28.050 --> 01:06:39.330

Tara Jacobson: And I like her idea of you know, someone from PD some from black you know I SSC you know so all these different areas would it make sense for the Senate to.

411

01:06:40.830 --> 01:06:43.740

Tara Jacobson: You know, make some kind of motion to get that in.

412

01:06:44.280 --> 01:06:56.670

Tara Jacobson: You know in progress that group in progress to that and then give them a deadline and to bring back their recommendations and then we could flush it all out from there, I don't know if it makes sense for the Senate to say here are the.

413

01:06:57.150 --> 01:07:05.400

Tara Jacobson: Here here are the areas we want to see on there and there could be room for a few extras or if it would it would just be best to to.



414

01:07:06.480 --> 01:07:21.690

Tara Jacobson: Leave it open ended but that's what my thinking would be is to let's move this this forward and get the right players focused on it that have that expertise and and focus and then bring you know, keep a timeline so we can bring it back in and get this get this going.

415

01:07:22.350 --> 01:07:31.050

Julie Thompson: Okay, thank you and I think everyone in the queue hits i'm spoken already, so I will go to Rome Roman only.

416

01:07:31.470 --> 01:07:36.030

Roam Romagnoli (she/they): Thank you and I couldn't agree more with everything everybody said, this is very exciting.

417

01:07:36.600 --> 01:07:45.000

Roam Romagnoli (she/they): And I when we're thinking about choice I remember when vs you visited us I think they had some specific recommendations that could just be our choices, I think they were like.

418

01:07:45.480 --> 01:07:47.760

Roam Romagnoli (she/they): Implicit bias anti racism.

419

01:07:48.060 --> 01:07:58.530

Roam Romagnoli (she/they): and culturally relevant pedagogy is which would hit cats point also because there is different, you know critical pedagogy is in English than there are in math and there are in history, so I think that would allow for a lot of interesting kind of.

420

01:07:59.160 --> 01:08:09.840

Roam Romagnoli (she/they): Individual discipline focus and I think, also to echo what cannon saying is I think that's one level of PDA and I would or a professional development, and what i've seen at a couple of other colleges.

421

01:08:10.140 --> 01:08:15.090

Roam Romagnoli (she/they): Is that, just like an insane they use PDA focused on Anti racism or equity every year.

422

01:08:15.420 --> 01:08:21.750

Roam Romagnoli (she/they): But then there's also so that it's not just PDA and then the next PDA but then they have kind of circles, or would like we did, I think.

423

01:08:22.140 --> 01:08:26.310

Roam Romagnoli (she/they): The first semester we are online we had some kind of community gathering.

424

01:08:26.760 --> 01:08:40.680

Roam Romagnoli (she/they): We had a couple of those so maybe it's something like you know also we have these ongoing opportunities to come together as a campus community that aren't just PDA but we're doing the same kind of work not alone, and not a PDA but in this kind of intermediate context as well.

425

01:08:41.730 --> 01:08:43.560

Julie Thompson: Thank you Laura aspinall.

426

01:08:48.000 --> 01:08:55.680

Laura Aspinall: I think Tara might have added professional development to Laurens list as well and that's what I wanted to just make sure that i'm.

427

01:08:56.340 --> 01:09:09.960

Laura Aspinall: That we're really consciously partnering with our professional development committee and that we don't have to reinvent the wheel, they do so much work in that area and and have so many resources for us to draw from Thank you.

428

01:09:10.740 --> 01:09:18.660

Julie Thompson: Okay, thanks um so here's what i'm hearing i'm hearing a lot of consensus is what i'm hearing i'm hearing.

429

01:09:18.930 --> 01:09:27.540

Julie Thompson: The Senate has already made a decision that this This is something that we recommend should be a requirement, so that we've that piece we've already dealt with.

430

01:09:27.900 --> 01:09:32.220

Julie Thompson: And then the question is well, what is the thing look like right and and i'm hearing.

431

01:09:33.090 --> 01:09:48.690

Julie Thompson: i'm hearing that people want it to be real right what and we use a lot of different language to describe it, you know, in terms of you know, expertise, or whatever, but it's we want it to be meaningful, we want it to be real into really get to the heart of the matter and.

432

01:09:49.920 --> 01:09:54.720

Julie Thompson: it's ongoing i'm also hearing that people want.

433

01:09:55.950 --> 01:10:09.150

Julie Thompson: and see a need for for choices and variety within a set of some constraints or criteria or values and and that we invite in.

434

01:10:09.600 --> 01:10:25.830

Julie Thompson: Some individuals who are kind of like the the right individuals who are already doing this work and kind of help them move this forward in that next step, so this is what i'm hearing and I see that john stover has his hand up.

435

01:10:28.350 --> 01:10:44.790

John Stover: I loved that summation President Thompson and I would also ask that we be action oriented that we set concrete goals or have concrete ideas about how we want to enact this I.

436

01:10:45.510 --> 01:10:52.230

John Stover: Recently watched a Ted talk in relationship to a training we did in the department of behavioral sciences.

437

01:10:52.710 --> 01:11:07.800

John Stover: And the speaker put it like this, you know, President Kennedy didn't set a goal to reach the moon, he didn't set up a committee to explore reaching the moon, he said he was going to reach the moon in 10 years so i'd like to see us be concrete.

438

01:11:08.370 --> 01:11:14.880

Julie Thompson: Okay, but we are not going to do this in 10 years we're going to do this now right okay and Laura aspinall.

439

01:11:17.070 --> 01:11:26.160

Laura Aspinall: Thank you, thank you, President Thompson I know that you know we only have control obviously this body of the Senate and and and faculty and academic matters.

440

01:11:26.490 --> 01:11:37.290

Laura Aspinall: However, that doesn't preclude us from reaching out to other constituent groups and asking them to partner with us on this, because our students interact with faces and.

441

01:11:38.280 --> 01:11:48.120

Laura Aspinall: And positions across our campuses, and so I think there's a great opportunity here to collaborate with our administration with our classified professionals with our sta.

442

01:11:49.290 --> 01:12:03.270

Laura Aspinall: to really develop something that's robust that can be you that can be can have the choice that meets the individual needs of positions but also has those standards that this kind of the bare minimum standards that we're all working towards.

443

01:12:05.400 --> 01:12:08.100

Julie Thompson: Okay, thank you i'm summer Winston.

444

01:12:11.040 --> 01:12:18.540

Summer (They/Them): hi um I just want to add in echoing what john said a moment ago about being action oriented.

445

01:12:19.980 --> 01:12:28.740

Summer (They/Them): The like I love the idea of us having required training, as we talked about before and I think I said it in a past meeting.

446

01:12:29.520 --> 01:12:44.340

Summer (They/Them): That it is a safety issue when it comes down to when it comes down for us the bypass staff and employees Community members of Sri JC but at the same time, we can sit in training after training.

447

01:12:45.420 --> 01:12:59.790

Summer (They/Them): But if we're not also making sure that as a college we're coupling it with real change to to evolve, the overall culture that we are working in day to day that it's.

448

01:13:00.960 --> 01:13:12.450

Summer (They/Them): it's all going to come up empty if that makes sense, so throwing that in there that wondering like we do if we develop a plan for.

449

01:13:14.790 --> 01:13:35.190

Summer (They/Them): required jet our API training, making sure that we understand how these things are meant to fit into the whole of Sri JC and how it's meant to transform the culture as a whole, of Sri JC yeah that's what i'm thinking.

450

01:13:36.450 --> 01:13:40.350

Julie Thompson: Thank you for those comments Thank you okay.

451

01:13:41.700 --> 01:13:50.430

Julie Thompson: i'm hearing that there is, there are a lot of good ideas here so much consensus and I think we may be ready for emotion.

452

01:13:56.730 --> 01:13:58.470

Julie Thompson: And there's no one else in the queue I should say.

453

01:14:06.060 --> 01:14:07.620

Dr. Monica Ohkubo (she/her): point of clarification.

454

01:14:07.980 --> 01:14:25.380

Dr. Monica Ohkubo (she/her): mm hmm while people are considering emotion, it would this be if we did form a group would it be a task force would it be a group would we just call it a group i'm just not clear on on that and I know it's a Gray area.

455

01:14:26.010 --> 01:14:39.360

Julie Thompson: yeah um, so I think that if it's multi constituency we're looking at a task force if that's what we're talking about and i'm actually going to ask Brenda flies wilcox if she would address this, because she has clarity on these distinctions.

456

01:14:41.790 --> 01:14:50.250

Dr. Brenda Flyswithhawks she/her: Men President regarding the task force or the work group in this situation from what i've heard everyone contribute.

