

TRANSCRIPT  
September 1, 2021

108

00:20:17.430 --> 00:20:31.320

Julie Thompson: Okay, it is a quarter after the hour i'm going to call this meeting to order, and I thank you, everyone for being here and I would like to call in Tara Johnson, please.

109

00:20:33.660 --> 00:20:34.110

Tara Johnson: Hello.

110

00:20:35.910 --> 00:20:42.480

Tara Johnson: We acknowledge that we gather at Santa Rosa junior College on the territorial traditional land of the promo people in Santa Rosa.

111

00:20:42.900 --> 00:20:52.320

Tara Johnson: And the coast, we walk people in petaluma past and present and honor with gratitude, the land itself and the people who have stewarded it through the generations, thank you.

112

00:20:52.680 --> 00:20:53.400

Julie Thompson: Thank you.

113

00:20:56.460 --> 00:21:02.850

Julie Thompson: and some are moving on to open forum and amy, can you tell me his first in the queue please.

114

00:21:03.390 --> 00:21:05.310

Academic Senate: person the queue is JESSICA Bush.

115

00:21:06.780 --> 00:21:08.220

Julie Thompson: Okay JESSICA Bush, please.

116

00:21:08.760 --> 00:21:11.100

Jessica Bush (she/her): i'm going to be receiving my time to Emily Schmidt.

117

00:21:11.790 --> 00:21:12.360

Julie Thompson: Thank you.

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118  
00:21:12.930 --> 00:21:13.650  
Jessica Bush (she/her): Emily Smith.

119  
00:21:16.920 --> 00:21:25.470  
Emily Schmidt (she): I have a statement to read from some constituents who have signed this collective letter.

120  
00:21:27.180 --> 00:21:29.610  
Emily Schmidt (she): anonymously to read anonymously.

121  
00:21:31.350 --> 00:21:33.690  
Emily Schmidt (she): At the last senate meeting on.

122  
00:21:35.490 --> 00:21:43.440  
Emily Schmidt (she): Many faculty who are passionate about di work twisted themselves into knots trying to create exclusionary language.

123  
00:21:44.130 --> 00:21:53.310  
Emily Schmidt (she): In a new hiring statement, while maintaining that they are trying to create an inclusive environment here's what many of us see happening at Sri JC.

124  
00:21:53.820 --> 00:22:04.110  
Emily Schmidt (she): Many of those who claim to be on the side of equity diversity and inclusion are doing their best to exclude our current part time population from being hired us full time faculty.

125  
00:22:04.740 --> 00:22:13.470  
Emily Schmidt (she): These are faculty who already have all the benefits of being full time, including health dental and vision insurance which part timers helped to pay for.

126  
00:22:13.950 --> 00:22:22.350  
Emily Schmidt (she): While their part time colleagues suffer with no insurance or pay very high costs for it through the College, with no help or offset from the College community.

127  
00:22:22.950 --> 00:22:30.450

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Emily Schmidt (she): Many cannot afford to pay these fees forget about adding a partner or children to these plans forget about having your eyes or teeth Karen for.

128

00:22:30.990 --> 00:22:36.150

Emily Schmidt (she): For part time faculty have very little assurance of getting classes from Semester to semester.

129

00:22:36.540 --> 00:22:43.140

Emily Schmidt (she): The protections of the Union only extend to what the College is able to offer, and only if the classes meet the criteria for enrollment.

130

00:22:43.620 --> 00:22:52.770

Emily Schmidt (she): In recent years, these protections have become increasingly hollow as the right as the College right sizes as enrollment declines and part timers bear the brunt of the fallout.

131

00:22:53.820 --> 00:23:05.040

Emily Schmidt (she): With the cost of living in sonoma county rising will all our neighbors, some of whom are forced to live on the cheaper outskirts of Santa Rosa or in further flung places see their houses burn and their rents increase.

132

00:23:05.820 --> 00:23:15.510

Emily Schmidt (she): While a pandemic devastates lives we have college administration and fellow faculty who ignore some of the most profound and devastating effects of an increasingly.

133

00:23:19.980 --> 00:23:20.880

Emily Schmidt (she): I just lost my place here.

134

00:23:22.230 --> 00:23:24.030

Emily Schmidt (she): of an increasingly inequitable world.

135

00:23:25.470 --> 00:23:26.610

Emily Schmidt (she): Full timers.

136

00:23:28.590 --> 00:23:32.400

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Emily Schmidt (she): full time or seem very content to ignore all this inequity and to ignore the fact.

137

00:23:32.880 --> 00:23:40.590

Emily Schmidt (she): That many black academics, due to the circumstances of the cost of graduate school and family commitments come into academia as part timers.

138

00:23:40.980 --> 00:23:54.150

Emily Schmidt (she): The decision to devalue and undermined the role of faculty and to demand that only people who hold certain kinds of ideas are good enough to hire seems to come just when the diversity of graduate programs is at an all time high.

139

00:23:55.350 --> 00:23:59.760

Emily Schmidt (she): Where do some of the full time faculty imagine their newer colleagues coming from.

140

00:24:00.630 --> 00:24:10.440

Emily Schmidt (she): faculty come from all kinds of backgrounds their ideological commitments are all going to vary, because of their life experiences, they are not all going to be trained in the way that you think is best.

141

00:24:11.310 --> 00:24:22.380

Emily Schmidt (she): Or have even had the opportunity to receive that training, some are angry have suffered from mental illness cognitive disability have heavy debt family obligations of children, they are trying to feed sexual.

142

00:24:22.830 --> 00:24:29.070

Emily Schmidt (she): generational trauma that they are trying to leave behind many of them are part time of our part time faculty already.

143

00:24:29.400 --> 00:24:36.450

Emily Schmidt (she): Because they are desperately trying to fight their way out of their circumstances, do you really imagine that our students can't relate to such people.

144

00:24:37.440 --> 00:24:44.670

Emily Schmidt (she): What kind of messages, as our JC send its potential black applicants when part timers here are treated so poorly.

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145

00:24:45.600 --> 00:24:54.840

Emily Schmidt (she): Do you think they aren't aware that this could happen to them what message does that send when our highly principled full time faculty take course overload.

146

00:24:55.320 --> 00:25:04.410

Emily Schmidt (she): Teach summer classes restrict part timers ability to serve an important leadership roles take paid roles away from them and give them to full time faculty.

147

00:25:05.730 --> 00:25:13.260

Emily Schmidt (she): And and talk about part time colleagues as though they are not worthy of investment and care that full time counterpart get.

148

00:25:14.610 --> 00:25:23.730

Emily Schmidt (she): This is the antithesis of equity work Have we considered that our internal cultural problems and getting qualified black hires to stay.

149

00:25:24.120 --> 00:25:36.210

Emily Schmidt (she): has to do with how we treat those we consider to be less than what message does that send to our students that some of their classes are taught by people who are just not good enough to be hired full time.

150

00:25:36.960 --> 00:25:43.770

Emily Schmidt (she): If they are good enough, why aren't their full time colleagues doing everything they can to help them get hired as full timers.

151

00:25:44.250 --> 00:25:48.270

Emily Schmidt (she): Why aren't we teaching them what they need to know and supporting them through the hiring process.

152

00:25:48.960 --> 00:25:55.920

Emily Schmidt (she): The old argument that many part timers have additional careers in which teaching is just for fun is repugnant.

153

00:25:56.760 --> 00:26:05.610

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Emily Schmidt (she): For most teaching at the College level is their career, the thing they invested 10s of thousands of dollars in years of their lives in just like their full time counterparts.

154

00:26:06.030 --> 00:26:15.270

Emily Schmidt (she): They love students and it is their goal to serve them by providing quality education, when people say that a faculty job at Sri JC pays well.

155

00:26:15.780 --> 00:26:22.350

Emily Schmidt (she): Or that we have good jobs they are ignoring the vast inequitable and shameful foundation of the College.

156

00:26:22.680 --> 00:26:34.620

Emily Schmidt (she): Everyone who has a good paying job at the College, with benefits and security gets it at the cost of someone else doing the same job for less money, no benefits no security and few job protections.

157

00:26:35.250 --> 00:26:41.130

Emily Schmidt (she): The newly proposed hiring statement certainly seems to exclude many from the possibility of full time employment.

158

00:26:41.640 --> 00:26:47.160

Emily Schmidt (she): Not everyone gets to go to an expensive graduate program where the principles of equity diversity and inclusion are taught.

159

00:26:47.400 --> 00:26:53.670

Emily Schmidt (she): And for some Sri JC will be the first place where they might get to demonstrate their ability to engage in this kind of work or learn it.

160

00:26:54.660 --> 00:26:58.470

Emily Schmidt (she): And this shows that you do not value diversity and have no commitment to inclusion.

161

00:26:59.190 --> 00:27:06.630

Emily Schmidt (she): Those of you who hired part timers and then interviewed them for full time jobs but chose to hire from outside.

162

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00:27:06.960 --> 00:27:14.820

Emily Schmidt (she): are willing to sacrifice up to three classrooms worth of students every Semester to this person who isn't good enough to hire permanent Lee.

163

00:27:15.180 --> 00:27:28.140

Emily Schmidt (she): You are teaching your students, that you are okay, with a hierarchical system that values some people's lives as less than others, you teach them that the only people who deserve to do what they love or those who agree with you, and are willing to do what they are told.

164

00:27:29.250 --> 00:27:38.040

Emily Schmidt (she): This is a philosophy that says that you and your ideas are important enough that other people's lives should be sacrificed on the altar of your principles, you only value other.

165

00:27:38.040 --> 00:27:39.870

Academic Senate: people's lives i'm sorry we're out of time.

166

00:27:41.730 --> 00:27:42.750

Julie Thompson: Yes, thank you.

167

00:27:42.960 --> 00:27:43.290

Okay.

168

00:27:44.490 --> 00:27:48.210

Julie Thompson: Thank you Emily, thank you for your your public comment and.

169

00:27:49.440 --> 00:27:54.210

Julie Thompson: I had intended to reinforce error timing rule timekeeping rule for.

170

00:27:55.320 --> 00:28:10.890

Julie Thompson: open forum to make sure that we stay on track and also the when the speakers provide their written comments to us, we make those part of the record, so those Emily if you can provide that to us will provide a link will post it and provide a link to it and our Minutes.

171

00:28:11.100 --> 00:28:15.840

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Julie Thompson: yeah absolutely yeah Thank you so much, and amanda who's next in the queue please.

172

00:28:16.890 --> 00:28:18.420

Academic Senate: Next, in the queue is john stover.

173

00:28:18.840 --> 00:28:20.820

Julie Thompson: Okay, thank you john stover.

174

00:28:24.060 --> 00:28:25.140

Dr John Stover: your colleagues.

175

00:28:27.630 --> 00:28:43.650

Dr John Stover: California education code title five section 53200 be defines the academic senate as quote an organization, whose primary function is to make recommendations with respect to academic and professional matters.

176

00:28:44.160 --> 00:28:57.270

Dr John Stover: In sections 53200 see academic and professional matters include 10 plus one areas of concern for quote policy development and implementation matters.

177

00:28:57.780 --> 00:29:02.880

Dr John Stover: These are specific to several items of relevance in this open forum comment.

178

00:29:03.480 --> 00:29:16.290

Dr John Stover: Specific to items six districts and college district and college governance structures as related to faculty roles and item 10 as related to processes for institutional planning.

179

00:29:17.220 --> 00:29:26.040

Dr John Stover: Over the last 48 hours, I have been dismayed to learn of the lack of professionalism communication congeniality and respect.

180

00:29:26.430 --> 00:29:32.460

Dr John Stover: On the part of the administration as rightfully due to the academic Senate on 10 plus one matters.



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181

00:29:32.940 --> 00:29:46.560

Dr John Stover: To be specific, I was disheartened to learn that the Vice President of student services disclosed the administration's intended decision to not proceed with a student vaccine mandate for spring.

182

00:29:48.270 --> 00:30:02.550

Dr John Stover: During a student government assembly listening session that took place on Wednesday August 25, which was a full two days ahead of the College Presidents email on Friday August 27.

183

00:30:02.970 --> 00:30:10.920

Dr John Stover: informing the College community of the decision to move from hard to solve mandates for student vaccinations.

184

00:30:11.730 --> 00:30:24.540

Dr John Stover: As we further know from the FAA email update on the 29th and the seu timeline of events on August 31 the academic Senate is not alone in our quest to be consulted on professional matters.

185

00:30:24.900 --> 00:30:36.270

Dr John Stover: As related to our colleges governing structures as specific to our expertise as facts and then our continued support of the college's mission values and institutional planning.

186

00:30:37.020 --> 00:30:50.310

Dr John Stover: This timeline of events also makes it very clear that, instead of relying on the faculties expertise and the senate's advice regarding the impact of such decisions on student learning and our educational Program.

187

00:30:50.640 --> 00:31:02.940

Dr John Stover: faculty are seemingly among the very last people to hear of the administration's plans when it comes to the ongoing educational crises we face as related to the coven 19 pandemic.

188

00:31:03.600 --> 00:31:08.760

Dr John Stover: i'm a member of the Executive Committee of the academic Senate, I am a senator for area seven.

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00:31:09.120 --> 00:31:16.560

Dr John Stover: I represent, social and behavioral sciences, I am a sociologist and I am a member of the petaluma Sri JC community.

190

00:31:16.950 --> 00:31:32.130

Dr John Stover: I implore our administration to do better, I implore you to step up your legal responsibility as specific to the 10 plus one mandate and to our shared interest in supporting students this college and our communities, thank you.

191

00:31:33.810 --> 00:31:37.320

Julie Thompson: Thank you very much and amy who's next in the queue.

192

00:31:39.510 --> 00:31:41.160

Academic Senate: Next, in the queue is and on again.

193

00:31:41.820 --> 00:31:44.340

Julie Thompson: Okay, thank you and on again, please.

194

00:31:46.830 --> 00:31:53.580

Anne Donegan: Thank you, President Thompson I want to speak to the College Community today about the current state of chaos.

195

00:31:54.090 --> 00:32:01.170

Anne Donegan: We are in because of the recent flip flop by the district about vaccine mandates this chaos could have been avoided.

196

00:32:02.160 --> 00:32:12.870

Anne Donegan: We are an institution of higher education, science critical thinking in reason should be valued and supported here, I heard our President, Sam PDA.

197

00:32:13.380 --> 00:32:23.610

Anne Donegan: That he believes in science and I was pleased to hear about the suppose its safety protocols and coming vaccine mandates that would be put in place and so JC.

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00:32:24.780 --> 00:32:36.060

Anne Donegan: In a pandemic science should be our ultimate guide yet, like many of you, I was dismayed by the announcement revoking the hard mandate for vaccines.

199

00:32:36.540 --> 00:32:49.890

Anne Donegan: This was not quite disturbing from a health and safety standpoint, but it was very unsettling to read and Dr Jones email on August 27 that he changed his mind after meeting with students.

200

00:32:50.730 --> 00:33:07.470

Anne Donegan: Not the county health department not classify professionals not managers and not faculty but students students should have a voice, but they are not experts this causes chaos.