457

01:14:50.730 --> 01:15:10.230

Dr. Brenda Flyswithhawks she/her: The fact that you want to go out you want it to be collaborative with constituents outside the Senate, the colleagues that have suggested a task force would be the most appropriate in this order addressing compensation Task Force participants would would be compensated and junk.

458

01:15:11.370 --> 01:15:21.930

Dr. Brenda Flyswithhawks she/her: Participants would have to check to see, but my recollection is that task forces in the past that those are voluntary a professional development.

459

01:15:22.440 --> 01:15:38.010

Dr. Brenda Flyswithhawks she/her: Participation but adjuncts would be compensated hourly unless that has been upgraded and changed, but what to call it, it would seem reasonable that a task force would work here, and you have one minute left now for this whole discussion.

460

01:15:38.520 --> 01:15:41.070

Dr. Brenda Flyswithhawks she/her: Okay, thank you hope that helps.

461

01:15:44.520 --> 01:15:45.390

Julie Thompson: Laura aspinall.

462

01:15:49.710 --> 01:15:54.090

Laura Aspinall: i'm feeling a little motion making ptsd.

463

01:15:56.520 --> 01:16:08.400

Laura Aspinall: So I want to make a motion but I i'm i'm having a it's i'm not someone that thinks well on the fly like this, I like i'm better at like being able to like craft something and then and then bring it forward but.

464

01:16:10.440 --> 01:16:11.310

Laura Aspinall: What yeah.

465

01:16:12.030 --> 01:16:14.880

Julie Thompson: So stephanie Lee says keep our emotions simple.

466

01:16:16.170 --> 01:16:28.560

Julie Thompson: um and also, if this is going to be a beloved community, then we have to make it okay for people to you know to figure it out as they go and without judgment so.

467

01:16:29.100 --> 01:16:37.560

Laura Aspinall: Okay, then I will take a crack at it Okay, and my name is Laura aspinall, I would like to make a motion that the.

468

01:16:38.730 --> 01:16:39.870

Laura Aspinall: Our academic Senate.

469

01:16:41.190 --> 01:16:48.420

Laura Aspinall: work to create a task force to explore and develop options for.

470

01:16:50.040 --> 01:16:55.980

Laura Aspinall: Anti racism and ED I mandatory training for faculty.

471

01:16:58.200 --> 01:16:59.700

Julie Thompson: Thank you and.

472

01:16:59.760 --> 01:17:04.770

Laura Aspinall: Please anybody, I will not be offended if somebody has a better or like to amend my emotion.

473

01:17:05.250 --> 01:17:07.920

Julie Thompson: Okay, thank you um I see a hand Terry jacobson.

474

01:17:08.760 --> 01:17:11.310

Tara Jacobson: I would like to second that okay.

475

01:17:11.850 --> 01:17:14.490

Julie Thompson: We have a motion and a second.

476

01:17:15.660 --> 01:17:17.880

Julie Thompson: Any further discussion on Monica okubo.

477

01:17:20.370 --> 01:17:36.060

Dr. Monica Ohkubo (she/her): lauren a house, excuse me, but I would like to name hospice quick sidebar question I don't necessarily want to amend officially but would we want our Officer of equity to lead this group as an amendment.

478

01:17:37.680 --> 01:17:41.400

Dr. Monica Ohkubo (she/her): that's a question on not not not an official proposal.

479

01:17:42.000 --> 01:17:56.160

Dr. Brenda Flyswithhawks she/her: Madam chair, you do not need to figure out those kinds of details now emotion on the floors for Task Force, the task force, then decides who could lead that or, this is the decision that the body could make afterwards, you don't need to make that and have that be a part of your motion.

480

01:17:56.640 --> 01:17:59.190

Julie Thompson: Okay, so we have a motion for.

481

01:18:01.290 --> 01:18:08.280

Julie Thompson: Can I ask did, by any chance Laura did your motion go into the chat and did anybody capture it.

482

01:18:08.370 --> 01:18:11.820

Laura Aspinall: john kindly put it into the chat chat Thank you so much john.

483

01:18:12.060 --> 01:18:27.930

Julie Thompson: Excellent thanks OK, so the motion is for the academic senate work to create a task force to explore and develop options for anti racism and D I mandatory faculty training and.

484

01:18:30.930 --> 01:18:34.980

Julie Thompson: Okay, we have a motion and a second and mark billion escape.

485

01:18:35.820 --> 01:18:37.890

Marc Bojanowski: If I could put a question to the past, President.

486

01:18:39.630 --> 01:18:51.540

Marc Bojanowski: Is this the time where we would be including language in the motion that would help us determine how we're going to handle what this brings back to us, or is that something that gets figured out later as well.

487

01:18:51.900 --> 01:19:01.230

Dr. Brenda Flyswithhawks she/her: Thank you for the question mark know that those are the details that you'll figure out later main thing you want to do now is determine do we agree that a task force is what you want.

488

01:19:01.560 --> 01:19:02.010

Dr. Brenda Flyswithhawks she/her: If you.

489

01:19:02.130 --> 01:19:10.350

Dr. Brenda Flyswithhawks she/her: Vote for that now you figure out leadership membership and timeline and all the other things that came up in this really value discussion.

490

01:19:10.890 --> 01:19:14.040

Julie Thompson: Okay, thank you very much i'm Sean Martin.

491

01:19:15.210 --> 01:19:28.350

Sean Martin: Thanks I just had a suggested simplification or amendment to the motion that rather than saying the Senate work to create a task force why don't we just say the Senate, create a task force.

492

01:19:29.250 --> 01:19:34.890

Julie Thompson: Okay, so there is an amendment emotional for an amendment is there a second to that amendment.

493

01:19:40.800 --> 01:19:51.540

Julie Thompson: Okay, I heard seconds from both cat and and on again Okay, so we have a motion and a second on an amendment is there any further discuss is our discussion of the proposed amendment.

494

01:19:52.260 --> 01:20:01.140

Julie Thompson: And if not so we're striking the words work to it, so that will just it will just say the academic senate create um.



495

01:20:02.370 --> 01:20:05.220

Julie Thompson: Okay, can we call for a vote on the amendment, please.

496

01:20:13.260 --> 01:20:17.070

John Stover: Sure, I just put the amendment in the chat can.

497

01:20:18.330 --> 01:20:24.600

John Stover: Can President Thompson, can you confirm that is the Amended motion.

498

01:20:26.490 --> 01:20:30.390

John Stover: motion is for the academic Senate, create a task force.

499

01:20:32.190 --> 01:20:32.940

Dr. Monica Ohkubo (she/her): To create.

500

01:20:33.570 --> 01:20:41.430

Julie Thompson: i'm I think we might do some words some grammatical word smithing to it, but I think it says what what we wanted to say, the motion is.

501

01:20:42.720 --> 01:20:58.680

Julie Thompson: That the academic Senate will create a task for us, or that the academic Senate, create a task force okay to explore and develop options for anti racism and D I mandatory faculty training, so we had a strike through on two words in the original emotion.

502

01:20:59.790 --> 01:21:06.330

Julie Thompson: So does everybody understand what the vote will be we're just voting on the amendment at this point and john will run through the roster.

503

01:21:09.810 --> 01:21:11.640

John Stover: Here we go up for ratio.

504

01:21:12.090 --> 01:21:14.550

John Stover: Yes, i'll spit all yes.

505

01:21:15.900 --> 01:21:16.530

John Stover: bell.

506

01:21:17.100 --> 01:21:18.390

John Stover: bell here yet how.

507

01:21:19.050 --> 01:21:19.680  
hyppolite.

508

01:21:21.780 --> 01:21:22.800  
John Stover: bowser now ski.

509

01:21:23.250 --> 01:21:24.840  
John Stover: Yes, Bush.

510

01:21:25.380 --> 01:21:27.600  
John Stover: yeah carlin goldberg.

511

01:21:28.320 --> 01:21:30.000  
John Stover: Yes, Crawford.

512

01:21:30.300 --> 01:21:31.830  
John Stover: Yes, don again.

513

01:21:32.430 --> 01:21:33.930  
John Stover: Yes, bassler.

514

01:21:34.800 --> 01:21:36.270  
John Stover: Yes, frons.

515

01:21:36.720 --> 01:21:38.970  
John Stover: Yes, jacobson.

516

01:21:39.360 --> 01:21:40.980  
John Stover: Yes, hilleman.

517

01:21:41.430 --> 01:21:43.140  
John Stover: Yes, colston.

518

01:21:43.590 --> 01:21:45.090  
John Stover: Yes, lemer.

519

01:21:45.510 --> 01:21:47.100

John Stover: Yes, Martin.

520

01:21:47.520 --> 01:21:49.110

John Stover: Yes, may house.

521

01:21:49.470 --> 01:21:50.910

John Stover: Yes, okubo.

522

01:21:51.180 --> 01:21:52.800

John Stover: Yes, Oliver.

523

01:21:53.010 --> 01:21:54.600

John Stover: Yes, Robin ollie.

524

01:21:54.930 --> 01:21:59.100

John Stover: Yes, rosen yes to Lou.

525

01:22:00.300 --> 01:22:00.690

George Sellu: Yet.

526

01:22:03.150 --> 01:22:11.760

John Stover: When i'm at my spreadsheet just free Okay, thank you, George stover yes balance Layla.

527

01:22:13.650 --> 01:22:14.070

yeah yes.

528

01:22:15.810 --> 01:22:16.500

John Stover: weidman.

529

01:22:16.980 --> 01:22:18.390

John Stover: Yes, wiley.

530

01:22:19.050 --> 01:22:20.790

John Stover: Yes, Winston.

531

01:22:21.810 --> 01:22:22.290

Summer (They/Them): Yes.

532

01:22:23.520 --> 01:22:25.290

John Stover: The motion carries unanimously.

533

01:22:25.620 --> 01:22:30.690

Julie Thompson: OK, so now we have a perfected motion and I believe.

534

01:22:31.920 --> 01:22:41.040

Julie Thompson: And if there's no further discussion will call the vote on on the perfected motion the the Amended motion, I see a hand cat balance whaler.

535

01:22:42.360 --> 01:22:50.010

Kat Valenzuela: I guess, this is a question for no she left my screen up Dr flies with hawks past President about.

536

01:22:50.730 --> 01:23:09.210

Kat Valenzuela: Not I don't want to get to in the details, I want to be, you know want it to be simple, do we hearing from the discussion, do we need to put into this motion, I guess the word robust, because we were talking about you know, a broad scope, maybe that's a detail for later I was just curious.

537

01:23:10.410 --> 01:23:15.570

Dr. Brenda Flyswithhawks she/her: Thank you can't that's for later much details okay.

538

01:23:16.980 --> 01:23:19.260

Dr. Brenda Flyswithhawks she/her: You have a good motion on the floor, Madam President.

539

01:23:19.620 --> 01:23:22.290

Julie Thompson: Okay, and let's call it for the vote.

540

01:23:23.580 --> 01:23:24.330

Julie Thompson: We are ready.

541

01:23:25.290 --> 01:23:27.030

John Stover: OK one moment please.

542

01:23:40.620 --> 01:23:42.180

John Stover: Just one second.

543

01:23:46.680 --> 01:23:50.940

John Stover: Okay, thanks for your patience, everyone here we go again on.

544

01:23:52.020 --> 01:23:56.790

John Stover: The motion Aparicio yes aspinall.

545

01:23:57.060 --> 01:24:00.570

John Stover: Yes, well, yes janelle ski.

546

01:24:00.750 --> 01:24:02.160

John Stover: Yes, Bush.

547

01:24:02.670 --> 01:24:04.500

John Stover: yeah carlin goldberg.

548

01:24:05.130 --> 01:24:06.600

John Stover: Yes, Crawford.

549

01:24:06.900 --> 01:24:08.730

John Stover: Yes, don again.

550

01:24:09.120 --> 01:24:10.620

John Stover: Yes, faster.

551

01:24:11.100 --> 01:24:12.630

John Stover: Yes, friends.

552

01:24:12.990 --> 01:24:14.640

John Stover: Yes, jacobson.

553

01:24:15.660 --> 01:24:16.140

Tara Jacobson: Yes.

554

01:24:16.590 --> 01:24:17.190

hilleman.

555

01:24:19.710 --> 01:24:20.430

Casandra Hillman: Yes.

556

01:24:21.000 --> 01:24:22.770  
Jesse Kosten: Karsten yes.

557  
01:24:24.720 --> 01:24:25.350  
John Stover: lemer.

558  
01:24:27.540 --> 01:24:28.110  
David Lemmer: Yes.

559  
01:24:28.620 --> 01:24:30.360  
Sean Martin: Martin yes.

560  
01:24:30.720 --> 01:24:31.530  
John Stover: May house.

561  
01:24:31.890 --> 01:24:33.360  
John Stover: Yes, okubo.

562  
01:24:33.660 --> 01:24:35.400  
John Stover: Yes, Oliver.

563  
01:24:35.610 --> 01:24:37.230  
John Stover: Yes, romanelli.

564  
01:24:37.530 --> 01:24:39.150  
John Stover: Yes, rosen.

565  
01:24:39.450 --> 01:24:41.010  
John Stover: Yes, sulu.

566  
01:24:46.830 --> 01:24:47.730  
John Stover: Dr George.

567  
01:24:50.430 --> 01:24:54.150  
John Stover: Okay i'll come back stover yes valance Layla.

568  
01:24:54.510 --> 01:24:58.350  
John Stover: Yes, wag been yes wiley.

569

01:24:59.490 --> 01:25:00.030

Sarah swhyly@santarosa.edu: Yes.

570

01:25:00.330 --> 01:25:02.220

Summer (They/Them): Winston yes.

571

01:25:03.510 --> 01:25:04.950

John Stover: Coming back around sulu.

572

01:25:11.940 --> 01:25:14.130

John Stover: Okay, well, the motion carries.

573

01:25:14.400 --> 01:25:19.320

Julie Thompson: Okay, the motion carries i'm Thank you that was good work i'm.

574

01:25:20.580 --> 01:25:32.010

Julie Thompson: Wonderful discussion beautiful motion um okay let's move on we're a little behind i'm going to talk fast, we have one item on the consent agenda, it was not pulled from consent during.

575

01:25:33.030 --> 01:25:39.510

Julie Thompson: adjustments to the agenda, so we will vote on this and and I just want to provide a little context.

576

01:25:40.050 --> 01:25:45.060

Julie Thompson: So this group is not going to go away and make decisions about changes to the constitution.

577

01:25:45.420 --> 01:25:55.320

Julie Thompson: This group is going to help facilitate the work so that the Senate can have the discussions and identify where the work needs to happen discuss make decisions um.

578

01:25:55.740 --> 01:26:07.620

Julie Thompson: So it will be a little bit of a lyft it'll be some some some work, and so we need some people to be kind of moving things along outside of meetings and that said i'm.

579

01:26:08.880 --> 01:26:17.580

Julie Thompson: john, can I ask you to um to call for the vote on the consent agenda, we need a motion to approve consent agendas.

580

01:26:17.640 --> 01:26:19.650

John Stover: Or, since it wasn't on consent.

581

01:26:21.090 --> 01:26:21.990

Julie Thompson: Sagan sorry.

582

01:26:22.620 --> 01:26:25.290

John Stover: Not unconcerned, we haven't done that in the past.

583

01:26:25.500 --> 01:26:28.530

Julie Thompson: Okay, then let's just go ahead and call for that book thanks.

584

01:26:29.040 --> 01:26:32.490

John Stover: Okay, so we're now voting on the consent item Aparicio.

585

01:26:32.940 --> 01:26:34.560

John Stover: Yes, aspinall.

586

01:26:35.040 --> 01:26:36.360

John Stover: Yes, bell.

587

01:26:36.840 --> 01:26:38.550

John Stover: Yes, janelle ski.

588

01:26:38.850 --> 01:26:40.320

John Stover: Yes, Bush.

589

01:26:40.800 --> 01:26:42.840

John Stover: yeah carlin goldberg.

590

01:26:43.260 --> 01:26:45.150

John Stover: Yes, Crawford.

591

01:26:45.420 --> 01:26:46.920

John Stover: Yes, don again.

592

01:26:47.400 --> 01:26:48.990

John Stover: Yes, fast lawyer.



593

01:26:49.500 --> 01:26:51.150

John Stover: Yes, fronds.

594

01:26:51.510 --> 01:26:53.280

John Stover: Yes, jacobson.

595

01:26:53.520 --> 01:26:55.050

John Stover: Yes, hilleman.

596

01:26:56.550 --> 01:26:57.120

Casandra Hillman: Yes.

597

01:26:57.450 --> 01:26:59.220

Jesse Kosten: coston yes.

598

01:26:59.520 --> 01:27:01.320

David Lemmer: lemme yes.

599

01:27:01.470 --> 01:27:03.030

Sean Martin: Martin yes.

600

01:27:03.420 --> 01:27:04.320

John Stover: They house.

601

01:27:04.530 --> 01:27:04.920

Lauren Nahas: yeah.

602

01:27:05.250 --> 01:27:06.900

Dr. Monica Ohkubo (she/her): A qubo yes.

603

01:27:07.290 --> 01:27:08.760

April Oliver: Oliver yes.

604

01:27:09.000 --> 01:27:10.860

Roam Romagnoli (she/they): romanelli yes.

605

01:27:11.100 --> 01:27:12.750

Dr Scott Rosen: rosen yes.