201

00:33:08.160 --> 00:33:15.240

Anne Donegan: I very much appreciated the response to this decision that the academic senate exact sent out on August 30.

202

00:33:15.750 --> 00:33:23.430

Anne Donegan: In this response, they lamented about the fact that the administration did not talk to experts before they reverse their decision.

203

00:33:24.030 --> 00:33:33.570

Anne Donegan: They did not talk to faculty members who teach statistics faculty members who teach the life sciences, or those of us who focus on critical thinking skills.

204

00:33:34.140 --> 00:33:44.520

Anne Donegan: These colleagues are experts in their fields and they were not consulted but students who promoted misinformation and myths about the vaccine.

205

00:33:45.030 --> 00:33:54.570

Anne Donegan: were not only listened to by administration, they were given a platform of legitimacy this causes chaos.

206

00:33:55.170 --> 00:34:06.150

Anne Donegan: For this past week i've attended a number of meetings about this chaos and spent countless hours, writing and reading amy emails about the rejection of the mandate.

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207

00:34:06.930 --> 00:34:15.270

Anne Donegan: kept writing the statement alone took me over 30 minutes, all of this time took away from my real job, which is teaching students.

208

00:34:15.840 --> 00:34:22.110

Anne Donegan: I had less time to prepare for lectures and discussions my students about how slavery was justified by religion.

209

00:34:22.530 --> 00:34:30.630

Anne Donegan: How the Adam and Eve story was used to justify patch prp and how the US Government supported assimilation tactics someone's native North Americans.

210

00:34:31.440 --> 00:34:41.640

Anne Donegan: Teaching history is what i'm an expert in yet this past week, I was dragged into this chaos, because of poor decision making that affects my ability to teach.

211

00:34:42.300 --> 00:34:56.970

Anne Donegan: And for basic safety at my job, many colleges have mandates in place, currently, including fresno Los Angeles Community college district Rio Honda last real college of Moran.

212

00:34:57.570 --> 00:35:10.020

Anne Donegan: And the north orange Community college district just to name a few I urge our Board of Trustees to stop this chaos and implement of vaccine mandates immediately.

213

00:35:10.620 --> 00:35:18.870

Anne Donegan: I will be sending my statement to the board of trustees and I urge many of my colleagues who feel the same to do the same, thank you.

214

00:35:19.710 --> 00:35:20.850

Julie Thompson: Thank you very much.

215

00:35:22.440 --> 00:35:24.540

Julie Thompson: amy do we have anyone else in the cube.

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216

00:35:24.960 --> 00:35:26.580

Academic Senate: Next, in the queue is Laurel okay.

217

00:35:27.210 --> 00:35:29.820

Julie Thompson: Okay, thank you Laura larky please thanks.

218

00:35:33.300 --> 00:35:41.550

Laura Larque: Thank you, President you Lee Thompson centers I will try not to repeat what my colleagues already talk about.

219

00:35:42.570 --> 00:35:53.010

Laura Larque: The change of mine on the part of the district very confusing very chaotic and the lack of.

220

00:35:54.660 --> 00:35:58.170

Laura Larque: Respect in transparency towards the.

221

00:36:00.180 --> 00:36:05.370

Laura Larque: organization bodies on the path of faculty in classified.

222

00:36:06.390 --> 00:36:16.590

Laura Larque: was something that we cannot forget, we cannot step back and force them to tell us after the fact that this should not happen again.

223

00:36:17.280 --> 00:36:32.460

Laura Larque: I want to clarify, I sent an email yesterday in regards so far, the emails happening, the administration failing to inform of faculty and staff about the decision and.

224

00:36:33.660 --> 00:36:44.880

Laura Larque: We need to have a mandatory vaccination and I want to clarify that what I said about people of color especially students of color.

225

00:36:45.360 --> 00:36:56.820

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Laura Larque: Not being able to access the vaccine, or perhaps not accepting the vaccine so easily and it's a present condition concern nika.

226

00:36:57.450 --> 00:37:10.650

Laura Larque: If we have to have a mandatory vaccine, we need to have very comprehensive culturally oriented educational workshops for everybody, not only for students.

227

00:37:10.980 --> 00:37:21.150

Laura Larque: Because I was reading some of the emails yesterday and that's what prompted me to write my own email with people who is against or pro vaccine.

228

00:37:21.690 --> 00:37:32.040

Laura Larque: And I reminded myself, this is a school, that is not a religious school, so the word, religion or that should not be.

229

00:37:32.610 --> 00:37:44.550

Laura Larque: In this language, if I want to say that I don't want the vaccine, because my God is telling me not to get it, then I moved from this secular institution and I go look for a job in a.

230

00:37:45.660 --> 00:37:49.380

Laura Larque: Private religious institution and so um.

231

00:37:50.430 --> 00:37:52.290

Laura Larque: I really urge the.

232

00:37:53.310 --> 00:38:10.050

Laura Larque: Administration to reconsider their position on a soft role, otherwise many like me will not want to go back in teach in person, because it is very dangerous photos and, as I have said previous times.

233

00:38:10.530 --> 00:38:21.900

Laura Larque: it's not the simple matter is a matter of life and death, this is very dangerous and I don't think the administration is taking it seriously, thank you.

234

00:38:23.880 --> 00:38:31.920

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Julie Thompson: Thank you lori appreciate that i'm amy Is there anyone else in the queue and also i'm noting that the.

235

00:38:33.420 --> 00:38:38.490

Julie Thompson: The 10 minute rule for topics has been exhausted for for the topic of coben.

236

00:38:39.810 --> 00:38:41.220

Julie Thompson: Do you have anyone else in the queue.

237

00:38:41.340 --> 00:38:42.960

Academic Senate: Next, in the queue is Sarah wiley.

238

00:38:44.160 --> 00:38:44.280

Sarah swhyly@santarosa.edu: Oh.

239

00:38:47.580 --> 00:38:55.980

Sarah swhyly@santarosa.edu: i'm so sorry i'm seeing the rest of my time to Emily Schmidt i'm the intent was for all of the admins to see their time can we finish reading.

240

00:38:57.360 --> 00:38:58.530

Sarah swhyly@santarosa.edu: So let's see.

241

00:38:59.220 --> 00:39:01.680

Julie Thompson: Okay, thank you and I believe that we do still have.

242

00:39:03.030 --> 00:39:11.580

Julie Thompson: I think Emily used the first six minutes, so we definitely have time for her to complete and so Emily, can I ask you to pick up where you left off.

243

00:39:12.120 --> 00:39:15.300

Julie Thompson: And also policy apologies for having to cut you off earlier.

244

00:39:15.630 --> 00:39:22.530

Emily Schmidt (she): Oh that's okay time time is a thing, and my constituents knew that this would be long.

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00:39:24.630 --> 00:39:27.660

Emily Schmidt (she): let's see where did we end.

246

00:39:31.410 --> 00:39:34.050

Emily Schmidt (she): I think it was right around here.

247

00:39:34.800 --> 00:39:45.270

Emily Schmidt (she): Last spring, there was a battle over which full time faculty Member from the dominant culture would best serve the interests of the Faculty and students amidst a war between college employees who are all fighting each other.

248

00:39:45.690 --> 00:39:51.330

Emily Schmidt (she): To demonstrate, who was the most enlightened and who does or just gotten the fortunate to serve the oppressed.

249

00:39:51.600 --> 00:39:58.860

Emily Schmidt (she): The result of the battle in this war, it was the election of another full time faculty Member from the dominant culture to a coveted role of faculty leadership.

250

00:39:59.370 --> 00:40:15.450

Emily Schmidt (she): Part timers watched as many full time faculty attempted to silence discredit and undermine the memories and experiences of part time faculty Member well she explained why she was endorsing one candidate, rather than the other, you are the emperor's and you have no clothes on.

251

00:40:16.500 --> 00:40:22.320

Emily Schmidt (she): If you are a member of the dominant cultural group, a member of the ruling class as a tenured full timer and you have.

252

00:40:23.010 --> 00:40:32.940

Emily Schmidt (she): made the commitment to ED I principles, the cornerstone of your career at Sri JC give up your job, now it is always easier for someone who has had a tenured position.

253

00:40:33.210 --> 00:40:43.020



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Emily Schmidt (she): Elsewhere, to apply for one and get another one, or if you're eligible simply retire, this is the best thing to do, for equity diversity and inclusion at Sri JC.

254

00:40:43.650 --> 00:40:50.610

Emily Schmidt (she): Make the sacrifice, you have been expecting your part time colleagues to make and make room for more black and part time colleagues to get what you have.

255

00:40:51.150 --> 00:41:04.470

Emily Schmidt (she): Part timers don't want to hear excuses about all you have done for them in the past and what your ideologies will do for the oppressed in the future, put your money where your mouth is and live your principles now signed a concerned constituency.

256

00:41:05.670 --> 00:41:07.860

Julie Thompson: Thank you, thank you Emily.

257

00:41:10.470 --> 00:41:10.920

Julie Thompson: amy.

258

00:41:12.390 --> 00:41:16.170

Academic Senate: Next, in the queue is Rafael vasquez Okay, thank you.

259

00:41:17.580 --> 00:41:21.000

Julie Thompson: and Raphael um I do not.

260

00:41:21.600 --> 00:41:22.590

Rafael Vazquez: Something i'm here.

261

00:41:23.070 --> 00:41:26.550

Julie Thompson: There you are, thank you, can I ask, are you speaking and.

262

00:41:26.700 --> 00:41:27.030

Julie Thompson: I know.

263

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00:41:27.750 --> 00:41:28.770

Rafael Vazquez: it's a different topic.

264

00:41:29.190 --> 00:41:30.480

Julie Thompson: Okay, thanks so much yeah.

265

00:41:30.510 --> 00:41:36.810

Rafael Vazquez: Thank you so good afternoon everybody, the only reason i'm here it's a beautiful day to see that a lot of people are here.

266

00:41:37.530 --> 00:41:47.130

Rafael Vazquez: The reason i'm here is really to ask for advocacy one of the failures that we saw this fall semester was that, during the first week of classes.

267

00:41:47.580 --> 00:41:57.420

Rafael Vazquez: Although a lot of faculty members had spaces and seats in their classes someone either created a mistake in the system and the computer whatever it was.

268

00:41:57.870 --> 00:42:07.200

Rafael Vazquez: And even by the end of the second day of classes students were required to contact their faculty Member to ask for an ad code.

269

00:42:07.530 --> 00:42:14.970

Rafael Vazquez: I think that is in an equitable access to education, I think that is a failure of the institution as as well.

270

00:42:15.330 --> 00:42:24.090

Rafael Vazquez: I think that needs to be addressed, and the only reason i'm here today is to ask you to please advocate to administration that this cannot happen again.

271

00:42:24.480 --> 00:42:31.830

Rafael Vazquez: i've had many students who attempted to contact faculty faculty are having a hard time during the first week of the Semester.

272

00:42:32.100 --> 00:42:42.840

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Rafael Vazquez: And are having to address many, many emails because somebody made a mistake or that's the policy, I actually don't know, but my only reason for being here is that, so I will.

273

00:42:43.500 --> 00:42:52.590

Rafael Vazquez: Ask again this group to please advocate for equity we speak about it with the all the time, yet we don't practice it very well, thank you for your time.

274

00:42:53.430 --> 00:42:56.640

Julie Thompson: Thank you refaeli appreciate that amy.

275

00:42:57.450 --> 00:42:58.950

Academic Senate: Last in the queue is delish a.

276

00:42:59.640 --> 00:43:03.750

Julie Thompson: Okay, and delish hey, can I ask the topic that you're speaking on please.

277

00:43:04.770 --> 00:43:13.920

Delashay: I am wanted to talk about the fully vaccinated things that we were talking about and I understand the time is up, but this is the voice of the students, I think.

278

00:43:15.180 --> 00:43:16.140

Delashay: You should hear the students.

279

00:43:17.280 --> 00:43:18.360

Julie Thompson: Okay i'm.

280

00:43:20.190 --> 00:43:35.280

Julie Thompson: Correct and i'm i'm wondering whether I can we have a couple of options here when is the Senate President can extend the time and the other is that a two thirds vote of the Senate can extend the time.

281

00:43:36.420 --> 00:43:40.980

Delashay: I believe that the academic senate should want to hear the truth of those meetings as well.

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282

00:43:42.060 --> 00:43:42.510

Okay.

283

00:43:45.330 --> 00:43:48.540

Julie Thompson: And I would like to.

284

00:43:49.680 --> 00:43:52.500

Julie Thompson: call a brief break and check in with my executive committee.

285

00:43:52.920 --> 00:43:57.450

Julie Thompson: Can I ask that we do a really quick break, please be right back.

286

00:43:58.740 --> 00:43:59.670

Okay, thanks.

287

00:45:05.280 --> 00:45:26.820

Julie Thompson: Okay, thank you for allowing us to confer what i'd like to do is um is extend three minutes to two delish a you can also divide that time, amongst other students, if there are others who wish to address this topic also comments can be forwarded to the Senate and i'm.

288

00:45:28.350 --> 00:45:33.750

Julie Thompson: Sorry i'm still people are still advising me and and we would be happy to post those.

289

00:45:35.850 --> 00:45:36.360

Julie Thompson: And alicia.

290

00:45:37.020 --> 00:45:42.900

Delashay: Thank you chair and first of all, I am actually taken back to what I heard today.

291

00:45:44.100 --> 00:45:57.540

Delashay: I am the President of all of the students i'm a fully vaccinated student, but I am a president of those who are vaccinated i'm the President of every student.

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292

00:45:58.200 --> 00:46:08.430

Delashay: It is my job as President to hear every student, to give them the MIC and let them express any stress that they have on any issue.

293

00:46:09.000 --> 00:46:18.750

Delashay: And that is why I put that money together so that I could give them the MIC to express how they feel as you guys are right now and expressing your feelings.

294

00:46:19.350 --> 00:46:36.210

Delashay: To say that because of our meeting that policy was changed absolutely not that meeting that the letter that was presented to us, I had already been ready already been done, it was just about to be announced, so if we were told a little bit early.

295

00:46:37.230 --> 00:46:44.820

Delashay: that's all you can be guilty of but to be firing off that you know this happened in our meeting and to kind of make it sound like.

296

00:46:45.420 --> 00:47:04.020

Delashay: Our voices don't matter is really insulting or that we have to go second behind you guys is kind of insulting as well, I always have to remind you guys that without students, none of you guys would be in the zoom meeting today our voice matters and, as far as mandating.

297

00:47:05.040 --> 00:47:13.590

Delashay: Again i'm fully back to me, but if we are going to mandate, I just want to make sure that is mandated for every one.

298

00:47:14.250 --> 00:47:25.410

Delashay: Every single one and here's another issue that students are having an eye as well, if you are a faculties that Member or whoever, you are, and you are not fully vaccinated.

299

00:47:25.890 --> 00:47:33.930

Delashay: I feel we have the right to know that, because then we have the right to know if we want to take your class because putting us in that classroom.

300

00:47:34.260 --> 00:47:49.800

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Delashay: could be in danger to all of us says you guys all feel that we need to be mandated so therefore teachers to be teachers professors started should be mandated as well if that's the case, we need to be fair game, we need to be all be held to the same standards.

301

00:47:51.480 --> 00:48:03.090

Delashay: I see, we have one minute left, and I do want to give the other students to a little voice, but i'm going to tell you something again without students you guys wouldn't have a job, please remember that, with all your comments.

302

00:48:04.470 --> 00:48:06.210

Delashay: Your mo time to the other students.

303

00:48:06.720 --> 00:48:09.750

Julie Thompson: Okay, thank you Tara, can I ask how much time we have left, please.

304

00:48:11.580 --> 00:48:12.480

Tara Jacobson (she/her): Add 30 seconds.

305

00:48:12.870 --> 00:48:14.820

Julie Thompson: Okay, thank you and who's who's.

306

00:48:16.410 --> 00:48:21.690

Julie Thompson: Next, in terms of West your next you have 30 seconds.

307

00:48:23.970 --> 00:48:37.650

West: Okay, so I was forwarded by someone who, I shall keep anonymous this academic senate board policy 4.3 Point two faculty value hiring value statement in which you say.

308

00:48:38.910 --> 00:48:53.040

West: That if they subscribe to one ideology that is who you hire in If not you don't that will be the end of academic freedom, which is something I thought that you guys said for Thank you did my best for 30 seconds.

309

00:48:53.700 --> 00:49:04.050

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Julie Thompson: Okay, thank you i'm actually we still have 30 seconds remaining on the coven topic Western so you were speaking on a different topic and a new topic, you would have three minutes.

310

00:49:05.430 --> 00:49:07.440

Julie Thompson: Do you do wish to use any more time.

311

00:49:09.300 --> 00:49:20.010

West: yeah so use the three three minutes and i'll go into this policy to thing I know I can screen share right now but yeah.

312

00:49:20.430 --> 00:49:32.340

West: it's it reads so JC valleys inclusion diversity equity in anti racism and that the higher these new hiring processes should this value statement go through.

313

00:49:33.210 --> 00:49:49.290

West: include knowledge and demonstrated application of idea pedagogy which is, if you boil it down, that means that the university will greatly hired prioritize hiring.

314

00:49:50.400 --> 00:49:54.750

West: faculty have one ideology over the other and.

315

00:49:57.270 --> 00:50:07.950

West: that's frustrating and that's very concerning because the institution that institution can then define what inclusion and diversity and equity means.

316

00:50:08.400 --> 00:50:23.070

West: And then expect the hired faculty to believe in all of that, the institution believes in If not, they are either not hired or their will to be fired before their tenure expires.

317

00:50:23.700 --> 00:50:40.470

West: And therefore I again want to stress this, that this does not represent X academic freedom, nor does it represent the actual meaning of the words inclusion and diversity, so, in short.

318

00:50:42.390 --> 00:50:45.210

West: If you do decide to vote on this, please vote no.

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319

00:50:46.500 --> 00:50:49.260

West: And I thank you and I used my time.

320

00:50:51.180 --> 00:50:59.790

Julie Thompson: Thank you so appreciate your comments and i'm next in the queue is fe and they can I ask the topic that you wish to speak on.

321

00:51:00.900 --> 00:51:04.350

Fae {They/Them} Upright: I guess, I will be speaking in light of the COPA vaccine.

322

00:51:04.410 --> 00:51:05.970

Fae {They/Them} Upright: mandates all caps students.

323

00:51:06.240 --> 00:51:09.690

Julie Thompson: Okay, so you have that 30 seconds that remains on the table okay.

324

00:51:10.260 --> 00:51:18.810

Fae {They/Them} Upright: alrighty all right greetings academic Senate, my name is faith upright and I am a student, I have a short question I have spoken about this on SGI on Monday.

325

00:51:19.290 --> 00:51:27.660

Fae {They/Them} Upright: But it seems that students were consulted surrounding the vaccine mandates i've talked to numerous fellow students who all report, the same coincidence that they were not consultant.

326

00:51:27.960 --> 00:51:34.680

Fae {They/Them} Upright: How does the student body go about getting a say in this situation because I support vaccine mandates, and so do many others, and with that I.

327

00:51:36.450 --> 00:51:40.980

Julie Thompson: Thank you so much okay i'm that is everyone that I see in the.

328

00:51:40.980 --> 00:51:42.420

Academic Senate: pearly della.



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329

00:51:42.540 --> 00:51:47.220

Academic Senate: della she would actually like to continue speaking on college our if that's possible.

330

00:51:48.840 --> 00:51:52.740

Julie Thompson: Okay um can I consult.

331

00:51:54.750 --> 00:51:56.040

Julie Thompson: With Brenda flies with hawks.

332

00:51:57.270 --> 00:51:57.990

Julie Thompson: Regarding.

333

00:51:59.970 --> 00:52:07.500

Julie Thompson: The same speaker who's already used three minutes on a second topic and a new three minutes, can you advise on that please.

334

00:52:08.340 --> 00:52:08.700

Okay.

335

00:52:10.200 --> 00:52:10.650

Julie Thompson: Thank you.

336

00:52:11.760 --> 00:52:14.790

Julie Thompson: Okay delish a you are recognized on a new topic.

337

00:52:15.420 --> 00:52:29.580

Delashay: Thank you, I appreciate that um during the summer I spent a lot of time reaching out to as many students as possible to comprise the list of what we want to work on this semester, I would like to be put on the agenda for that, but.

338

00:52:30.480 --> 00:52:35.520

Delashay: top of the list is College on, we would like to have college our back.

339

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00:52:36.570 --> 00:52:44.070

Delashay: It was a time when we were able to eat lunch together able to go to clubs clubs could have their plus hours during that time.

340

00:52:44.820 --> 00:52:54.630

Delashay: Clubs would offer food which is like a lot of help for some of these students and even you know staff faculty everybody can come out for lunch and hang with the students and it.

341

00:52:54.960 --> 00:53:09.780

Delashay: seems like I haven't experienced it here, but after it been brought to me on higher levels than I checked with other colleges and just kind of went out throughout social media and just asked about students who have that and It just seems like a really bonding time.

342

00:53:10.800 --> 00:53:26.190

Delashay: And you know gets you fed, you know you're you're ready to go to your next class, and you know I think they were more successful in their classes as well with having that our off so i'm hoping that I have you guys have support for that college our and.

343

00:53:27.660 --> 00:53:36.540

Delashay: When it's you guys have any questions i'll put my information in the chat but hope you guys got our back for the College sorry, thank you.

344

00:53:38.280 --> 00:53:45.690

Julie Thompson: Okay, thank you delish a for your comments i'm amy Is there anyone else have a.

345

00:53:46.260 --> 00:53:47.160

Academic Senate: lot is all we have.

346

00:53:47.670 --> 00:53:58.980

Julie Thompson: Okay, thank you and thank you for bearing with us as we're trying to just you know constrain or use our time well so that we can get to our business I do appreciate, I understand that.

347

00:54:00.060 --> 00:54:07.050

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Julie Thompson: That it shortens the open forum but I appreciate the time for other senate business OK.

348

00:54:12.930 --> 00:54:25.920

Julie Thompson: OK, so we will move to correction and Adoption of the Minutes on the August 18 minutes draft is in your meeting packet, are there any corrections.

349

00:54:27.510 --> 00:54:29.220

Julie Thompson: And if not.

350

00:54:30.810 --> 00:54:32.970

Julie Thompson: If someone would care to make a motion.

351

00:54:38.850 --> 00:54:43.290

Dr John Stover: i'm john stover and on motion that we approve the Minutes from August 18.

352

00:54:43.650 --> 00:54:45.810

Julie Thompson: Okay, thank you, I see lauren he has his hand.

353

00:54:47.400 --> 00:54:51.120

Lauren Nahas: I learned a lot and I second john's motion to approve the Minutes.

354

00:54:51.630 --> 00:54:55.230

Julie Thompson: Okay Thank you so much okay senators, can I ask you to be ready.

355

00:54:55.560 --> 00:55:00.840

Julie Thompson: turn your microphones on and be ready when Secretary stover caused your name thanks.

356

00:55:02.490 --> 00:55:06.870

Dr John Stover: So calling the vote to approve the Minutes from August 18 and German.

357

00:55:11.760 --> 00:55:13.260

Dr John Stover: i'll come back aspinall.

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358  
00:55:13.710 --> 00:55:14.520  
Yes.

359  
00:55:15.600 --> 00:55:16.170  
Dr John Stover: A Viola.

360  
00:55:16.830 --> 00:55:18.720  
Dr John Stover: Yes, Bush.

361  
00:55:19.320 --> 00:55:21.300  
Dr John Stover: Yes, harlan goldberg.

362  
00:55:21.870 --> 00:55:24.120  
Dr John Stover: Yes, have Alice Julian.

363  
00:55:24.480 --> 00:55:25.140  
Yes.

364  
00:55:27.000 --> 00:55:29.430  
Dr John Stover: Crawford proxy is April Oliver.

365  
00:55:29.640 --> 00:55:31.470  
Dr John Stover: Yes, don again.

366  
00:55:31.980 --> 00:55:35.730  
Dr John Stover: Yes, tassler yes here on brosnan.

367  
00:55:36.000 --> 00:55:38.160  
Dr John Stover: Yes, jacobson.

368  
00:55:38.310 --> 00:55:39.810  
Dr John Stover: Yes, Johnson.

369

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00:55:40.320 --> 00:55:43.590

Dr John Stover: Yes, Austin yes lemer.

370

00:55:43.860 --> 00:55:45.480

Dr John Stover: Yes, they house.

371

00:55:45.870 --> 00:55:47.310

Dr John Stover: Yes, qubo.

372

00:55:47.520 --> 00:55:49.290

Monica Ohkubo (she/her): Yes, Oliver.

373

00:55:49.590 --> 00:55:51.030

Dr John Stover: Yes, reeves.

374

00:55:51.120 --> 00:55:52.620

Dr John Stover: Yes, Roman ollie.

375

00:55:52.860 --> 00:55:54.030

Dr John Stover: Yes, Schmidt.

376

00:55:55.140 --> 00:55:55.650

Emily Schmidt (she): Yes.

377

00:55:56.460 --> 00:55:58.230

Dr John Stover: salou proxy is Rome.

378

00:55:58.470 --> 00:56:00.720

Dr John Stover: Yes, spoon bird.

379

00:56:00.990 --> 00:56:03.660

Dr John Stover: Yes, stover yes felons laila.

380

00:56:03.960 --> 00:56:05.280

Dr John Stover: Yes, wiley.

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381

00:56:06.000 --> 00:56:07.440

Dr John Stover: Yes, Winston.

382

00:56:09.660 --> 00:56:10.170

Summer (They/Them): Yes.

383

00:56:11.040 --> 00:56:16.380

Dr John Stover: And circling back anderman I would would mark and have been like to vote on the Minutes.

384

00:56:20.700 --> 00:56:21.570

Dr John Stover: Okay, thank you, the.

385

00:56:21.600 --> 00:56:23.910

Dr John Stover: minutes are i'm sorry my go ahead.

386

00:56:24.060 --> 00:56:24.750

Mark Anderman: you hear me now.

387

00:56:24.990 --> 00:56:30.240

Mark Anderman: Yes, oh i'm sorry my audio was that wrong sorry about that I abstained, as I was not present at that meeting.

388

00:56:30.600 --> 00:56:32.820

Dr John Stover: Thank you very much, the Minutes are approved.

389

00:56:33.270 --> 00:56:44.220

Julie Thompson: Okay Thank you so much i'm moving to adjustments to the agenda, any Senator may move any consent item to the action agenda if they so desire.

390

00:56:48.780 --> 00:56:58.320

Julie Thompson: Okay hearing voices, we will move on to reports, and we have a Presidents report today, and no others and i'm.

391

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00:56:59.790 --> 00:57:08.280

Julie Thompson: So first i'd like to start by welcoming to new senators, who were recently appointed to fill vacancies mark Andaman area five music department.

392

00:57:08.640 --> 00:57:16.650

Julie Thompson: And philomena avila area one counseling department and also i'm seeing that we have a lot of guests with us today, we have some.

393

00:57:17.460 --> 00:57:26.490

Julie Thompson: New tenure track faculty members with us, we obviously have our students with us as well, so thank you to everyone who's joining us as a guest, and my original draft of my report.

394

00:57:27.210 --> 00:57:34.410

Julie Thompson: included comments that have already been expressed by senators stover and don again during open forum, as well as some others.

395

00:57:34.770 --> 00:57:50.100

Julie Thompson: um so i'll be brief here, and I would like to report that I am engaged in on collegial conversations with Dr Chong and other members of the administration about covert related decisions and their impact on 10 plus one matters.

396

00:57:50.580 --> 00:57:58.650

Julie Thompson: And I am hoping that we will all be learning from this mistake we've we've seen this this pattern before.

397

00:58:00.060 --> 00:58:07.650

Julie Thompson: Where there is perhaps a hasty decision hasty announcement and then a lot of hands on deck to.

398

00:58:08.820 --> 00:58:18.810

Julie Thompson: You know, try to rectify the situation roll things back and on do have a do over and it's time consuming it's distracting.

399

00:58:19.680 --> 00:58:31.410

Julie Thompson: doing better means that we can ensure better processes, we ensure a better voice for the Senate, as appropriate, better voice for the students, as appropriate, as we've heard on and.

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400

00:58:32.010 --> 00:58:44.370

Julie Thompson: Also, will ensure that our senate time can be devoted to things that we all care about like completing the Faculty hiring policy and and other work that we're trying to get done this year so.

401

00:58:45.270 --> 00:58:55.740

Julie Thompson: Thank you for partnership and and moving forward and tomorrow college Council will hold its first meeting of the academic year or in our agenda includes discussion.

402

00:58:56.100 --> 00:59:05.070

Julie Thompson: of equity focused questions that we are considering incorporating into our yearly communication with committees, and I hope to have more to share on that soon.

403

00:59:06.480 --> 00:59:18.960

Julie Thompson: At this point it looks like the brown act provisions allowing fully remote meetings will expire after September 30 after which time we will need an in person quorum in order to conduct business.

404

00:59:19.590 --> 00:59:30.120

Julie Thompson: i'm working with the district, to find a suitable facility that will allow social distancing provide the appropriate technology and also helpful air and I will share more when I know more.

405

00:59:30.900 --> 00:59:38.220

Julie Thompson: On September 10 next item from 12 to one descendant will hold a special meeting, which will be devoted to an open forum.

406

00:59:38.670 --> 00:59:47.820

Julie Thompson: And so it's one hour for public comments if y'all public comments that you wish to make, we hope that you will join us then so we're trying to create extra space since we're trying to.

407

00:59:48.540 --> 00:59:52.080

Julie Thompson: keep things a little more constrained during our regular meetings.



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408

00:59:52.680 --> 01:00:01.200

Julie Thompson: And the Senate executives also working with as triple C the statewide Senate on two upcoming workshops, one on curriculum and D Ay Ay.

409

01:00:01.560 --> 01:00:11.670

Julie Thompson: and the other on the 10 plus one, the brown act and parliamentary procedure, these will be open to the College community, as usual, and we will let you know more with once those are scheduled.