606

01:27:13.170 --> 01:27:13.950

sulu.

607

01:27:16.350 --> 01:27:18.750

John Stover: stover yes bounds Layla.

608

01:27:19.560 --> 01:27:21.510

John Stover: Yes, wagon.

609

01:27:22.500 --> 01:27:24.030

John Stover: Yes, wiley.

610

01:27:25.230 --> 01:27:25.800

Sarah swhyly@santarosa.edu: Yes.

611

01:27:26.010 --> 01:27:26.850

Winston.

612

01:27:30.900 --> 01:27:33.450

John Stover: Okay, so that's a that's a yes from George.

613

01:27:33.510 --> 01:27:34.470

John Stover: And Winston.

614

01:27:35.010 --> 01:27:39.330

John Stover: Yes, Okay, the most the consent item carries unanimously.

615

01:27:39.630 --> 01:27:51.330

Julie Thompson: Okay Thank you so much um we are now at our break and i'm so we'll take five minutes and we'll come back and we'll work quickly expeditiously okay thanks everyone See you in five.

616

01:32:26.880 --> 01:32:28.920

Julie Thompson: how's it going out there in zoom world.

617

01:32:30.060 --> 01:32:33.480

Sean Martin: hanging in there, I just wasn't sure if you knew your microphone was on.

618

01:32:34.320 --> 01:32:37.500

Julie Thompson: What was I talking to myself, sometimes I just.

619

01:32:37.830 --> 01:32:38.910

Sean Martin: A whisper it was.

620

01:32:39.090 --> 01:32:40.170

Okay yeah.

621

01:32:41.190 --> 01:32:49.710

Julie Thompson: It always makes me, I know that I do it, and I also do this thing where i'm okay so then people are going to know this about me when I use scissors I go like this, I go.

622

01:32:53.460 --> 01:32:53.820

Julie Thompson: Why.

623

01:32:55.560 --> 01:33:00.060

Julie Thompson: So my ex husband told me that years ago and so for 40 years i've.

624

01:33:01.350 --> 01:33:04.470

Julie Thompson: never used use scissors I think of him it's lovely yeah.

625

01:33:07.380 --> 01:33:11.550

Academic Senate: My cousins and I wouldn't we're concentrating we stick our tongue out.

626

01:33:14.700 --> 01:33:15.480

Sean Martin: nj.

627

01:33:18.300 --> 01:33:24.240

Julie Thompson: cool okay um let's go ahead and get started, I think it's been five minutes, where is everyone okay.

628

01:33:25.320 --> 01:33:31.170

Julie Thompson: I am packing up this car and we are pulling out of the driveway so let's go.

629

01:33:32.370 --> 01:33:32.910

Julie Thompson: Okay.

630

01:33:33.990 --> 01:33:36.180

Julie Thompson: um so.

631

01:33:37.230 --> 01:33:55.050

Julie Thompson: Many people for many different reasons and have expressed dismay frustration hopes visions and about the Faculty job announcement and it's been a source of some conflict.

632

01:33:55.650 --> 01:34:09.180

Julie Thompson: contention for a lot of a lot of years and also i'm would like to see it as an opportunity, so working on the job announcement kind of resolving some of the things that people have been complaining about and, but we can be conscious and deliberate in.

633

01:34:10.440 --> 01:34:14.040

Julie Thompson: In charting a path forward and.

634

01:34:15.330 --> 01:34:31.410

Julie Thompson: So what we're proposing here is yet another group, and that would do some work make some recommendations do a little research identify some best practices, things that they see at other institutions that are effective.

635

01:34:33.270 --> 01:34:47.760

Julie Thompson: And, and then bring things to the Senate to help inform and frame a discussion in the Senate, so the Senate will do the you know discussing and the deliberating and make the decision.

636

01:34:48.540 --> 01:34:54.840

Julie Thompson: But we need help with with the research and with kind of seeing what's possible and helping us with that.

637

01:34:55.290 --> 01:35:03.240

Julie Thompson: And so, with that little introductory comments I would like to open this for discussion and we'd like to keep as.

638

01:35:03.840 --> 01:35:14.670

Julie Thompson: To our time limit so we'll do just 15 minutes on this or less if we get through it quickly and then we'll do a couple of little information items and Monica and I are thinking that.

639

01:35:15.540 --> 01:35:32.940

Julie Thompson: If we can just blast through our PowerPoint presentation that we have, which is infer my information item number two if we can do that by the end of the meeting we're good so

um would anyone care to speak to the discussion I then the task force for faculty job announcements.

640

01:35:38.070 --> 01:35:46.500

Julie Thompson: I know that there are people in this room who have things to say about this issue, I have heard them so Okay, I see Laura aspinall.

641

01:35:48.900 --> 01:35:51.360

Laura Aspinall: It I just want to say yes let's do that.

642

01:35:54.120 --> 01:35:56.520

Julie Thompson: Okay lauren a house.

643

01:35:57.510 --> 01:36:15.210

Lauren Nahas: I feel like a task force is good, thank you, maybe get some or maybe they could have someone from HR on the task force or that would at least be part of their research, you know the folks in HR kind of know the ins and outs of like what is possible, you know.

644

01:36:16.320 --> 01:36:19.320

Lauren Nahas: certain constraints they might have etc that's my comment.

645

01:36:19.860 --> 01:36:21.090

Julie Thompson: Okay, thank you.

646

01:36:22.740 --> 01:36:31.050

Julie Thompson: So i'm hearing a yes i'm hearing something about the wisdom of reaching out to HR for what they might be able to contribute.

647

01:36:33.240 --> 01:36:34.110

Julie Thompson: Sean Martin.

648

01:36:36.930 --> 01:36:39.390

Sean Martin: yeah um, so I think that.

649

01:36:41.010 --> 01:36:50.310

Sean Martin: it's a good idea to to reach out to HR to get guidance on matters within their range of expertise.

650

01:36:51.510 --> 01:36:57.960

Sean Martin: Particularly in terms of the law and so forth, but I also have received.

651

01:36:59.190 --> 01:37:06.720

Sean Martin: Many, many concerns from both my senate constituents and the Faculty at large, about hrs.

652

01:37:07.920 --> 01:37:15.510

Sean Martin: Involvement in job announcements in an unproductive and unhelpful way that undercuts faculty hiring committees.

653

01:37:16.740 --> 01:37:25.140

Sean Martin: Efforts to meet the needs of their programs and departments, and so I would hope that this task force would focus on.

654

01:37:26.310 --> 01:37:32.910

Sean Martin: receiving information from the Faculty about what would best serve their needs in their hiring committees.

655

01:37:34.080 --> 01:37:36.390

Julie Thompson: Okay, thank you i'm.

656

01:37:38.340 --> 01:37:39.990

Julie Thompson: keeping an eye on the queue.

657

01:37:49.980 --> 01:37:50.430

Lauren Servais (she/her): Sorry Julie.

658

01:37:50.550 --> 01:37:52.830

Julie Thompson: Air jake oh lauren service and.

659

01:37:53.220 --> 01:37:56.970

Lauren Servais (she/her): let's have Terry go for I will update my zoom next time.

660

01:37:57.030 --> 01:37:57.450

Before.

661

01:37:58.590 --> 01:37:59.340

Julie Thompson: sorry about that.

662

01:37:59.700 --> 01:38:01.050

Julie Thompson: i'm here jacobson.

663

01:38:01.500 --> 01:38:11.550

Tara Jacobson: It seemed like there was a bit of a lull in the discussion so i'm open to making a motion to move this to an action item.

664

01:38:13.290 --> 01:38:20.190

Julie Thompson: Okay, so we have a motion to action and I have.

665

01:38:21.510 --> 01:38:27.960

Julie Thompson: lauren service in the queue and then I see Jen and then summers so lauren.

666

01:38:28.860 --> 01:38:38.610

Lauren Servais (she/her): yeah I was just going to say I, I think, a task force is fantastic, I also think that this is a topic that everyone across the state and nation is working on right now.

667

01:38:38.940 --> 01:38:50.910

Lauren Servais (she/her): So I think that there's a lot of great partnerships that we could potentially do with other colleges and colleagues, both in our discipline and out to get some practices that they're using.

668

01:38:52.920 --> 01:38:56.640

Julie Thompson: Thank you for that i'm next in the queue is i'm.

669

01:38:57.810 --> 01:38:58.260

Julie Thompson: Jen.

670

01:39:00.420 --> 01:39:02.010

Jen (she/her) Carlin-Goldberg: I just wanted to second promotion.

671

01:39:02.760 --> 01:39:03.480

Julie Thompson: Thank you.

672

01:39:04.620 --> 01:39:06.630

Julie Thompson: Next, in the queue is summer Winston.