410

01:00:12.450 --> 01:00:20.160

Julie Thompson: I would also like to thank those of you who were able to attend to as triple C workshop on faculty equivalency and related matters.

411

01:00:20.430 --> 01:00:33.690

Julie Thompson: conducted by show awesome Bach from the statewide academic senate executive committee that meeting was recorded and the recording has been posted on the current meeting materials page of the senate's website.

412

01:00:34.770 --> 01:00:44.580

Julie Thompson: As an announcement, Dr tanya tallies office will be rolling out a concerted effort for departments to get their student learning outcomes assessments.

413

01:00:45.240 --> 01:00:57.180

Julie Thompson: done, and this is of critical importance because we are in an accreditation cycle and our numbers in some some areas of the College are not terribly impressive, so we need to.

414

01:00:58.410 --> 01:01:03.540

Julie Thompson: kind of puts a lot of attention into that and make sure we get that work done in a timely manner.

415

01:01:04.200 --> 01:01:18.420

Julie Thompson: And the call for candidates and statements of interest for the Officer of equity position is going out within the next couple of days, any current or past Senator may run and the election will be held at an upcoming senate meeting.

416

01:01:20.130 --> 01:01:28.530

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Julie Thompson: let's see here a retreat is coming up, please send your ideas senators and also, if you would like to be a reader.

417

01:01:29.040 --> 01:01:42.000

Julie Thompson: Of the land acknowledgement statement at an upcoming meeting, please let me know also there's a query out there, probably buried in your inbox and asking whether you are available and able to attend.

418

01:01:43.260 --> 01:01:53.160

Julie Thompson: A senate meeting on September 29 it's a fifth Wednesday regular time and we just need to know whether we can get the whole senate together.

419

01:01:53.850 --> 01:02:06.720

Julie Thompson: And that extra meeting would allow us to make significant progress on the Faculty hiring process and policy and procedure, and that is my report, so thank you.

420

01:02:10.410 --> 01:02:13.170

Julie Thompson: Moving on to consent.

421

01:02:15.330 --> 01:02:31.920

Julie Thompson: Okay, the arm the consent agenda is treated as a slate of items and Secretary Stover will call the vote once for both items, and so, if senators could prepare their microphones and be ready when he closed your name things.

422

01:02:45.870 --> 01:02:53.820

Dr John Stover: Julie i'm sorry, am I calling the vote that i'm taking are we i'm sorry, are we voting separately and each consent item.

423

01:02:54.360 --> 01:03:09.150

Dr John Stover: Now i'm both okay alright so i'm going to call the vote, then for consent item one distance at a done them for non credit courses and consent item to CRC by laws April 2021.

424

01:03:11.430 --> 01:03:12.090

Dr John Stover: anderman.

425

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01:03:12.390 --> 01:03:12.720

I.

426

01:03:13.830 --> 01:03:14.610

Dr John Stover: aspinall.

427

01:03:14.880 --> 01:03:15.360

Laura Aspinall- she/her: Yes.

428

01:03:16.110 --> 01:03:17.760

Filomena Avila: A Viola, yes.

429

01:03:18.030 --> 01:03:19.710

Jessica Bush (she/her): Bush yes.

430

01:03:20.070 --> 01:03:21.150

Dr John Stover: carlin goldberg.

431

01:03:21.630 --> 01:03:23.640

Dr John Stover: Yes, Kabbalah stolen.

432

01:03:24.030 --> 01:03:24.660

Yes.

433

01:03:26.100 --> 01:03:27.840

Dr John Stover: Crawford proxy Oliver.

434

01:03:28.110 --> 01:03:29.970

Dr John Stover: Yes, don again.

435

01:03:30.300 --> 01:03:31.710

Dr John Stover: Yes, tassler.

436

01:03:32.880 --> 01:03:33.330

Joe Fassler: Yes.

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437  
01:03:34.320 --> 01:03:35.520  
Dr John Stover: Here on brosnan.

438  
01:03:35.850 --> 01:03:37.650  
Dr John Stover: Yes, jacobson.

439  
01:03:38.100 --> 01:03:39.600  
Dr John Stover: Yes, Johnson.

440  
01:03:40.140 --> 01:03:41.700  
Dr John Stover: Yes, coston.

441  
01:03:42.180 --> 01:03:43.560  
Dr John Stover: Yes, lemer.

442  
01:03:43.980 --> 01:03:45.480  
Dr John Stover: Yes, may house.

443  
01:03:46.110 --> 01:03:46.470  
Lauren Nahas: Yes.

444  
01:03:46.920 --> 01:03:48.450  
Monica Ohkubo (she/her): The qubo yes.

445  
01:03:50.760 --> 01:03:51.480  
Dr John Stover: Oliver.

446  
01:03:51.660 --> 01:03:53.520  
Dr John Stover: Yes, reeves.

447  
01:03:58.110 --> 01:04:00.960  
Dr John Stover: Summer yes Roman ollie.

448

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01:04:01.140 --> 01:04:02.460

Dr John Stover: Yes, Schmidt.

449

01:04:03.000 --> 01:04:06.180

Dr John Stover: Yes, salou proxy Roman ollie.

450

01:04:06.600 --> 01:04:08.250

Dr John Stover: Yes, sternberg.

451

01:04:08.490 --> 01:04:11.340

Dr John Stover: Yes, stover yes valens whaler.

452

01:04:11.670 --> 01:04:13.050

Dr John Stover: Yes, wiley.

453

01:04:13.860 --> 01:04:15.300

Sarah swhyly@santarosa.edu: Yes, Winston.

454

01:04:15.690 --> 01:04:18.840

Dr John Stover: Yes, we can send items passed unanimously.

455

01:04:20.220 --> 01:04:26.010

Julie Thompson: Thank you so much okay um we are moving along, we are not that far behind.

456

01:04:27.030 --> 01:04:39.900

Julie Thompson: we'll catch up and so we're moving to our action agenda we have two items here and Vice President okubo is going to take the lead on facilitating the discussion for these two items.

457

01:04:41.310 --> 01:04:54.570

Tara Johnson: One of order yes Tara Johnson on the action Item number one it reads faculty hired policy vision statement, but the the attachment is a values statement.

458

01:04:55.590 --> 01:04:57.780

Tara Johnson: Just to a correction for the record.

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459

01:04:59.010 --> 01:05:03.960

Julie Thompson: Thank you, I appreciate that I believe that the correct word is values.

460

01:05:11.700 --> 01:05:14.220

Julie Thompson: Does anyone wish to correct my my.

461

01:05:15.270 --> 01:05:18.390

Julie Thompson: My statement there is value statement Is that correct.

462

01:05:18.540 --> 01:05:19.830

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Yes, value statement.

463

01:05:20.010 --> 01:05:26.760

Julie Thompson: Okay, great thanks so much um and I see a hand in the queue and Nancy persons, please.

464

01:05:28.560 --> 01:05:32.730

Nancy Persons: yeah my hand is up if we are actually discussing the value statement.

465

01:05:32.940 --> 01:05:37.680

Julie Thompson: about it okay so i'm going to turn things over to Monica now or Vice President.

466

01:05:38.850 --> 01:05:40.800

Julie Thompson: Monica are you ready to step in.

467

01:05:41.250 --> 01:05:41.430

yeah.

468

01:05:42.510 --> 01:05:43.350

Julie Thompson: Excellent thanks.

469

01:05:44.550 --> 01:05:46.260

Monica Ohkubo (she/her): Okay Nancy persons.

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470

01:05:47.340 --> 01:05:54.960

Nancy Persons: I was doing my homework yesterday, and let me see, I have, I have the suggested language appear, but I want to get to the.

471

01:05:56.310 --> 01:05:58.650

Nancy Persons: thing i'm talking about um.

472

01:06:01.680 --> 01:06:14.970

Nancy Persons: yeah so on the value statement the 123 I guess it's The fourth and fifth bullets on the document that is the Senate discussion August 18.

473

01:06:15.930 --> 01:06:22.860

Nancy Persons: Documents that's what i'm looking at just to be clear, so the the bullet that starts out teaching efficacy is is.

474

01:06:23.370 --> 01:06:45.090

Nancy Persons: crossed out and then on the next bullet it says soft skills and that part's crossed out and then there's what looks like two attempts to write something else for that bullet and I was doing my homework on this for this yesterday and it seemed to me that this language was.

475

01:06:46.350 --> 01:06:48.300

Nancy Persons: Putting the onus on.

476

01:06:50.640 --> 01:06:57.390

Nancy Persons: The person to come, representing a wide range of cultures experiences, rather than.

477

01:06:58.020 --> 01:07:09.750

Nancy Persons: Having the skills to interact effectively with people coming from a wide range of cultures and experiences so I had some suggested language for us to consider.

478

01:07:10.560 --> 01:07:30.360

Nancy Persons: Instead of those two bullets I just made reference to yeah to instead say social and communication skills, enabling them to interact effectively with persons

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from a wide range of cultures and experience, and I can put that in the chat if that would help.

479

01:07:36.720 --> 01:07:39.930

Julie Thompson: intervene nancy's comment about the chat reminds me.

480

01:07:41.550 --> 01:07:57.720

Julie Thompson: That the chat can be used for something of this nature for for senators and clarification of language we try to put our emotions in the chat so that we're all looking at them before the boat is called but senators are not to use the chat for discussion.

481

01:07:58.800 --> 01:07:59.310

Thanks.

482

01:08:07.230 --> 01:08:08.640

Monica Ohkubo (she/her): Are you placing that in the chat.

483

01:08:08.940 --> 01:08:11.730

Nancy Persons: I am putting in the chat right now and i'm sorry and i'm done talking.

484

01:08:14.010 --> 01:08:14.760

Monica Ohkubo (she/her): And that was further.

485

01:08:16.590 --> 01:08:20.400

Monica Ohkubo (she/her): 1234 fifth bullet point, including strikeouts.

486

01:08:20.790 --> 01:08:21.330

Yes.

487

01:08:41.130 --> 01:08:44.280

Monica Ohkubo (she/her): anyone else on anything else with the values statement.

488

01:08:53.610 --> 01:08:54.750

Monica Ohkubo (she/her): Secretary stover.



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489

01:08:57.030 --> 01:09:09.420

Dr John Stover: I just want to say on the record and to clarify that, first of all I like the suggested language from President elect persons on the fourth and fifth bullets.

490

01:09:10.650 --> 01:09:21.150

Dr John Stover: I think it more accurately reflects where we're headed, I also think it's important to point out that when we say that we value.

491

01:09:21.720 --> 01:09:41.310

Dr John Stover: Inclusion diversity equity and anti racism we're affirming an openness and a commitment to diversity to a diversity of identities, to a diversity of experiences to a diversity of ideas.

492

01:09:42.360 --> 01:09:58.080

Dr John Stover: The opposite of being anti racist is being racist I don't think anybody would argue that we're looking for somebody who was racist to join Sri JC I don't think stating that we.

493

01:09:58.980 --> 01:10:11.490

Dr John Stover: embrace inclusion diversity equity and anti racism undermines in any way the diverse nature of our pedagogy and our training and our ideology thanks so much.

494

01:10:15.120 --> 01:10:18.480

Monica Ohkubo (she/her): All right, thank you and then Tara Johnson I have Nice.

495

01:10:29.880 --> 01:10:32.730

Tara Johnson: Above qualifications that that would be struck as well.

496

01:10:34.410 --> 01:10:37.770

Monica Ohkubo (she/her): I didn't I don't know if others didn't hear you, but I will make her your loss for words.

497

01:10:42.960 --> 01:10:43.530

Tara Johnson: Sorry.

498

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01:10:44.670 --> 01:10:58.320

Tara Johnson: My comment was the new bullet that's in the aqua there, it looks like it incorporates also the very last bullet that starts the above qualifications, so that last bullet would be struck.

499

01:11:02.520 --> 01:11:05.700

Tara Johnson: Where are we looking at different verbiage they're just asking clarification.

500

01:11:09.390 --> 01:11:10.140

Tara Johnson: Could you hear me then.

501

01:11:10.950 --> 01:11:12.240

Monica Ohkubo (she/her): yeah I was just thinking.

502

01:11:12.300 --> 01:11:15.570

Monica Ohkubo (she/her): To return to the last bullet, are we still leaving it in i'm not sure.

503

01:11:18.480 --> 01:11:20.130

Monica Ohkubo (she/her): I think that was the question last time.

504

01:11:20.400 --> 01:11:22.200

Julie Thompson: Can I ask a clarifying Gaston.

505

01:11:23.730 --> 01:11:24.930

Julie Thompson: And did.

506

01:11:26.040 --> 01:11:37.980

Julie Thompson: The the comment, the the contribution from the from our President elect did it address just the language that was put into the chat and has been incorporated.

507

01:11:38.370 --> 01:11:40.320

Julie Thompson: Or was it intended to.

508

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01:11:40.860 --> 01:11:43.710

Julie Thompson: substitute for other existing language.

509

01:11:44.100 --> 01:11:44.700

Monica Ohkubo (she/her): It was.

510

01:11:46.770 --> 01:11:50.820

Monica Ohkubo (she/her): It would be like everything that's highlighted right now the blue replaces it.

511

01:11:52.530 --> 01:11:53.040

Julie Thompson: Thank you.

512

01:11:53.370 --> 01:11:56.970

Monica Ohkubo (she/her): So that it would be I don't know if it is worse or better to.

513

01:11:58.170 --> 01:12:00.150

Monica Ohkubo (she/her): Do this but that's what it would mean.

514

01:12:01.440 --> 01:12:01.770

Okay.

515

01:12:05.970 --> 01:12:07.230

Julie Thompson: thanks for the clarification.

516

01:12:08.370 --> 01:12:10.020

Monica Ohkubo (she/her): That are Carla Carla goldberg.

517

01:12:16.050 --> 01:12:17.130

Jen (she/her) Carlin-Goldberg: Oh, thank you.

518

01:12:18.300 --> 01:12:23.610

Jen (she/her) Carlin-Goldberg: suggest originally that we completely get rid of everything that has been crossed out, and I really do.

519

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01:12:24.810 --> 01:12:29.460

Jen (she/her) Carlin-Goldberg: Like the the suggested revision by our President elect.

520

01:12:31.530 --> 01:12:39.660

Jen (she/her) Carlin-Goldberg: And when I was reading through this the first time and and before today.

521

01:12:41.550 --> 01:12:46.050

Jen (she/her) Carlin-Goldberg: We I was looking at it, both to as as an institution, broad.

522

01:12:47.460 --> 01:12:51.720

Jen (she/her) Carlin-Goldberg: viewpoint but also, you know how would this affect my department.

523

01:12:52.830 --> 01:12:55.590

Jen (she/her) Carlin-Goldberg: The people that we hire in the math department and.

524

01:12:56.730 --> 01:12:57.990

Jen (she/her) Carlin-Goldberg: i'm we.

525

01:12:59.460 --> 01:13:08.130

Jen (she/her) Carlin-Goldberg: value our adjunct faculty we encourage them to apply to our positions and i'm.

526

01:13:10.440 --> 01:13:11.700

Jen (she/her) Carlin-Goldberg: And I.

527

01:13:13.980 --> 01:13:17.220

Jen (she/her) Carlin-Goldberg: Think reading through the way what we what we have now.

528

01:13:18.750 --> 01:13:22.590

Jen (she/her) Carlin-Goldberg: I think encourages of the people.

529

01:13:24.450 --> 01:13:38.100

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Jen (she/her) Carlin-Goldberg: On our adjunct faculty or sorry part time faculty and work to revise my language and and as well as people from outside or institution to apply and um.

530

01:13:41.160 --> 01:13:44.610

Jen (she/her) Carlin-Goldberg: yeah I think that's that's that's all I need to say all right, thank you.

531

01:13:45.330 --> 01:13:46.020

Monica Ohkubo (she/her): Thank you.

532

01:13:47.070 --> 01:13:48.000

Monica Ohkubo (she/her): Senator asheville.

533

01:13:49.620 --> 01:13:50.460

Laura Aspinall- she/her: hi there, this was.

534

01:13:51.810 --> 01:14:05.190

Laura Aspinall- she/her: Maybe a kind of a combination of a question and a comment regarding the new language and the bullet below it I think something we might have we could reconcile is that one is about.

535

01:14:06.840 --> 01:14:08.310

Laura Aspinall- she/her: You yourself.

536

01:14:09.990 --> 01:14:14.970

Laura Aspinall- she/her: Have a wide range of things of diversity in and of yourself.

537

01:14:16.350 --> 01:14:27.240

Laura Aspinall- she/her: And then the other piece that's the last one of the other one right above, it is about your ability to interact with people coming from a diverse set of backgrounds so i'm sure there's a way that we could wordsmith that.

538

01:14:28.290 --> 01:14:38.520

Laura Aspinall- she/her: to accomplish both of those things were saying we want a diverse pool, and we also want a pool of candidates that are equipped and knowledgeable and skilled and have the.

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539

01:14:38.850 --> 01:14:52.920

Laura Aspinall- she/her: Cultural relevancy to work with a diverse population of students, so I think that's where the difference between those is maybe one of those can go it touches on the carrier phrase at the top touches on that.

540

01:14:54.630 --> 01:15:01.200

Laura Aspinall- she/her: Where we says provided by a diverse and highly qualified faculty that is responsive to our students needs and experiences.

541

01:15:02.250 --> 01:15:02.760

Laura Aspinall- she/her: So.

542

01:15:04.710 --> 01:15:17.340

Laura Aspinall- she/her: we're close there, I mean it's not that specific to students, the other statement is a little broader we're talking about not just students but employees of the College and the College community as well, so I don't know, maybe that would be a way would be to broaden.

543

01:15:18.840 --> 01:15:25.470

Laura Aspinall- she/her: We could broaden that term students to college community and then that would encompass you know all groups.

544

01:15:28.590 --> 01:15:28.950

Monica Ohkubo (she/her): here.

545

01:15:29.850 --> 01:15:31.380

Laura Aspinall- she/her: yeah where it says students.

546

01:15:32.160 --> 01:15:36.990

Monica Ohkubo (she/her): Also, are I remember now we've put the question mark at the bottom here.

547

01:15:38.790 --> 01:15:40.140

Monica Ohkubo (she/her): Last time right.

548

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01:15:41.280 --> 01:15:47.130

Monica Ohkubo (she/her): So this last bullet point, who represent a wide range of coaches, I think that's what the question mark is for because we put it right here.

549

01:15:47.490 --> 01:15:50.250

Monica Ohkubo (she/her): huh and then it's also touched on up here if that helps.

550

01:15:50.370 --> 01:15:53.910

Monica Ohkubo (she/her): yeah anyone, but then here's a suggestion.

551

01:15:57.060 --> 01:15:58.020

Monica Ohkubo (she/her): T.

552

01:16:00.450 --> 01:16:00.780

Monica Ohkubo (she/her): Right.

553

01:16:01.110 --> 01:16:01.410

yeah.

554

01:16:02.880 --> 01:16:03.210

Monica Ohkubo (she/her): Okay.

555

01:16:04.500 --> 01:16:05.100

Monica Ohkubo (she/her): Thank you.

556

01:16:06.870 --> 01:16:11.490

Julie Thompson: Monica I don't know whether you can see Tara jacobson right now, but she just gave us a five minute warning.

557

01:16:12.420 --> 01:16:13.920

Monica Ohkubo (she/her): Okay, Senator wiley.

558

01:16:15.630 --> 01:16:28.830

Sarah swhyly@santarosa.edu: i'll try to make it really quick, so I this week, I was looking into the the issues with people getting access to programs that that teach and I need.

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559

01:16:29.460 --> 01:16:37.380

Sarah swhyly@santarosa.edu: pedagogy and I just wanted to remind everybody that you know I understand what we're going for him, I want to support that.

560

01:16:37.890 --> 01:16:54.930

Sarah swhyly@santarosa.edu: At the same time i'm a little bit concerned that some of our colleagues in other places outside California or assert losing access to programs that explicitly teach this, and so I was hoping that maybe we could broaden this a little bit.

561

01:16:55.950 --> 01:17:10.590

Sarah swhyly@santarosa.edu: To allow for opportunities for people who may have been rented from actually add accessing programs that explicitly teach this pedagogy and going forward in light of the fact that here in California are unlikely to see.

562

01:17:11.730 --> 01:17:30.390

Sarah swhyly@santarosa.edu: You know people pulling this out graduate programs work, making a big deal about it when when faculty engage this and it's old but that's not going to be the experience of our colleagues in the rest of us so we're looking really looking and committed to the idea.

563

01:17:31.680 --> 01:17:40.560

Sarah swhyly@santarosa.edu: And we may have to take that into consideration when we're thinking about how people come to us how their what their credentials like when they're coming to us.

564

01:17:45.210 --> 01:17:46.980

Monica Ohkubo (she/her): Okay, thank you.

565

01:17:48.330 --> 01:17:50.760

Monica Ohkubo (she/her): and Dr Pfizer thoughts.

566

01:17:51.960 --> 01:17:52.620

Dr. Brenda Flyswithawks (she/Ghigau ???) Ki/Pomo Land: Thank you.

567

01:17:53.790 --> 01:18:00.060



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Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Monica I wanted to just offer a slight edit to the bullet that is highlighted now.

568

01:18:01.260 --> 01:18:21.990

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: That you could say social and communication skills, enabling effective interaction with blah blah blah oh yeah to take the word them out, enabling them to interact take take the words them to interact and just say, enabling effective.

569

01:18:23.700 --> 01:18:26.340

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: interaction with persons.

570

01:18:27.960 --> 01:18:31.440

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: From a wide range of I just in my humble.

571

01:18:32.460 --> 01:18:38.370

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Second language opinion it reads better and then I see you have also.

572

01:18:39.300 --> 01:18:53.460

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: drawn a strike through at the bottom, with the question, I think that was my second note because it was redundant, so I support that strike through, because it is said at the top before the bullets, so thank you for removing that that's all.

573

01:18:54.000 --> 01:18:55.800

Monica Ohkubo (she/her): aq Tara jacobson.

574

01:18:57.030 --> 01:19:09.390

Tara Jacobson (she/her): yeah as I was reading this I was kind of reflecting back on our meeting about the minimum qualifications and how it's part of California ED code that one of the minimum calls, is that we.

575

01:19:11.130 --> 01:19:24.210

Tara Jacobson (she/her): The criteria that we include a sensitivity to an understanding of the diverse academics so economic, cultural, disability, ethnic backgrounds of

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Community college students and I wonder where that minimum quality, we have to stay in every.

576

01:19:24.990 --> 01:19:40.290

Tara Jacobson (she/her): hiring announcement, if that if that should be reflected in this value statement or should, or is this sort of the essence of that last comment you know fits that statement or that minimum qualification.

577

01:19:44.940 --> 01:19:50.880

Monica Ohkubo (she/her): Points i'm Tara Johnson, and then we can hopefully someone can answer that or comment on that, but Terry Johnson.

578

01:19:51.870 --> 01:19:55.560

Tara Johnson: This might address that as well, is that I just wanted to remind.

579

01:19:56.520 --> 01:20:05.520

Tara Johnson: folks that this is a value statement and it's just a statement about what we value in our hiring, this is not prescriptive and this is not a job announcement or.

580

01:20:05.760 --> 01:20:15.900

Tara Johnson: Minimum clause in there, this is just what we value, and I think we've all agreed that we would have value we would value knowledge and demonstrate application of ID pedagogy but it doesn't mean that.

581

01:20:16.440 --> 01:20:29.820

Tara Johnson: If a person doesn't have it, they won't be considered because it's not a limitation within the job description, and so I in that respect would agree that we want to make sure we're not specifying that under.

582

01:20:31.830 --> 01:20:43.230

Tara Johnson: In the job description that goes out under either preferences or minimal calls because we don't want to isolate people who haven't had that opportunity, but we can still say that we value it Thank you.

583

01:20:44.520 --> 01:20:45.990

Monica Ohkubo (she/her): Thank you, Dr stover.

584

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01:20:47.610 --> 01:20:52.620

Dr John Stover: i'm john stover an emotion that we adopt the value statement, as it appears.

585

01:20:53.910 --> 01:20:56.490

Dr John Stover: As edited in this form.

586

01:20:58.410 --> 01:21:00.960

Jen (she/her) Carlin-Goldberg: I would like to second that motion Jen carlin goldberg.

587

01:21:14.280 --> 01:21:14.850

Julie Thompson: Is there.

588

01:21:16.710 --> 01:21:18.720

Julie Thompson: Monica can tell whether you're frozen.

589

01:21:18.780 --> 01:21:21.630

Monica Ohkubo (she/her): Your little stone and just the i'm frozen my brain.

590

01:21:22.470 --> 01:21:29.340

Julie Thompson: Is there any further discussion, we have a motion on the floor and can I ask it the motion be placed in the chat please.

591

01:21:32.490 --> 01:21:34.230

Julie Thompson: Have emotion and the second.

592

01:21:37.710 --> 01:21:39.420

Laura Aspinall- she/her: President Thompson do you want the.

593

01:21:40.980 --> 01:21:51.510

Laura Aspinall- she/her: Proof while it's not perfected the language that we're voting on the vision or the vision, the value statement in the chat as well, or is it okay for the we use what's on the screen.

594

01:21:55.140 --> 01:22:09.450

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Julie Thompson: um I am comfortable with what's on the screen if any senators are not, then I think it's worth taking the time needed to clarify, so that everyone is sure of what they're voting on.

595

01:22:11.040 --> 01:22:14.640

Julie Thompson: And do we have the the actual okay.

596

01:22:15.750 --> 01:22:18.870

Monica Ohkubo (she/her): Is anyone i'm clear on what we're voting on or can't see the screen.

597

01:22:19.890 --> 01:22:26.520

Julie Thompson: yeah can we so can we ask that you raise your hand okay Jen do you have a question.

598

01:22:27.720 --> 01:22:37.770

Jen (she/her) Carlin-Goldberg: Oh yes, I do, I just want to make sure that we are, we intend to put this in the hiring policy is that that wasn't part of the motion, as I just realized.

599

01:22:38.460 --> 01:22:40.260

Jen (she/her) Carlin-Goldberg: Oh that's where we intend to put this one.

600

01:22:44.610 --> 01:22:52.290

Julie Thompson: In that case, I think we need an will we can we can do it in two stages, we can either amends well.

601

01:22:52.380 --> 01:23:02.790

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Actually, you made that decision last at the last meeting President Thompson that this would be a part of and go there was a huge question so that decisions already been made, just to clarify.

602

01:23:03.300 --> 01:23:04.620

Julie Thompson: Thank you for keeping track.

603

01:23:04.710 --> 01:23:05.310

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: No worries.

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604

01:23:05.670 --> 01:23:07.530

Julie Thompson: President feisal hawks okay.

605

01:23:08.760 --> 01:23:10.680

Monica Ohkubo (she/her): and send it around squealer.

606

01:23:12.180 --> 01:23:24.690

Kat Valenzuela: Thank you, Vice President of Google, I was wondering if there was anything below that screen, I know that we had a couple more bullet points below that that are not seeing on your screen just checking.

607

01:23:27.690 --> 01:23:30.750

Monica Ohkubo (she/her): This was all what we, although we took out.

608

01:23:32.910 --> 01:23:37.500

Monica Ohkubo (she/her): So, none of this was included so it's all this is it right here, clean and in the chat.

609

01:23:39.120 --> 01:23:43.230

Julie Thompson: Why don't we do this, why don't we highlight that let's say like in yellow.

610

01:23:44.250 --> 01:23:48.480

Julie Thompson: And so that we're all clear that it's the language that got highlighted.

611

01:23:49.560 --> 01:23:51.540

Julie Thompson: At 18 minutes after the hour.

612

01:23:52.200 --> 01:23:54.990

Monica Ohkubo (she/her): it's in the chat clean and it's showing clean now.

613

01:23:54.990 --> 01:23:56.040

Julie Thompson: Excellent okay great.

614

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01:23:59.400 --> 01:24:00.510

Monica Ohkubo (she/her): Any other discussion.

615

01:24:06.420 --> 01:24:08.490

Monica Ohkubo (she/her): President Thompson can we call for the vote, you can.

616

01:24:09.120 --> 01:24:23.820

Julie Thompson: Yes, we can there's no further discussion okay i'm senators, please be ready for when your name is called and Secretary stover will call the vote, I see a hand, do we have a point of order, Senator Riley.

617

01:24:24.570 --> 01:24:30.240

Sarah swhyly@santarosa.edu: I think so um, can I just can I have a second to it's going to take me a second to read it in the chat.

618

01:24:30.600 --> 01:24:36.480

Sarah swhyly@santarosa.edu: And i'm really sorry I couldn't the way that it was before I kind of needed it in the chat So can I have one minute.

619

01:24:36.870 --> 01:24:37.980

Julie Thompson: Absolutely don't worry about.

620

01:24:38.130 --> 01:24:38.550

Making.

621

01:25:26.130 --> 01:25:37.440

Dr John Stover: So I think set Secretary stover here, I see share Sarah shaking her head is that confirmation okay so calling for the vote, adoption of the value statement.

622

01:25:38.970 --> 01:25:39.600

Dr John Stover: anderman.

623

01:25:39.930 --> 01:25:41.550

Dr John Stover: Yes, aspinall.

624

01:25:42.750 --> 01:25:43.170

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Laura Aspinall- she/her: Yes.

625

01:25:43.530 --> 01:25:44.130

Dr John Stover: A Viola.

626

01:25:44.370 --> 01:25:45.930

Dr John Stover: Yes, Bush.

627

01:25:46.380 --> 01:25:48.240

Dr John Stover: Yes, carlin goldberg.

628

01:25:48.510 --> 01:25:50.760

Dr John Stover: Yes, cabal is Julian.

629

01:25:51.090 --> 01:25:53.850

Dr John Stover: Yes, Crawford proxy Oliver.