673

01:39:10.170 --> 01:39:16.800

Summer (They/Them): i'm um yeah I think the idea of a task force is a really great idea I don't know this is too.

674

01:39:17.580 --> 01:39:26.160

Summer (They/Them): far in the weeds too soon, but um I wonder about what the makeup of the task force would look like and what recruiting for that task force would look like.

675

01:39:26.970 --> 01:39:45.300

Summer (They/Them): I think that dealing with job announcements, is a great touch point for dealing with equity issues in our hiring practices and so feeling that the task force should be made up of diverse faces and voices.

676

01:39:46.620 --> 01:40:01.380

Summer (They/Them): Because without that and without us prioritizing that in the makeup of the task force we're just going to keep hitting blind spots and missing missing points where things could really use some changing so yeah.

677

01:40:02.220 --> 01:40:04.200

Julie Thompson: Thank you i'm and on again.

678

01:40:05.310 --> 01:40:06.510

Anne Donegan: Thank you, President Thompson.

679

01:40:07.890 --> 01:40:19.740

Anne Donegan: If we go in the direction of a task force I I definitely could see the role of getting information from HR, but I do think that this should be a faculty lead.

680

01:40:20.280 --> 01:40:33.480

Anne Donegan: Task Force and I would definitely strongly urge the task force spend some time talking to department chairs at a dcc meeting because i'm.

681

01:40:35.730 --> 01:40:43.200

Anne Donegan: Working on job announcements has been something that department chairs have been grappling live and trying to improve.

682

01:40:43.650 --> 01:40:58.200

Anne Donegan: For many, many years, so I think getting input from department chairs and where they felt like there have been pitfalls or where they where they think they need help, I think that would be a really smart step in the process okay.

683

01:40:58.230 --> 01:41:03.930

Julie Thompson: Thanks i'm since there's no one in the queue right now i'm just going to kind of reflect back when i'm hearing.



684

01:41:05.100 --> 01:41:17.160

Julie Thompson: i'm hearing yes i'm hearing interest i'm hearing that um that there's a lot of this kind of work going on in the country, right now, so they're probably good resources and.

685

01:41:17.490 --> 01:41:27.660

Julie Thompson: really good information that can help kind of set our direction, give us guidance and that we need a task force that is diverse.

686

01:41:28.170 --> 01:41:45.870

Julie Thompson: And that people, some people are interested in and it's being faculty lead and reaching out to somehow incorporating expertise that is located elsewhere, for example in HR i'm in the importance of talking to.

687

01:41:47.220 --> 01:41:49.050

Julie Thompson: To the department chairs.

688

01:41:50.940 --> 01:41:56.370

Julie Thompson: And the department chair Council in this work and john stover.

689

01:41:57.390 --> 01:42:02.670

John Stover: i'm john stover and I second the motion on the floor to move to an action item.

690

01:42:03.390 --> 01:42:15.540

Julie Thompson: Okay, so we have a motion and a second and no further people in the queue for discussion so john can we call the vote on moving this to action it takes a two thirds vote.

691

01:42:16.680 --> 01:42:17.310

John Stover: sure.

692

01:42:18.930 --> 01:42:19.920

John Stover: upper ratio.

693

01:42:20.400 --> 01:42:20.880

Michael Aparicio: Yes.

694

01:42:21.450 --> 01:42:22.230

John Stover: I spent all.

695

01:42:22.560 --> 01:42:24.030

John Stover: Yes, bell.

696

01:42:24.510 --> 01:42:26.460

John Stover: Yes, janelle ski.

697

01:42:26.910 --> 01:42:28.470

John Stover: Yes, Bush.

698

01:42:28.950 --> 01:42:30.900

John Stover: yeah carlin goldberg.

699

01:42:31.500 --> 01:42:32.100

Yes.

700

01:42:33.120 --> 01:42:33.930

John Stover: Crawford.

701

01:42:34.290 --> 01:42:36.390

John Stover: Yes, don again.

702

01:42:36.870 --> 01:42:39.000

John Stover: Yes, fast lawyer.

703

01:42:39.390 --> 01:42:41.220

John Stover: Yes, fronds.

704

01:42:41.640 --> 01:42:43.650

John Stover: Yes, jacobson.

705

01:42:43.950 --> 01:42:45.540

John Stover: Yes, hilleman.

706

01:42:46.560 --> 01:42:46.980

Casandra Hillman: yep.

707

01:42:47.310 --> 01:42:49.080

Jesse Kosten: coston yes.

708

01:42:49.350 --> 01:42:52.410  
John Stover: lemer s Martin.

709  
01:42:53.010 --> 01:42:54.750  
John Stover: Yes, they house.

710  
01:42:57.810 --> 01:42:58.530  
John Stover: lauren.

711  
01:42:59.130 --> 01:43:00.960  
John Stover: Sorry that's okay.

712  
01:43:01.020 --> 01:43:02.850  
John Stover: that's okay I got you okubo.

713  
01:43:03.300 --> 01:43:04.830  
John Stover: Yes, Oliver.

714  
01:43:05.010 --> 01:43:06.600  
John Stover: Yes, Roman ollie.

715  
01:43:06.990 --> 01:43:08.640  
John Stover: Yes, rosen.

716  
01:43:08.970 --> 01:43:10.560  
John Stover: Yes, sulu.

717  
01:43:11.370 --> 01:43:15.300  
John Stover: Yes, stover yes balance whaler.

718  
01:43:15.630 --> 01:43:18.150  
Julie Thompson: Yes, wagon yes.

719  
01:43:18.270 --> 01:43:19.020  
wiley.

720  
01:43:20.100 --> 01:43:20.550  
Sarah swhyly@santarosa.edu: Yes.

721

01:43:20.940 --> 01:43:21.690

Winston.

722

01:43:26.190 --> 01:43:27.690

Summer (They/Them): Yes, did it Wednesday.

723

01:43:27.720 --> 01:43:28.620

John Stover: yeah yeah not true.

724

01:43:29.730 --> 01:43:33.510

John Stover: yeah Okay, the motion to move to action carries unanimously.

725

01:43:33.900 --> 01:43:38.310

Julie Thompson: Okay Thank you so much, this is now an action item um is there.

726

01:43:40.110 --> 01:43:43.530

Julie Thompson: Further discussion, or are we ready for a motion.

727

01:43:44.310 --> 01:43:55.740

John Stover: George might have a comment um I think he was he's let me know that he's been able to raise this him George if we want to call on him President Thompson yes.

728

01:43:55.800 --> 01:43:57.300

Julie Thompson: i'm George sulu.

729

01:43:59.310 --> 01:44:09.960

George Sellu: Thank you for coming, and thank you, colleagues ah, I think that this is a great opportunity for us as an institution to change our practices.

730

01:44:10.470 --> 01:44:21.120

George Sellu: to reflect what we've been talking about in terms of diversifying our faculty of Santa Rosa junior college and that process that's by our job announcement.

731

01:44:22.080 --> 01:44:32.940

George Sellu: And that's what our potential applicants and our future colleague D, so I hope that when we develop these job announcement or job descriptions.

732

01:44:33.510 --> 01:44:44.220

George Sellu: That we have folks in the room, who would who are developing days, who have the most trouble experience in this walk and can actually do the research to inform.

733

01:44:44.910 --> 01:44:59.100

George Sellu: best practices for writing this job description sport, you know job announcement in collaboration with HR but I agree that it has to be followed your lead with faculty that has multiple experience or in doing equity walk Thank you.

734

01:45:00.900 --> 01:45:01.530

Julie Thompson: Thank you.

735

01:45:02.850 --> 01:45:07.590

Julie Thompson: Thank you, George i'm Next, I see a cat valance whaler.

736

01:45:08.610 --> 01:45:18.780

Kat Valenzuela: Thank you, President Thompson i'm kind of going off with my fellow Senator said and what i've heard from other senators um and maybe this is too far down the road but.

737

01:45:19.380 --> 01:45:30.030

Kat Valenzuela: One of the things that I definitely think that we need to at least consider is you know, once we do create you know when we do this task force and come up with this job announcement that.

738

01:45:30.930 --> 01:45:43.200

Kat Valenzuela: They didn't really kind of hold what I want to say, in that, in terms of there's not a negotiation going back and forth of between HR and the hiring committee of changing this and changing that.

739

01:45:44.220 --> 01:45:47.880

Kat Valenzuela: In which slows down, unfortunately, the hiring process.

740

01:45:48.570 --> 01:46:04.110

Kat Valenzuela: Maybe that's too far down the road, but you know I think if we are going to you know, create a task force put in this time that it's going to stick and we need to send any to make sure that we are protecting faculty rights in terms of this Thank you.

741

01:46:04.590 --> 01:46:05.370

Thank you.