630

01:25:54.120 --> 01:25:55.620

Dr John Stover: Yes, don again.

631

01:25:56.400 --> 01:25:57.780

Dr John Stover: Yes, fast lawyer.

632

01:25:58.290 --> 01:26:00.240

Dr John Stover: Yes, here on brosnan.

633

01:26:00.510 --> 01:26:02.190

Dr John Stover: Yes, jacobson.

634

01:26:02.640 --> 01:26:04.080

Dr John Stover: Yes, Johnson.

635

01:26:05.550 --> 01:26:06.060

Tara Johnson: Yes.

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636  
01:26:06.420 --> 01:26:08.340  
Dr John Stover: coston yes.

637  
01:26:09.420 --> 01:26:09.990  
Dr John Stover: lemme.

638  
01:26:10.500 --> 01:26:12.120  
Dr John Stover: Yes, may house.

639  
01:26:12.600 --> 01:26:14.160  
Dr John Stover: Yes, qubo.

640  
01:26:14.460 --> 01:26:16.170  
Dr John Stover: Yes, Oliver.

641  
01:26:16.590 --> 01:26:18.210  
Dr John Stover: Yes, reeves.

642  
01:26:18.360 --> 01:26:19.920  
Dr John Stover: Yes, Roman ollie.

643  
01:26:20.280 --> 01:26:21.570  
Dr John Stover: Yes, Schmidt.

644  
01:26:22.980 --> 01:26:23.730  
Emily Schmidt (she): Yes.

645  
01:26:24.390 --> 01:26:26.130  
Dr John Stover: cielo proxy Roman Ali.

646  
01:26:26.430 --> 01:26:28.170  
Dr John Stover: Yes, sternberg.

647  
01:26:28.590 --> 01:26:31.530



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Dr John Stover: Yes, stover yes valens whaler.

648

01:26:31.920 --> 01:26:35.730

Dr John Stover: Yes, wiley yes Winston.

649

01:26:37.140 --> 01:26:37.680

Summer (They/Them): Yes.

650

01:26:38.940 --> 01:26:42.840

Dr John Stover: The value statement passes unanimously okay.

651

01:26:43.110 --> 01:26:46.470

Julie Thompson: Excellent Thank you so much um.

652

01:26:49.950 --> 01:26:52.470

Julie Thompson: Okay, so we're a little bit behind.

653

01:26:54.300 --> 01:27:07.320

Julie Thompson: Why don't we get through the next piece, and then we'll do a quick break and do what we can with our discussion agenda so we'll move on to the recruitment section and Monica will facilitate that.

654

01:27:12.930 --> 01:27:15.030

Monica Ohkubo (she/her): Okay i'm trying to get it on Nice.

655

01:27:18.390 --> 01:27:19.800

Monica Ohkubo (she/her): Thank you.

656

01:27:27.000 --> 01:27:31.080

Monica Ohkubo (she/her): So this is where we left off with the markups.

657

01:27:32.730 --> 01:27:34.830

Monica Ohkubo (she/her): Make sure you can see people's hands okay.

658

01:27:36.690 --> 01:27:39.510

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Monica Ohkubo (she/her): Where the strikers and the and the highlights.

659

01:27:41.250 --> 01:27:48.330

Monica Ohkubo (she/her): In the a couple a couple of suggestions were made and JESSICA, do you want to start us off sending the bush.

660

01:27:48.870 --> 01:27:55.230

Jessica Bush (she/her): yeah, I just wanted to make sure that we replace the word adjunct with part time, as was discussed in a prior meeting.

661

01:27:56.910 --> 01:28:03.450

Monica Ohkubo (she/her): sounds good and i'm wondering if Senator aspinall Would you mind just access to this to Would you mind going through and.

662

01:28:03.990 --> 01:28:05.070

Monica Ohkubo (she/her): Striking through yeah.

663

01:28:05.190 --> 01:28:10.950

Laura Aspinall- she/her: I can do that i'm having trouble finding this one, I had the one that we just did.

664

01:28:12.480 --> 01:28:13.590

Laura Aspinall- she/her: To have the link.

665

01:28:13.920 --> 01:28:16.410

Monica Ohkubo (she/her): Did you send this it's the same link you just have to scroll.

666

01:28:16.500 --> 01:28:17.910

Laura Aspinall- she/her: Okay, my apologies i'll bring.

667

01:28:18.120 --> 01:28:18.390

Monica Ohkubo (she/her): it up.

668

01:28:18.780 --> 01:28:21.030

Laura Aspinall- she/her: No problem, let me just give me a second to find it and then i'll do it.

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669

01:28:21.060 --> 01:28:21.360

Okay.

670

01:28:22.620 --> 01:28:25.170

Monica Ohkubo (she/her): All right, Senator Reid's.

671

01:28:26.460 --> 01:28:34.680

Byron: hey so I mentioned this at the last meeting um and then I kind of thought about it and kind of doubling down looking at number five.

672

01:28:37.350 --> 01:28:43.770

Byron: It just bothers me like are we defining underrepresented groups somewhere somewhere else that we know who those groups are.

673

01:28:47.400 --> 01:29:01.020

Byron: Either like we just be super clear about what we're doing there are we just get rid of it to me in my opinion, because I just don't know what that means, and I don't know what we're holding a district to when we said it different districts shall what what kind of processes that.

674

01:29:03.000 --> 01:29:12.930

Byron: They do they hold any credence in that recruitment process, so you know I just again I don't I don't know where number five was coming from and I just kind of don't really get it.

675

01:29:19.740 --> 01:29:23.610

Monica Ohkubo (she/her): I'll try to make a note of that, thank you, Senator Fasser.

676

01:29:24.540 --> 01:29:28.770

Joe Fasser: I think, a very good point about that needs to be clarified.

677

01:29:30.000 --> 01:29:34.830

Joe Fasser: I would also like to add back on Jessica's point if we're going to say adjunct part time faculty.

678

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01:29:35.280 --> 01:29:45.870

Joe Fassler: I think i'm sorry part three, is a part time faculty would be good to say full time rather than regular so you say full time and part time instead of regular an adjunct just a suggestion.

679

01:29:46.170 --> 01:29:48.870

Julie Thompson: Okay i'm going to step in on that one um.

680

01:29:49.950 --> 01:30:03.720

Julie Thompson: The so there's a term contract faculty has a specific meaning and regular faculty has a specific meaning but full time does not so and we can talk about that later, but um.

681

01:30:04.800 --> 01:30:05.160

Julie Thompson: yeah.

682

01:30:10.470 --> 01:30:13.410

Monica Ohkubo (she/her): Okay, Senator Abdullah.

683

01:30:15.900 --> 01:30:20.640

Filomena Avila: um greetings being new to this and seeing this document with.

684

01:30:21.930 --> 01:30:34.470

Filomena Avila: More intensity, I do have a question also on number five in in addition to what Byron asked who are we referring to as the other underrepresented groups, but who.

685

01:30:35.370 --> 01:30:49.770

Filomena Avila: I was a little unclear about networking with colleagues from under represented groups local colleagues internally or networking with colleagues outside of us are JC to get our announcement out there.

686

01:30:50.790 --> 01:30:54.450

Filomena Avila: Just wanting more clarification on what that means.

687

01:30:57.870 --> 01:31:04.410

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Monica Ohkubo (she/her): and, hopefully, thank you, hopefully, people are thinking about what maybe we could do with bullet five those are great points.

688

01:31:06.030 --> 01:31:07.140

Monica Ohkubo (she/her): After five times.

689

01:31:11.340 --> 01:31:26.640

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Thank you i'm trying to work on number five myself and I, I do think and we don't have to maybe come up with a here, but maybe we will, but I, and it goes back to the point that Tara jacobson was making earlier and then.

690

01:31:28.410 --> 01:31:35.850

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Other comments we could take that language their specific language that address it's a real clear about who the underrepresented groups are.

691

01:31:36.780 --> 01:31:48.420

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: And to clearly name and not use the word by Poc I think we should call out let's say colleagues from Latin next Asian Pacific islander black African American Native Americans LGBT Q plus.

692

01:31:49.320 --> 01:32:01.350

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: veterans low income, you know just name it it's a long statement but and maybe Tara jake jacobson if you have that language, there you could help us out but it's real clear.

693

01:32:02.520 --> 01:32:18.840

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: And I think that if we just plug that language in there, we don't leave anybody out, and I agree it's it's not good, the way it is and we just need to fix that one, so I think we're on our way to do it and I appreciate the two senators that commented on it, thank you.

694

01:32:19.950 --> 01:32:20.400

Monica Ohkubo (she/her): Thank you.

695

01:32:21.540 --> 01:32:25.290

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Monica Ohkubo (she/her): Senator Jacobson if you have that title five language, could you put it in the chat and then we could.

696

01:32:25.530 --> 01:32:25.860

Monica Ohkubo (she/her): throw it.

697

01:32:25.920 --> 01:32:29.640

Monica Ohkubo (she/her): out do that, right now, just as part of the job okay Senator balance Layla.

698

01:32:31.020 --> 01:32:44.370

Kat Valenzuela: And I kind of since we're talking about number five mine is actually about number two and I don't want to derail anybody else who is wanting to talk about number five so if somebody wants to talk about number five to go before me, and when.

699

01:32:45.060 --> 01:32:48.330

Kat Valenzuela: Possible we can I can talk about the other one.

700

01:32:49.050 --> 01:32:53.190

Monica Ohkubo (she/her): Senator screen burger or Senator Wiley where you're going to address number five.

701

01:32:54.540 --> 01:32:55.260

Sarah swhyly@santarosa.edu: I yes.

702

01:32:58.140 --> 01:33:00.840

Monica Ohkubo (she/her): Was that Senator why they started my screens on so.

703

01:33:00.900 --> 01:33:02.250

Sarah swhyly@santarosa.edu: It was i'm sorry.

704

01:33:02.580 --> 01:33:03.690

Monica Ohkubo (she/her): Go for etc cool.

705

01:33:04.290 --> 01:33:11.940

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Sarah swhyly@santarosa.edu: And so, about number five just to take us back to when we were thinking this through when we added this and.

706

01:33:12.840 --> 01:33:18.750

Sarah swhyly@santarosa.edu: We were addressing we were thinking about the context of number three in crafting number five.

707

01:33:19.290 --> 01:33:27.840

Sarah swhyly@santarosa.edu: And because number three calls on the district to support human resources in consultation with the Department of the program but.

708

01:33:28.500 --> 01:33:39.660

Sarah swhyly@santarosa.edu: Ultimately HR is making the decisions about to advertise positions where they're advertising where they're choosing to recruit from and so number five was meant to place.

709

01:33:41.040 --> 01:33:53.550

Sarah swhyly@santarosa.edu: To offer faculty some ability to to work with their colleagues and and and to also engage in that kind of recruitment, where appropriate, and feel supported in doing so.

710

01:33:54.150 --> 01:34:07.170

Sarah swhyly@santarosa.edu: Independent of whatever HR might be doing in their recruitment efforts so that just wanted to give everybody take us back to that moment when we first added that in and we're talking about it, and as I recall that was kind of the the.

711

01:34:08.370 --> 01:34:20.760

Sarah swhyly@santarosa.edu: The background of that conversation we were having about adding that in, and I agree with Byron you need to be really clear about who we're talking about there, so I think being specific is is good.

712

01:34:27.330 --> 01:34:32.490

Monica Ohkubo (she/her): Thank you, is there anything specific you wanted me to change on the stream or were you just relating those to.

713

01:34:32.850 --> 01:34:40.170

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Sarah swhyly@santarosa.edu: know, I just wanted to, because people seemed there been a few people who said I don't what is this like where did this come from and why is.

714

01:34:40.260 --> 01:34:52.140

Sarah swhyly@santarosa.edu: This here right, so I just wanted to make sure that you know that's what I have in my notes like granted Those are my notes, so you know somebody else might have a different memory of that but that's what I have.

715

01:34:52.860 --> 01:34:54.570

Monica Ohkubo (she/her): Thank you awesome.

716

01:34:55.590 --> 01:34:56.370

Monica Ohkubo (she/her): And then.

717

01:34:59.310 --> 01:35:04.140

Monica Ohkubo (she/her): Senator balanced way that were you ready for number two we could probably skip around and keep focus, I think.

718

01:35:04.980 --> 01:35:15.960

Kat Valenzuela: yeah i'm so i'm not trying to drill anything but I wanted to talk about number two i'm actually on the job announcement Task Force and I was thinking from the last senate meeting.

719

01:35:16.740 --> 01:35:28.920

Kat Valenzuela: One of the things we actually discovered about the job announcement is there was specifically clearly defined areas in the job announcement for discipline faculty the district in HR legal ease.

720

01:35:29.610 --> 01:35:39.240

Kat Valenzuela: Areas such as about as our gc and legal requirements, you know, are under the purview of the district and HR will areas and the job announcement regarding the department.

721

01:35:39.720 --> 01:35:58.590

Kat Valenzuela: And q's prefer walls, you know and then our discipline related and things that the up in the application process, one of the disciplines, you know wanting



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from applicants, so I think I know part of the discussion was ensuring legal requirements, so I think.

722

01:35:59.670 --> 01:36:09.450

Kat Valenzuela: really just adding that you have it as a suggestion, the Vice President of human resources will be consulted when legally required.

723

01:36:10.830 --> 01:36:25.410

Kat Valenzuela: But we keep the screening committee department committee department chair apartment dean's strike the rest, but we ensure that VP has the legal consultation when it comes to the job announcement, thank you.

724

01:36:27.510 --> 01:36:32.190

Monica Ohkubo (she/her): Okay, so was, as you read it right like this is that okay or did you want something added.

725

01:36:33.030 --> 01:36:42.750

Kat Valenzuela: Well, I was trying to read your questions, so I think the one where it says, approved by the screening committee department chair approach and appropriate Dean.

726

01:36:43.260 --> 01:36:53.730

Kat Valenzuela: And then, after that it would say in consultation with sorry the Vice President of human resources will be consulted when legally required.

727

01:36:58.380 --> 01:37:00.990

Monica Ohkubo (she/her): you're suggesting that right there.

728

01:37:02.280 --> 01:37:02.790

Kat Valenzuela: Yes.

729

01:37:04.560 --> 01:37:05.400

Monica Ohkubo (she/her): So I made it.

730

01:37:07.680 --> 01:37:09.120

Monica Ohkubo (she/her): Okay, thank you, Sarah.

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731

01:37:10.500 --> 01:37:23.070

Hannah Skoonberg: hi um so I noticed it I bullet point, for we use adjunct faculty as a phrasing again so i'm going to say that we probably want to do the same thing we did for bullet point one.

732

01:37:23.520 --> 01:37:29.820

Hannah Skoonberg: and refer to them as part time faculty for consistency, I also wanted to add that.

733

01:37:30.750 --> 01:37:36.330

Hannah Skoonberg: I was recently on a hiring Committee, and one of the main issues that we had was we had a really fast turnaround.

734

01:37:36.720 --> 01:37:46.710

Hannah Skoonberg: They were going higher and then the last minute we're gonna hire and one of the issues with recruiting was not having enough time where these things were posted.