742

01:46:06.840 --> 01:46:14.100

Julie Thompson: I do see that as part of the opportunity that we have here to get clarity, so that those struggles that we've had in the past.

743

01:46:15.240 --> 01:46:16.890

Julie Thompson: can be a thing of the past.

744

01:46:18.270 --> 01:46:18.930

Julie Thompson: Okay.

745

01:46:20.160 --> 01:46:22.680

Julie Thompson: So i'm i'm hearing.

746

01:46:23.970 --> 01:46:31.290

Julie Thompson: My my summary would be pretty much the same as it was when we were voting to move this to action and a diverse.

747

01:46:32.610 --> 01:46:44.190

Julie Thompson: Committee Task Force and faculty lead, and I was really struck by this phrase that our job announcement is what our future colleagues see.

748

01:46:45.900 --> 01:46:48.000

Julie Thompson: That really, really.

749

01:46:49.050 --> 01:46:49.740

Julie Thompson: touched me.

750

01:46:51.570 --> 01:46:55.350

Julie Thompson: And people who have experience with this work i'm.

751

01:46:57.240 --> 01:47:02.730

Julie Thompson: And i'm ready to entertain a motion I JESSICA Bush.

752

01:47:03.450 --> 01:47:07.320

Jessica Bush: I can make a motion i'm going to go from the verbatim from our agenda.

753

01:47:07.830 --> 01:47:19.230

Jessica Bush: So I like to make a motion at the academic senate free to diverse faculty job announcement task force that will find specified date solicit comments and again from the Faculty.

754

01:47:19.560 --> 01:47:27.930

Jessica Bush: Research effective practices and present to the Senate ideas for consideration and possible endorsement and added that to the chat.

755

01:47:28.980 --> 01:47:35.580

Julie Thompson: Thank you for doing that Okay, so we have a motion on the floor, is there a second.

756

01:47:40.380 --> 01:47:42.150

Anne Donegan: i'm sorry point of order, I know.

757

01:47:44.220 --> 01:47:47.640

Anne Donegan: I just see two motions in the chat I don't know.

758

01:47:48.600 --> 01:47:58.860

John Stover: No i'm sorry that was a mistake on my part, we adopted to move to discussion so that was a mistake of jessica's motion is the motion i'm sorry about that.

759

01:47:59.010 --> 01:48:02.820

Julie Thompson: Thank you for clarifying Okay, thank you for that um.

760

01:48:04.680 --> 01:48:09.360

Julie Thompson: So, would you like me to read that motion again before we move forward would that be helpful.

761

01:48:10.590 --> 01:48:11.010

Julie Thompson: OK.

762

01:48:11.160 --> 01:48:12.060

Julie Thompson: So the motion.

763

01:48:12.510 --> 01:48:13.320

Michael Aparicio: seconded yet.

764

01:48:13.920 --> 01:48:14.460

Julie Thompson: i'm sorry.

765

01:48:14.520 --> 01:48:17.100

Michael Aparicio: i'll type in it, no one is secondary to it, yet, but I will.

766

01:48:17.730 --> 01:48:19.770

Julie Thompson: Okay, so we have a motion and a second.

767

01:48:20.850 --> 01:48:25.710

Julie Thompson: And Monica Okubo to do you just took your hand down.

768

01:48:26.160 --> 01:48:27.510

Dr. Monica Okubo (she/her): I was raising my hand a second.

769

01:48:27.810 --> 01:48:36.330

Julie Thompson: Okay, thank you, sorry um Okay, so we have a motion and a second and the motion is that this the academic Senate, create a diverse.

770

01:48:36.690 --> 01:48:53.430

Julie Thompson: faculty job announcement task force that will buy a specified date, and we can work these details out later and solicit comments and ideas from the Faculty research effective practices and present to the Senate ideas for consideration and possible endorsement.

771

01:48:54.630 --> 01:48:58.680

Julie Thompson: Okay, if there is no further discussion let's call the vote.

772

01:48:59.550 --> 01:49:06.090

John Stover: i'm just point of order before I call the boat could, could I get a clarification on who's second in the motion.

773

01:49:07.050 --> 01:49:08.820

Julie Thompson: um it was Michael Aparicio.

774

01:49:09.960 --> 01:49:10.860

John Stover: Great Thank you.

775

01:49:15.630 --> 01:49:17.370

John Stover: Calling the boat Aparicio.

776

01:49:17.760 --> 01:49:19.980

Michael Aparicio: Yes, aspinall yes.

777

01:49:20.220 --> 01:49:21.600



Paulette Bell: bell yes.

778

01:49:21.900 --> 01:49:22.740

John Stover: janelle ski.

779

01:49:22.890 --> 01:49:24.180

Marc Bojanowski: Yes, Bush.

780

01:49:24.480 --> 01:49:26.220

John Stover: yeah carlin goldberg.

781

01:49:27.450 --> 01:49:28.200

John Stover: Crawford.

782

01:49:28.470 --> 01:49:29.850

John Stover: Yes, don again.

783

01:49:30.300 --> 01:49:31.800

John Stover: Yes, bassler.

784

01:49:32.190 --> 01:49:33.660

John Stover: Yes, fronds.

785

01:49:33.990 --> 01:49:35.850

John Stover: Yes, jacobson.

786

01:49:36.270 --> 01:49:37.710

John Stover: Yes, hilleman.

787

01:49:38.340 --> 01:49:39.990

John Stover: Yes, colston.

788

01:49:40.380 --> 01:49:41.700

John Stover: Yes, lemer.

789

01:49:42.120 --> 01:49:43.530

John Stover: Yes, Martin.

790

01:49:43.980 --> 01:49:45.510  
John Stover: Yes, they house.

791  
01:49:45.720 --> 01:49:47.070  
John Stover: Yes, okubo.

792  
01:49:47.400 --> 01:49:48.750  
John Stover: Yes, Oliver.

793  
01:49:49.050 --> 01:49:50.490  
John Stover: Yes, Roman only.

794  
01:49:50.760 --> 01:49:52.530  
John Stover: Yes, rosen.

795  
01:49:52.740 --> 01:49:54.480  
John Stover: Yes to loo.

796  
01:49:55.560 --> 01:49:55.920  
Yes.

797  
01:49:56.940 --> 01:49:59.070  
John Stover: stover yes valens whaler.

798  
01:49:59.610 --> 01:50:00.000  
Yes.

799  
01:50:01.320 --> 01:50:03.810  
John Stover: weidman yes wiley.

800  
01:50:05.400 --> 01:50:05.910  
Sarah swhyly@santarosa.edu: Yes.

801  
01:50:06.120 --> 01:50:06.900  
Winston.

802  
01:50:08.370 --> 01:50:08.850  
Summer (They/Them): Yes.

803

01:50:09.480 --> 01:50:11.040

John Stover: The motion carries unanimously.

804

01:50:11.580 --> 01:50:21.480

Julie Thompson: Okay wonderful and thank you i'm moving along, we have two information items buckle your seat so we're going to get through this and the first is.

805

01:50:22.080 --> 01:50:31.020

Julie Thompson: Just to give you an update on what is going on with the ethnic studies department creation and Dr Jane cell tanya holly.

806

01:50:31.800 --> 01:50:47.280

Julie Thompson: And I will do that I already said a little bit of my Presidents report, and so, not to put Jane on the spot before she's ready to be put on the spot, but since you know, in the interest of time, can I go ahead and turn this over to you, Dr Jane.

807

01:50:49.290 --> 01:50:53.340

Julie Thompson: Or would you like me to say a few things, while you are finding.

808

01:50:53.610 --> 01:50:58.980

Dr. L Jane Saldana-Talley: yeah why don't you provide just a little preamble, maybe that would be really helpful i'm kind of.

809

01:50:59.190 --> 01:51:01.020

Dr. L Jane Saldana-Talley: Okay we're doing this and.

810

01:51:02.370 --> 01:51:04.050

Julie Thompson: Okay, so um.

811

01:51:04.410 --> 01:51:21.780

Julie Thompson: a while back i'm Dr Jane and I just figured out Okay, we need to get some you know some key people into the room curriculum people and the chairs of the departments that are going to be most affected by an ethnic studies department and its curriculum because of the overlap.

812

01:51:23.610 --> 01:51:35.250

Julie Thompson: And so the the deans of those areas as well send it exactly i'm getting Karen from Dell came from Dell into the room, so that she can listen, you know we're the negotiators ear for the things that would need to be negotiated.

813

01:51:35.790 --> 01:51:49.260

Julie Thompson: And and we're trying to identify the basically the pieces on the chessboard so we've got constraints of fts we have constraints of F T F, we have things that have to be negotiated things that we can do outside of negotiations.

814

01:51:49.530 --> 01:51:53.250

Julie Thompson: So we're trying to get the right people into the room to figure out how to move forward.