735

01:37:47.220 --> 01:38:08.490

Hannah Skoonberg: On these relevant and appropriate publications and so, if we're our goal is to recruit diverse faculty they need time to find our announcements and we really need to kind of like put our foot down and say you have to give us enough time for our announcements to be on these publications.

736

01:38:09.870 --> 01:38:26.850

Hannah Skoonberg: I just wanted to put that out there, because I think that's really critical as far as like getting a diverse athlete like applicant body, it and being able to get that word out and being able to network and all those things take time, you know so that was my my bid.

737

01:38:27.360 --> 01:38:37.560

Monica Ohkubo (she/her): Oh, I that as a no like okay and blue, but if anyone has a comment about that we can obviously change it, Senator over.

738

01:38:40.560 --> 01:38:43.320

April Oliver: Just going back to number five.

739

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01:38:44.850 --> 01:39:02.250

April Oliver: i'm just not sure about the wording, where it says the district Shell network with colleagues, because to me that's kind of saying, like the colleagues of the district and it's not, I just want a little more clarification of who's networking with WHO.

740

01:39:04.200 --> 01:39:14.880

April Oliver: Like, who is the district in that case, and maybe there's a little more information, it just sounds weird to have colleagues there and district in the beginning.

741

01:39:16.980 --> 01:39:23.460

Julie Thompson: it's like to insert myself a little bit i'm going to check in with Tara about time, but I also want to remind the Senate.

742

01:39:24.600 --> 01:39:29.460

Julie Thompson: We don't have to we shouldn't think that this.

743

01:39:30.720 --> 01:39:37.380

Julie Thompson: number five is in charge we're in charge, you know the Senate is in charge, so if you want that to say something completely different.

744

01:39:38.100 --> 01:39:52.560

Julie Thompson: Right, so it kind of feels like maybe we're trying to Polish something that's not publishable and and we're tying ourselves and not doing that and we can think aspirational thing can I go back to Terra jacobson and ask about time.

745

01:39:53.460 --> 01:39:56.160

Tara Jacobson (she/her): yeah we have about four minutes and 30 seconds.

746

01:39:56.730 --> 01:39:57.810

Julie Thompson: Okay, thanks so much.

747

01:39:58.560 --> 01:40:05.370

April Oliver: Oh, just to kind of for me what I remember from the training we had in the spring, my impression.

748

01:40:06.450 --> 01:40:08.730

April Oliver: Was that she was talking about.

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749

01:40:10.560 --> 01:40:14.520

April Oliver: It sounded like it was up to the departments to do the networking.

750

01:40:15.540 --> 01:40:33.030

April Oliver: And to put out the job descriptions to like these under under represented groups, but I don't know if that should be clarified, because if we are saying that if we want to be in control of that does that need to be stated here.

751

01:40:36.870 --> 01:40:42.930

Monica Ohkubo (she/her): that's a good point we'll see if anybody has any comment to that I just put a question mark the district right there and.

752

01:40:44.400 --> 01:40:49.800

Monica Ohkubo (she/her): Some people have already spoken on this topic so next sorry Dr flies I Senator Schmidt.

753

01:40:52.800 --> 01:40:57.090

Emily Schmidt (she): And I just wanted to ask.

754

01:40:58.380 --> 01:41:05.310

Emily Schmidt (she): So we're having this discussion about adjunct versus part time, and this is something that is going to be putting our policies and procedures.

755

01:41:06.600 --> 01:41:23.340

Emily Schmidt (she): Do we have a contract language for what that job is because I think here it's probably important that whatever the contract languages for part time faculty is the language that we put here.

756

01:41:24.360 --> 01:41:41.940

Emily Schmidt (she): Because otherwise we are not talking about the same thing right and I didn't review the contract to clarify that, before I ask this question, but I just wanted to make sure that was on the record that we should make sure that all this language matches the language and other places.

757

01:41:43.290 --> 01:41:45.930

Monica Ohkubo (she/her): Thanks President Thompson did you have any comment.

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758

01:41:47.040 --> 01:41:59.310

Julie Thompson: I do thank you i'm so the contract does use the word adjutant and ED code uses part time something like this is a language cleanup a non substance non substantive.

759

01:41:59.610 --> 01:42:12.270

Julie Thompson: Language cleanup that we could worry about late later and the Senate could charge the Executive Committee with with doing some research or advising on which term is preferred, and then we could do that in an editing cleanup.

760

01:42:16.350 --> 01:42:17.370

Monica Ohkubo (she/her): Senator dorgan.

761

01:42:21.930 --> 01:42:36.600

Anne Donegan: sorry about that my picture disappeared just really quickly, I want to go back to Point number two please and recommend that we strike out everything after when legally required, I fully understand.

762

01:42:37.170 --> 01:42:52.770

Anne Donegan: The president's role in deciding who we hire, but I think that's probably too far away from the president's day to day tasks to look at job announcements, so I think that we're good with the screening committee the department chair and the appropriate thing, thank you.

763

01:42:58.290 --> 01:42:59.370

Monica Ohkubo (she/her): Senator hospital.

764

01:43:07.410 --> 01:43:10.290

Laura Aspinall- she/her: Sorry i'm eating too many monitors and I lost my mouse for a moment, there.

765

01:43:11.400 --> 01:43:25.050

Laura Aspinall- she/her: So I added at Monica if you scroll down I added some language from our ios plan that we may want to think about just for consideration, I put at the bottom of the document I pulled this from the definition section.

766

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01:43:26.820 --> 01:43:31.290

Laura Aspinall- she/her: keep going I didn't want to get it Monday, but anything else so that's why I put it at the bottom.

767

01:43:33.840 --> 01:43:34.470

Laura Aspinall- she/her: There it is.

768

01:43:35.760 --> 01:43:54.690

Laura Aspinall- she/her: So definition for significantly underrepresented group and then their definition of diversity, so um I don't again I it's not for me to say what we want to do, but there were some questions about defining our terms and how we're using those terms, so this is from the Eo plan.

769

01:43:57.750 --> 01:44:02.250

Monica Ohkubo (she/her): So that are faster, I think, have you already spoken on this topic.

770

01:44:03.720 --> 01:44:04.050

Joe Fassler: Thank you.

771

01:44:05.190 --> 01:44:05.610

Joe Fassler: I haven't.

772

01:44:06.090 --> 01:44:06.660

Monica Ohkubo (she/her): Okay cool.

773

01:44:06.990 --> 01:44:19.020

Joe Fassler: yeah all right, thank you so a couple things on I think number five what Mayra if i'm if i'm understanding, I think this came from this was related in loris Hawkins presentation, she was talking about.

774

01:44:19.920 --> 01:44:26.970

Joe Fassler: The district sort of building some kind of I guess networking but probably more like a more formalized or just sort of.

775

01:44:28.170 --> 01:44:38.310

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Joe Fassler: You know, working relationship with an outside group that was like specifically tailored like if there was like a you know, like a like a Latino or latinx.

776

01:44:39.150 --> 01:44:42.930

Joe Fassler: You know, like academics group that was outside the College and.

777

01:44:43.440 --> 01:44:52.620

Joe Fassler: Some any kind of outside organization that was explicitly focused on doing one in one particular group or a set of group said that the College, was able to network with a group, like that.

778

01:44:52.950 --> 01:45:06.150

Joe Fassler: And she was sort of saying like that's allowed to do that, so I was wondering if that's where this came from that's That was the best connection I had in my memory to what might be meant by that if that helps clarify things and also since we're document number two.

779

01:45:07.230 --> 01:45:14.520

Joe Fassler: You know I mean it's it's a lovely idea I mean i'll be honest, you know, removing the Vice President, the president from approving.

780

01:45:15.300 --> 01:45:23.580

Joe Fassler: You know job descriptions but frankly I don't think it's going to happen, you know me that there, they are administrators, the College, and I think we're going to have our hard time to.

781

01:45:24.690 --> 01:45:27.960

Joe Fassler: You know, give or take them out of this policy so just want to put that.

782

01:45:30.030 --> 01:45:34.590

Monica Ohkubo (she/her): In que es Center in a House have you spoken to this topic, no right.

783

01:45:34.890 --> 01:45:35.370

Now.

784

01:45:36.510 --> 01:45:38.130

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Lauren Nahas: i'm kind of building on what Joe just.

785

01:45:38.130 --> 01:45:59.760

Lauren Nahas: said basically two and five seem to be pointing to the idea from the training that we identify like cultural associations um I don't know something along those lines, and maybe we could give specific examples of those things as best we can right like a.

786

01:46:01.500 --> 01:46:15.240

Lauren Nahas: Cultural or academic groups that focus on, you know folks from specific backgrounds basically and networking with them and offering some specific ideas so it's less vague right.

787

01:46:18.330 --> 01:46:18.840

Lauren Nahas: that's all.

788

01:46:19.470 --> 01:46:25.050

Monica Ohkubo (she/her): Yes, and if anybody's crafting some new language for number five that would be awesome that captures all of this.

789

01:46:26.700 --> 01:46:26.880

Monica Ohkubo (she/her): So.

790

01:46:27.810 --> 01:46:34.590

Julie Thompson: i'm going to interrupt you, Vice President okubo on time is out, and I want to check in with.

791

01:46:35.040 --> 01:46:43.500

Julie Thompson: With the group we created an ambitious agenda today we didn't want to waste any time we didn't want to finish early and not use the time.

792

01:46:43.860 --> 01:46:53.670

Julie Thompson: So i'd like to know what maybe we can look at each other, so I can see everyone, and we can make a decision about what to do, we have 19 minutes left.

793

01:46:54.570 --> 01:47:06.420



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Julie Thompson: We can forego the break use the 19 minutes if everyone is okay with that, and then the question is how best to use the 19 Minutes do you want to keep going with this.

794

01:47:07.980 --> 01:47:22.050

Julie Thompson: Seeing nodded okay so i'm in can I get them thumbs up on a break or or thumbs down meaning let's just push through until five we're going to push through to a five okay Monica take it away.

795

01:47:28.500 --> 01:47:28.890

Monica Ohkubo (she/her): Oh no.

796

01:47:29.520 --> 01:47:41.220

Laura Aspinall- she/her: Thompson this isn't exactly point of order, but I do know that we also have an interest to get to the next item to or is your intention to make room for the information item or to take this item through the end of the meeting.

797

01:47:43.170 --> 01:47:53.850

Julie Thompson: Thank you for that question, and we would like to exact would like to address that question on the in the information section of the agenda, so why don't we say that will stop at five minutes till great.

798

01:47:53.880 --> 01:47:54.300

Laura Aspinall- she/her: Thank you.

799

01:47:54.570 --> 01:47:55.590

Julie Thompson: Thank you for the reminder.

800

01:47:57.060 --> 01:47:58.470

Monica Ohkubo (she/her): Okay, yes.

801

01:48:01.770 --> 01:48:07.110

Monica Ohkubo (she/her): Everyone everyone's spoken so far on this case I think we're back oh Senator Johnson.

802

01:48:09.390 --> 01:48:17.880

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Tara Johnson: hi Tara Johnson i'm on number two, where it says when legally required, how would that be defined.

803

01:48:19.980 --> 01:48:30.780

Tara Johnson: Is every job description that the district puts out does it have to be reviewed by the Vice President i'm just I can see people looking at this and interpreting that very differently and so.

804

01:48:31.470 --> 01:48:37.500

Tara Johnson: i'm not sure if it helps having it there, it should just be in consultation with the VP of human services.

805

01:48:38.640 --> 01:48:39.240

Tara Johnson: Always.

806

01:48:42.690 --> 01:48:44.010

Tara Johnson: that's my comment, thank you.

807

01:48:45.150 --> 01:48:49.410

Monica Ohkubo (she/her): So imagine there's a maybe through this if anyone else has any comments um.

808

01:48:52.590 --> 01:48:53.280

Monica Ohkubo (she/her): yeah yeah.

809

01:48:53.790 --> 01:49:08.400

Kat Valenzuela: So i'm on the job announcement Task Force and we've actually had several meetings with Sarah Hopkins regarding the job announcement and there are you know, there are legal departments, such as they they have to put in about Ada compliance, they need to have.

810

01:49:09.510 --> 01:49:21.000

Kat Valenzuela: They need to make sure that they have diversity that this is an equal opportunity employment So those are the type of legal requirements that that HR would be involved in.

811

01:49:22.170 --> 01:49:24.210

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Kat Valenzuela: Does that help answer your question Tara.

812

01:49:25.980 --> 01:49:30.900

Tara Johnson: Yes, and that i'm in complete agreement with you that's why we should strike when legally required.

813

01:49:40.890 --> 01:49:41.820

Monica Ohkubo (she/her): Cable okay.

814

01:49:49.410 --> 01:50:05.430

Dr John Stover: So one reflection, I have is I think we're pretty deep in the weeds on this too and we're pretty far away from coming to a motion to pass this is my first reflection, my second reflection is that.

815

01:50:07.830 --> 01:50:15.570

Dr John Stover: As this debate about Point number five I think we're talking about multiple issues at once there.

816

01:50:16.680 --> 01:50:19.770

Dr John Stover: i'm sorry Dr flies with Alex have a point of order.

817

01:50:22.800 --> 01:50:23.220

Dr John Stover: No.

818

01:50:23.640 --> 01:50:28.380

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: No just a point of frustration, but thank you i'm sorry for my body language.

819

01:50:28.590 --> 01:50:34.680

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: I have, I have suggestions, but I can't be called on, because I think they're pretty good suggestions, but go ahead john.

820

01:50:35.670 --> 01:50:39.600

Dr John Stover: Okay well i'll go ahead and see my time then to you, Dr place with hawks.

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821

01:50:41.850 --> 01:50:48.900

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Oh well, I don't know if i'm next in the queue I have language i'd like to offer I just can't get it out there because i've already spoken, but.

822

01:50:49.440 --> 01:50:51.180

Monica Ohkubo (she/her): No, sorry i'm not meaning to be like that.

823

01:50:51.180 --> 01:50:51.840

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: But I know.

824

01:50:51.870 --> 01:50:55.710

Monica Ohkubo (she/her): you're doing, we have Senator dorgan spoken to us because maybe your next.

825

01:50:58.020 --> 01:50:59.940

Anne Donegan: I have already spoken so i'll wait my turn.

826

01:51:00.270 --> 01:51:03.060

Monica Ohkubo (she/her): Okay, thank you all Okay, Dr five talks.

827

01:51:03.270 --> 01:51:04.710

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Okay, let me offer something.

828

01:51:05.160 --> 01:51:07.290

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: I think that number five needs to be.

829

01:51:09.210 --> 01:51:17.760

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: considered to be broken into number five and number six and the number five could read taken straight from title five language.

830

01:51:18.030 --> 01:51:27.720

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Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: The district shall be sensitive to an understanding of the diverse academic socio economic, cultural, disability and ethnic backgrounds of Community college students.

831

01:51:28.410 --> 01:51:45.780

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Number six could read to honor diversity equity and inclusion, the district will assure recruitment of colleagues from latinx Asian Pacific islander black African American native American LGBT Q plus and veterans.