815

01:51:54.510 --> 01:52:00.810

Julie Thompson: And so I was reporting out on that to send it executives to give them a little update and they're like.

816

01:52:03.090 --> 01:52:15.810

Julie Thompson: So a little bit of hair on fire and and they thought that it would be good for the Senate to hear where we are and for me and Jane to give you guys a little update so there's nothing really to report because our.

817

01:52:16.260 --> 01:52:24.810

Julie Thompson: Big meeting is coming up in a few weeks, but we're here to just kind of you know unpack things and pack a suitcase for you a little bit so.

818

01:52:25.680 --> 01:52:44.400

Dr. L Jane Saldana-Talley: Okay yeah Thank you President Thompson I I do think it was a really terrific conversation and incentive exactly in that meeting, we were really focusing in more on the Faculty hiring piece of the recommendations and.

819

01:52:44.910 --> 01:52:58.080

Dr. L Jane Saldana-Talley: And you know and a really sincere desire to move that along sooner than later, and you know, we are in the middle, right now, of hiring I think we have.

820

01:52:58.800 --> 01:53:10.890

Dr. L Jane Saldana-Talley: Nine positions that were approved as part of the Faculty staffing process this year and two of those at least I think it's you know these and one of them, I can think of.

821

01:53:11.670 --> 01:53:28.800

Dr. L Jane Saldana-Talley: relates specifically to an ethnic studies department, we have a we have a position, you can see, I had all of this, all of handy with me, but we had a position in history that is focused in particular.

822

01:53:30.030 --> 01:53:32.550

Dr. L Jane Saldana-Talley: That is focused in particular on.

823

01:53:33.840 --> 01:53:43.860

Dr. L Jane Saldana-Talley: African American studies, we also have a position that was approved in philosophy that is focusing in on recent gender studies and political philosophy.

824

01:53:44.820 --> 01:53:58.470

Dr. L Jane Saldana-Talley: um and there is the opportunity, because we have resignations and retirements to possibly hire get three more positions in the queue for.

825

01:53:59.760 --> 01:54:10.710

Dr. L Jane Saldana-Talley: This hiring cycle, so we, and I think that opportunity is coming up, so we have additional positions that were.

826

01:54:12.930 --> 01:54:17.190

Dr. L Jane Saldana-Talley: ranked by the back of the staffing committee and we talked about some strategies.

827

01:54:17.550 --> 01:54:25.290

Dr. L Jane Saldana-Talley: To maybe move those along and you know, one of the things we talked about is the possibility of getting the Faculty staff and Community back together again.

828

01:54:25.710 --> 01:54:35.910

Dr. L Jane Saldana-Talley: and letting them have a conversation around the positions that still remain unapproved yet, knowing that there's the likelihood that we will.

829

01:54:37.170 --> 01:54:39.870

Dr. L Jane Saldana-Talley: be reaching out very quickly to.

830

01:54:41.100 --> 01:54:59.910

Dr. L Jane Saldana-Talley: to hire additional faculty that would begin and fall of 2021 i'm also sitting with a FA at the table, where we are talking about what it looks like to create an ethnic studies department and whether or not that would involve.

831

01:55:00.780 --> 01:55:09.060

Dr. L Jane Saldana-Talley: Transferring our existing faculty what that might look like, and you know it's a it's a complex process when we start talking about.

832

01:55:10.410 --> 01:55:22.170

Dr. L Jane Saldana-Talley: we've only recently made the decision to separate philosophy from humanities religious studies and so that has to do with you know you're looking at things like.

833

01:55:22.980 --> 01:55:38.220

Dr. L Jane Saldana-Talley: faculty on the link and service list, and you know and and you know faculty address pools, and then there's curriculum, I mean if Josh Adams I don't know if he's in the room, but you know he is yeah um you know.

834

01:55:39.450 --> 01:55:48.180

Dr. L Jane Saldana-Talley: curriculum is a big consideration we've got the CSU is right now that are still trying to you know decide what they're going to be doing with their requirements.

835

01:55:48.750 --> 01:56:00.030

Dr. L Jane Saldana-Talley: So we're in the middle of a really complex situation, I also think we need to be hiring faculty and making sure that they are supported.

836

01:56:01.890 --> 01:56:16.290

Dr. L Jane Saldana-Talley: In this strange virtual teaching environment and got the opportunity to to read all the tenure review files on all of our newest faculty and it is a struggle is a struggle to begin your career.

837

01:56:17.640 --> 01:56:30.960

Dr. L Jane Saldana-Talley: In this this odd place so we want this, we want everything to be successful, we want to launch things that we can launch as early as we possibly can, we want to create the conditions that.

838

01:56:31.920 --> 01:56:51.210

Dr. L Jane Saldana-Talley: This is a the department gets created that we're working with a FA and and deciding what's urgent, I know that the Senate exact heard me say this but I said and Julian I talked about this for a lot for a long time and we over many years have.

839

01:56:52.500 --> 01:56:54.420

Dr. L Jane Saldana-Talley: jumped to step four.

840

01:56:55.560 --> 01:57:04.650

Dr. L Jane Saldana-Talley: Instead of starting with them and what that means is We just have to stop everything we have to go back to the beginning, and we have to start it and do it right.

841

01:57:04.980 --> 01:57:12.390

Dr. L Jane Saldana-Talley: And what I really am interested in doing with this is starting with step one making sure that we move things along as quickly as we can.

842

01:57:13.500 --> 01:57:17.250

Dr. L Jane Saldana-Talley: and use the opportunities that we have available to us.

843

01:57:18.330 --> 01:57:38.340

Dr. L Jane Saldana-Talley: Use the voice that you have as a senate in in what you would like to college to consider with all of this and also stay within our process, and you know this is a representative body for our college you represent many departments many disciplines and.

844

01:57:39.540 --> 01:57:56.040

Dr. L Jane Saldana-Talley: So that's a you know that's a look, that we all have to maintain as well is keeping an eye out for this and her everyone else on college Community so we're meeting today I think it's march 12 is when that body is leading.

845

01:57:57.390 --> 01:58:15.210

Dr. L Jane Saldana-Talley: And I think you know Dutch tongue and I spoke in tongues spoken with Julie, I think that we are open to being supportive and creative and also trying to kind of hold the processes that we have around our faculty staffing process.

846

01:58:16.410 --> 01:58:28.530

Dr. L Jane Saldana-Talley: But you know we've got we've got positions that have yet to be approved that could you know that could could serve this department conserve this purpose.

847

01:58:29.550 --> 01:58:32.790

Dr. L Jane Saldana-Talley: And could be potentially.

848

01:58:34.020 --> 01:58:43.710

Dr. L Jane Saldana-Talley: brought into the current hiring process and that they would start in following month so i'm going to stop there other i'm assuming there will be questions and we don't have a whole lot of time, so.

849

01:58:44.040 --> 01:58:57.090

Julie Thompson: Okay, and thank you very much, Dr Jane for that information, I think, mostly what send it exactly and and Dr Jane I think want to communicate to the Senate is that.

850

01:58:57.450 --> 01:59:08.640

Julie Thompson: we're we're on this it's just it's a slow process there, it has a lot of moving parts and and you know even you know, once we realize Okay, these are some pieces, we need to start talking about.

851

01:59:08.970 --> 01:59:13.980

Julie Thompson: And we figured out who had to be in the room, and then we did the doodle poll to figure out when the meeting would be.

852

01:59:14.610 --> 01:59:22.530

Julie Thompson: there's a two month lag between starting that process and getting the meeting and actually having it take place, so we want you to know that we are on it.

853

01:59:22.950 --> 01:59:38.580

Julie Thompson: And you can always contact me with questions and i'm sure the same would be true for Dr Jane so i'm in the interest of time i'm going to go ahead and move this along and say thank you so much Jane for for being here today and for sharing that information.

854

01:59:39.360 --> 01:59:43.320

Dr. L Jane Saldana-Talley: Thank you, thank you very much, thanks for letting me share that information, I appreciate it.

855

01:59:43.800 --> 01:59:51.780

Julie Thompson: Okay, and now Monica and I are going to put on a running shoes and we are going to sprint through our PowerPoint presentation and.

856

01:59:53.010 --> 01:59:55.020

Julie Thompson: So we have six minutes okay awesome.

857

01:59:56.610 --> 01:59:57.210

Julie Thompson: ready go.

858

01:59:57.420 --> 01:59:58.950

Dr. Monica Ohkubo (she/her): All right, is everybody ready.

859

02:00:00.330 --> 02:00:09.960

Dr. Monica Ohkubo (she/her): So the PowerPoint is online, we are open to questions, obviously we have six minutes to power through this so just know that the information is online, you can always reach out and ask questions later.

860

02:00:10.980 --> 02:00:18.780

Dr. Monica Ohkubo (she/her): we're going over this agenda item in preparation for our march 19 training and preparation for revision of 4.3 point two, p.

861

02:00:19.530 --> 02:00:29.910

Dr. Monica Ohkubo (she/her): These are the areas we're going to cover today just kind of a general overview where we've been where we'd like to go what were some previous sticking points and some other fun info in between.

862



02:00:32.610 --> 02:00:47.010

Julie Thompson: Okay, so we decided we could use a little levity because this process has been quite fraught and, and so we decided on a bucking bronco as our image i'm so ready for the next slide.

863

02:00:50.520 --> 02:00:57.210

Julie Thompson: Thanks Okay, so this is our timeline we started this process, the Senate did i'm, so this is before I was born.

864

02:00:57.870 --> 02:01:06.750

Julie Thompson: In 2012, and so the the first arrow on top is kind of ancient history just you know for lore and the second arrow.

865

02:01:07.230 --> 02:01:12.570

Julie Thompson: is really the one where we're grappling we're in the middle of the drama that's described by the second arrow.

866

02:01:13.080 --> 02:01:23.580

Julie Thompson: So key points here, there was a senate draft that was approved by the Senate and own Senate, not us right, I mean there's some overlap, but in May of 2018.

867

02:01:24.180 --> 02:01:42.840

Julie Thompson: And then, that was a chaotic semester is he recall and the summer was chaotic and then the semesters after that were chaotic so i'm not to dredge up terrible history but i'm spring of 2018 was summer gate right, and if you guys can remember back to how chaotic things were okay so um.

868

02:01:44.430 --> 02:01:55.830

Julie Thompson: There was just and then fires, and you know all kinds of things, so the word got picked up dropped picked up again over and over again, and, for some reason that approved version from May of 2018.

869

02:01:56.190 --> 02:02:00.600

Julie Thompson: never made it out of the Senate didn't go to college Council didn't go to the board.

870

02:02:01.590 --> 02:02:10.410

Julie Thompson: But it was brought back two years later kinda like Okay, where are we what's going on here the Senate started to have some conversations we end up with a pandemic.

871

02:02:10.800 --> 02:02:17.280

Julie Thompson: And now we're trying to get back to it to figure out well what what's going on here, what do we do next okay next slide please.

872

02:02:19.530 --> 02:02:20.100

Dr. Monica Ohkubo (she/her): Okay.

873

02:02:21.810 --> 02:02:30.780

Dr. Monica Ohkubo (she/her): So an overview of some guiding principles and goals as we engage in this work equity centered my little i'm really proud of my lens picture.

874

02:02:31.770 --> 02:02:35.040

Dr. Monica Ohkubo (she/her): A policy and procedure that's equity centered clear on ambiguous.

875

02:02:35.730 --> 02:02:44.430

Dr. Monica Ohkubo (she/her): That results in a diverse high quality faculty with equity experience and we'll talk about the title five changes that we want to support.

876

02:02:44.700 --> 02:02:55.800

Dr. Monica Ohkubo (she/her): In a bit, and you can kind of read for yourselves, that we want the hiring process to be you know from confidential to fair and flexible for all types of faculty and areas.

877

02:02:57.660 --> 02:03:12.990

Dr. Monica Ohkubo (she/her): To and not only you know so not only do we want to engage in this work, we all know that there's this push you know you know some mandates and some areas to diversify, we just need to make sure we do it within laws and proper laws and regulations.

878

02:03:14.130 --> 02:03:21.990

Dr. Monica Ohkubo (she/her): Okay, and the current draft includes these areas, the current drafts are online and again, you can review this later.

879

02:03:25.350 --> 02:03:33.390

Julie Thompson: Okay, so sticking points so when this was brought back to the Senate, about a year ago, and these are some of the areas where we were.

880

02:03:34.050 --> 02:03:42.600

Julie Thompson: You know kind of having a hard time working, some things out so i'm si si is the screening and interviewing committee, so what is the what is the composition of the.

881

02:03:43.170 --> 02:03:54.630

Julie Thompson: The screening and interviewing committee and questions about adjunct faculty participation students, whether people are voting or non voting so when we got into the weeds on a lot of this stuff it got a little tricky.

882

02:03:54.990 --> 02:03:59.070

Julie Thompson: and issues of departmental agency, you could hear that come up also in our.

883

02:03:59.910 --> 02:04:07.620

Julie Thompson: discussion that we just had about job announcements right, so there are concerns about departmental agency and then there's this.

884

02:04:08.070 --> 02:04:22.260

Julie Thompson: This rub between the EEO plan and policy, what exactly is that relationship and what should it be, but we just had a unanimous vote on something right so, even though these are sticking points we can still work this out, we can find areas of consensus okay.

885

02:04:26.310 --> 02:04:30.630

Julie Thompson: Okay i'm you know I think we can kind of run past this one this.

886

02:04:33.540 --> 02:04:36.930

Julie Thompson: cute picture, though huh yeah maybe next slide.

887

02:04:37.800 --> 02:04:43.710

Dr. Monica Ohkubo (she/her): Okay, and what is, what is the rest of the process, look or include for the Senate, and this is where.

888

02:04:44.700 --> 02:04:50.460

Dr. Monica Ohkubo (she/her): We want to draw attention to the work of Senator donegan and President Thompson they dug through.

889

02:04:50.760 --> 02:05:01.950

Dr. Monica Ohkubo (she/her): I think they spent hours going through the previous minutes to find out, you know, did we pass that may 2018 draft, and in fact we did, and where are we from here, President Thompson has reached out to.

890

02:05:02.610 --> 02:05:09.900

Dr. Monica Ohkubo (she/her): As triple C of stephanie Curry and asked what what do we do if we have this approved draft that we clearly want to still discuss as a Senate.

891

02:05:10.200 --> 02:05:22.530

Dr. Monica Ohkubo (she/her): So what we can do is read Agenda as this may 28 of may 2018 documents and then from there, possibly entertain a motion to reopen and revise that draft as we plan, you know as we're kind of gearing up for.

892

02:05:23.040 --> 02:05:32.700

Dr. Monica Ohkubo (she/her): And we can talk about and then we're going to discuss further changes and then hopefully approve something i'll get into those other areas of preparation, a moment okay.

893

02:05:33.420 --> 02:05:52.770

Julie Thompson: So i'm so if i'm if we do if the if that vote to the question, and if there's a motion to reopen and revisit that may 2018 drafted that results in a yes answer, and we agreed to do further work One possibility is we have this.

894

02:05:54.030 --> 02:05:56.190

Julie Thompson: This language that the.

895

02:05:57.330 --> 02:06:00.450

Julie Thompson: The chancellor's office floated last fall and the Senate.

896

02:06:01.230 --> 02:06:14.310

Julie Thompson: voted to unanimously, I believe, to to endorse these changes to that title five focusing specifically on commitment to diversity and equity and fulfilling the system's educational mission.

897

02:06:14.670 --> 02:06:23.670

Julie Thompson: And that commitment to diversity and equity, just like rippling through all of our work, and that includes work on this policy.

898

02:06:25.740 --> 02:06:37.710

Julie Thompson: So one possibility is that we can draw on that for kind of preamble language in our policy or at the top of the procedure to kind of give it some grounding in that value sorry go ahead, sorry I.

899

02:06:37.800 --> 02:06:44.280

Dr. Monica Ohkubo (she/her): jumped the gun okay okay so specifically what do we need to do as senators to prepare for this work.

900

02:06:45.000 --> 02:06:51.120

Dr. Monica Ohkubo (she/her): Really, I know I need to jump more into the materials on the Senator resource page and.

901

02:06:51.600 --> 02:07:09.030

Dr. Monica Ohkubo (she/her): Vote and our recommendation is to focus on the may 2018 draft, but also the latest senate draft from May 6 2020 and in this PowerPoint, these are all linked out and also hopefully we can all attend the training with Laura shogun on march 19 okay.

902

02:07:11.730 --> 02:07:25.050

Julie Thompson: So then, at whatever point we're done with the draft in the Senate has approved a final draft, then it goes to college Council and then it moves on from there there's a process, and then it ends up on board agendas for final approval.

903

02:07:25.530 --> 02:07:36.780

Julie Thompson: That is where we are and we will bring this back and this question and provide the opportunity for the Senate to consider a motion to reopen and revisit that draft and do further work.

904

02:07:37.320 --> 02:07:56.460

Julie Thompson: And i've kept you over, for which I apologize, it is 802 and Monica Thank you so much for blasting through that with me and if you have questions about that PowerPoint presentation, please let us know reach out to us and with that the meeting is adjourned, thank you for your attention.

905

02:07:58.380 --> 02:07:58.890

Thanks.