832

01:51:49.290 --> 01:51:54.960

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Or you know if you just wanted to if you were wanting to make that's it.

833

01:51:56.490 --> 01:51:56.760

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: You.

834

01:51:57.570 --> 01:51:57.960

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: That.

835

01:51:58.020 --> 01:51:58.410

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: You want me.

836

01:51:59.040 --> 01:52:01.380

Monica Ohkubo (she/her): To the second one in the chat I think.

837

01:52:02.490 --> 01:52:05.190

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Would you like, is it i'm sorry, do you want me to put the second one in the chat.

838

01:52:05.400 --> 01:52:06.210

Monica Ohkubo (she/her): Yes, please.

839

01:52:07.650 --> 01:52:09.450

Monica Ohkubo (she/her): And then, what was it the district shall.

840

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01:52:11.070 --> 01:52:24.660

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: The district shall be sensitive to an understanding of the diverse academic social, economic, cultural, disability and ethnic backgrounds of Community college students.

841

01:52:25.560 --> 01:52:32.460

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: And that way, it also honors the students but it's taken right from title five and then i'll put the second one in the number six in the chat.

842

01:52:34.410 --> 01:52:34.890

Monica Ohkubo (she/her): Okay.

843

01:52:35.640 --> 01:52:39.330

Dr. Brenda Flyswithhawks (she/Ghigau ???) Ki/Pomo Land: Thank you, Senator john stover and everybody else.

844

01:52:43.380 --> 01:52:43.650

Monica Ohkubo (she/her): A.

845

01:52:45.360 --> 01:52:47.160

Monica Ohkubo (she/her): Senator aspinall you've spoken to this right.

846

01:52:49.230 --> 01:52:51.900

Monica Ohkubo (she/her): Yes, you have okay Senator reeves.

847

01:52:54.390 --> 01:53:06.570

Byron: i'm Senator pfizer's call got to where I was going with this, I was going to say you know, last year I was part of a cohort of 30 faculty members with only one black.

848

01:53:08.550 --> 01:53:21.630

Byron: Higher which was me, and so I was going to literally kind of give that language to so that we can focus our hiring in i'm sorry our recruitment on that.

849

01:53:22.830 --> 01:53:25.980

Byron: And just hearing from a webinar today if we're.

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850

01:53:27.000 --> 01:53:45.270

Byron: If we're very direct on what we want to do, I think, San Diego university went from 25 to 48 black faculty right in a year, so I just think the language is super important so she's thankful for Dr vibe with socks are tender dinner hop I was halter on.

851

01:53:46.770 --> 01:53:48.780

Byron: or suggestions that's what I was gonna say yo.

852

01:53:52.560 --> 01:53:54.360

Monica Ohkubo (she/her): A Senator wiley.

853

01:53:56.310 --> 01:54:10.590

Sarah swhyly@santarosa.edu: Two things the first one's really quick with number two I don't think we should take out the when legally required, I think we should change the one to wear and say we are legally required because I think that specifically touches on the concern about.

854

01:54:11.670 --> 01:54:18.390

Sarah swhyly@santarosa.edu: consulting with the VP of human resources on things that are under their purview things that are appropriate to their purview.

855

01:54:19.110 --> 01:54:34.200

Sarah swhyly@santarosa.edu: And the second thing was i'm i'm i'm a little confused I might have missed something so earlier, I think, President Thompson had said that the word regular referring to contract faculty was in.

856

01:54:35.850 --> 01:54:46.170

Sarah swhyly@santarosa.edu: was in the contract, and so we have to use or we should stay with the word regular um but the word part time to refer to to.

857

01:54:46.800 --> 01:54:56.190

Sarah swhyly@santarosa.edu: Either the use of adjunct or part time faculty that that that could be that we didn't have to be that specific about it so i'm just wondering if it's.

858

01:54:56.670 --> 01:55:04.560

Sarah swhyly@santarosa.edu: Like if it's different for full timers than it is for part timers in terms of the length whether or not we need to be really specific with the language.

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859

01:55:04.980 --> 01:55:16.380

Sarah swhyly@santarosa.edu: Or whether it's something where we should be really paying attention to a get to it and making sure that the that it mirrors what the contract language is at least until the contract language changes.

860

01:55:18.780 --> 01:55:20.880

Julie Thompson: I would like to address that, if I may.

861

01:55:24.720 --> 01:55:25.500

Monica Ohkubo (she/her): Go ahead sorry.

862

01:55:25.860 --> 01:55:39.390

Julie Thompson: Okay, thanks, so I think that there are options and adjunct faculty, which is a term that's used by the contract part time, which is a term that's used in ED code to refer to the same group of people.

863

01:55:40.650 --> 01:55:44.820

Julie Thompson: And the contract for um.

864

01:55:45.930 --> 01:55:51.750

Julie Thompson: So we have regular faculty contract faculty full time faculty these are terms that are used.

865

01:55:53.340 --> 01:56:01.440

Julie Thompson: interchangeably and sometimes in not precisely to refer to the same group of people, and so.

866

01:56:02.550 --> 01:56:13.290

Julie Thompson: full time faculty is not an ideal term to use because somebody can be a contract faculty Member, they can be 10 years but if they're on reduced load, they are not full time.

867

01:56:13.860 --> 01:56:32.550

Julie Thompson: Okay, so um so regular faculty refers to tenured faculty it's a term that's used in both ED code and in the contract contract faculty includes tenure track faculty tenured faculty.



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868

01:56:34.230 --> 01:56:46.650

Julie Thompson: As well as somebody who's hired into a contract faculty position on a temporary basis, for example, a one year leave replacement full time with benefits so it's a little bit technical and.

869

01:56:47.340 --> 01:56:58.860

Julie Thompson: i'm really happy to have that conversation maybe offline I think it's a problem we can solve kind of outside of this conversation and then take that clarity and weave it into the draft.

870

01:57:03.570 --> 01:57:05.700

Monica Ohkubo (she/her): Okay, Senator hospital.

871

01:57:09.090 --> 01:57:16.680

Laura Aspinall- she/her: Yes, thank you, Senator wiley touched on number two I was also struggling with the word before and.

872

01:57:18.600 --> 01:57:27.450

Laura Aspinall- she/her: I think, maybe we might want to also consult with our colleagues in HR about how best to reflect this and then we could, I think we're in agreement that we want.

873

01:57:27.780 --> 01:57:31.650

Laura Aspinall- she/her: we're all trying to say we're all saying the same thing in different ways if we all want.

874

01:57:32.670 --> 01:57:42.600

Laura Aspinall- she/her: For the portions the portions of the job description, to be reviewed by the relevant people for the legal components of that that those individuals who.

875

01:57:42.690 --> 01:57:43.170

Laura Aspinall- she/her: presented my.

876

01:57:43.500 --> 01:57:50.820

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Monica Ohkubo (she/her): revenge jump in really quick, so I know that Susana is here representing HR Susana did you have anything to add to that point.

877

01:57:54.690 --> 01:58:00.720

Sussanah Sydney: I ruin yells going to have Sarah responded when she gets back being that she's on the.

878

01:58:02.160 --> 01:58:05.940

Sussanah Sydney: When the Committee, there is reviewing the job announcement so.

879

01:58:09.450 --> 01:58:10.830

Laura Aspinall- she/her: Okay sounds like we could.

880

01:58:10.920 --> 01:58:16.320

Laura Aspinall- she/her: We could get language for that you get it to better reflect what we're all trying to say Okay, thank you.

881

01:58:16.770 --> 01:58:18.330

Monica Ohkubo (she/her): Thank Senator down again.

882

01:58:20.820 --> 01:58:33.840

Anne Donegan: yeah Thank you Sarah Senator wiley and Senator aspinall I was about to try to say the same thing that I think it's important to have we're legally required in there, because there are parts of the job announcements that we definitely want.

883

01:58:34.320 --> 01:58:49.740

Anne Donegan: To have input in consultation, but there are other parts that we don't so that's why I think we definitely need to keep that phrase in there, but I have no problem talking to folks in HR to see you know what they think about this, but you know, to bring it back to us, thank you.

884

01:58:50.490 --> 01:58:59.610

Monica Ohkubo (she/her): In just a two minute time check and note that southern a hospice comments are reflected in number three now and maybe I botched it but i'm Senator balanced way, though.

885

01:59:01.470 --> 01:59:04.710

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Monica Ohkubo (she/her): Oh i'm sorry cetera jacobson then Senator volunteer for the sorry.

886

01:59:06.300 --> 01:59:06.960

Tara Jacobson (she/her): I forgive you.

887

01:59:08.370 --> 01:59:14.190

Tara Jacobson (she/her): So I actually number two's bugging me because I really feel that.

888

01:59:14.940 --> 01:59:24.660

Tara Jacobson (she/her): You HR neat that's their job they need to take a look at the job announcement after the committee and department chair and the Dean, a lot of people are rotating out there might be something.

889

01:59:24.930 --> 01:59:31.590

Tara Jacobson (she/her): that's been put in there that's a legal problem, and if they only are I mean they're gonna have to look at the whole thing, so why not just let them.

890

01:59:32.100 --> 01:59:41.850

Tara Jacobson (she/her): Look at it all over and make sure, everything is appropriate, legally and there isn't anything that we've taken out or omitted or put in that's that's not appropriate and that.

891

01:59:42.330 --> 01:59:46.860

Tara Jacobson (she/her): It just seems like that's the the role at the College and why would we.

892

01:59:47.370 --> 01:59:59.490

Tara Jacobson (she/her): inhibit them by saying no, you can only look at these pieces when holistically they probably have to read the whole job announcement anyway and make sure that it's okay from there, and from the human resource standpoint they're experts we're not.

893

02:00:01.200 --> 02:00:05.520

Monica Ohkubo (she/her): Thank you, Senator balanced way, let me probably have about one minute to get to the last five minute item.

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894

02:00:06.480 --> 02:00:18.690

Kat Valenzuela: yeah, I think, going back to the Senator stoves comment I think we're all you know we're not finished with this and it sounds like with number two we aren't finished with this and it sounds like.

895

02:00:19.830 --> 02:00:29.970

Kat Valenzuela: You know, we need to do some word smithing, but I do know that you know I think what i'm hearing from everybody is you know let's ensure that every you know discipline faculty.

896

02:00:30.360 --> 02:00:42.420

Kat Valenzuela: Have the purview over their specific area, you know HR has their purview over specific areas and that's you know essentially what the job announcement task force has been doing has been dissecting that.

897

02:00:42.690 --> 02:00:56.250

Kat Valenzuela: color coding and everything it's been fun so um I don't know if we need to make a motion right now, or not, but maybe this needs to be tabled for the next meeting to go back and do some research about word smithing things, thank you.

898

02:00:59.310 --> 02:01:05.490

Monica Ohkubo (she/her): OK, I see no hands and no no motions, so I wonder President Thompson if we want oh.

899

02:01:07.710 --> 02:01:09.600

Monica Ohkubo (she/her): Senator Oliver does have her hand up.

900

02:01:11.070 --> 02:01:11.400

Monica Ohkubo (she/her): I don't know.

901

02:01:11.430 --> 02:01:27.690

April Oliver: Yet I just really quickly, I feel like there's a little bit of similarity with numbers, three and six in terms of recruitment, and so I feel like maybe that needs to be played with a little bit more before we make any motion.

902

02:01:28.080 --> 02:01:39.540

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April Oliver: Just to make that maybe move those next to each other or I feel like that needs a little more work, in my opinion before we we vote on anything or make emotion.

903

02:01:40.200 --> 02:01:41.130

Julie Thompson: Okay yeah.

904

02:01:42.150 --> 02:01:49.950

Julie Thompson: Thanks I am with Monica I think we're not there yet, and I think that if we tried to force emotion right now.

905

02:01:52.710 --> 02:02:06.360

Julie Thompson: It would be too hasty i'm so let's go away we'll come back to our next meeting i'm if everyone could spend time reviewing this and think thinking about it, not just in terms of you know, being in the weeds of the.

906

02:02:06.900 --> 02:02:15.810

Julie Thompson: Specific words but holistically what is each of these numbered items intent what's that what's the purpose of each one and and come back with ideas.

907

02:02:17.010 --> 02:02:29.070

Julie Thompson: um Thank you so much to both our Vice President for facilitating that and to our at large representative on senate exact for doing the typing and.

908

02:02:29.820 --> 02:02:42.270

Julie Thompson: appreciate your work, so we have just a few minutes left and the question that senate exact wanted to um to put before you is i'm going to jump down to the information.

909

02:02:43.050 --> 02:02:53.220

Julie Thompson: section of the agenda shall the Senate request the Executive Committee to incorporate senate approved revisions to 4.3 Point two paid.

910

02:02:53.760 --> 02:03:05.550

Julie Thompson: Between meetings and agenda dies revised drafts at a subsequent meeting and which senate ideas from the April 7 2021 meeting.

911

02:03:06.120 --> 02:03:17.580

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Julie Thompson: Which is linked to in your meeting packet shall the Senate recommend for discussion and consideration, and so I think that in our two minutes remaining we're going to tackle just the first.

912

02:03:18.420 --> 02:03:29.250

Julie Thompson: Of those two questions which is will this what the senate's thinking is on having this having senate exact do some.

913

02:03:29.730 --> 02:03:44.340

Julie Thompson: homework not getting out ahead of the Senate, but doing homework to maybe clean up drops staying within the lanes of what has been approved or suggested by the Senate during actual meetings and discussions.

914

02:03:49.110 --> 02:03:55.350

Julie Thompson: And this is the tired group that almost doesn't yet Joe please yeah go ahead and then philomena.

915

02:03:56.070 --> 02:04:06.570

Joe Fassler: I just want I think I think that's a great idea frankly I think it'll just help us move a lot more efficiently, and I mean, I think we, I think we can give feedback and we can.

916

02:04:06.960 --> 02:04:15.450

Joe Fassler: Ask, for you know, bring in thoughts and and incorporate ideas new ideas as necessary, but the things that you've been bringing that have already been worked on.

917

02:04:15.990 --> 02:04:22.770

Joe Fassler: I think look a lot better than what we're able to produce while we're on the fly here so that's my that's my recommendation for that.

918

02:04:22.800 --> 02:04:26.610

Julie Thompson: Okay, thank you for that and and philomena says.

919

02:04:26.670 --> 02:04:29.640

Filomena Avila: That going everything just stated, OK.

920

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02:04:30.810 --> 02:04:42.750

Julie Thompson: OK um, so this is a an info information item discussion we don't vote on information items i'm if if there are any dissenting opinions, is this would be a good time for us to hear those.

921

02:04:46.920 --> 02:04:58.500

Julie Thompson: Okay, so it sounds like senate exact will will do some homework will stay faithful to what has been discussed and decided upon in senate discussions and.

922

02:04:59.010 --> 02:05:09.150

Julie Thompson: we're one minute till we didn't want to waste any of our time, but we're women until and not enough time to start a new discussion um any last words before we adjourn.

923

02:05:10.710 --> 02:05:17.790

Julie Thompson: Okay, thank you for productive interesting meeting and we'll see you soon okay thanks everyone meeting adjourned.