

TRANSCRIPT  
October 20, 2021

146

00:17:30.120 --> 00:17:47.190

Julie Thompson: Sorry, to be flying by the seat of my pants, as it were, um so it's 315 and I think that I should call this meeting to order, welcome to everyone and just quickly get over to the agenda for the day um.

147

00:17:48.210 --> 00:17:58.950

Julie Thompson: So um, as you know, I made some requests for people to for senators, to say that they're willing to read the land acknowledgement statement.

148

00:17:59.220 --> 00:18:14.460

Julie Thompson: And then I stopped hearing i'm getting I stopped getting replies to those requests, and so I would like to just ask for a volunteer to read the land acknowledgement statement today, and if you need access to it it's on the current meeting materials page.

149

00:18:16.410 --> 00:18:19.020

Julie Thompson: And if I don't hear from I will call Oh, thank you Jen.

150

00:18:21.030 --> 00:18:22.650

Jen (she/her) Carlin-Goldberg: Wait you just said me right.

151

00:18:23.040 --> 00:18:23.700

Julie Thompson: I did, yes.

152

00:18:23.730 --> 00:18:25.860

Jen (she/her) Carlin-Goldberg: Okay, all right, I would be more than happy to read it.

153

00:18:26.550 --> 00:18:28.770

Jen (she/her) Carlin-Goldberg: I just wanted oh on the.

154

00:18:32.400 --> 00:18:33.990

Jen (she/her) Carlin-Goldberg: On the meeting materials page, you said.

155

00:18:34.470 --> 00:18:35.760

Academic Senate: You sent it in the chat.

156

00:18:36.510 --> 00:18:38.640

Jen (she/her) Carlin-Goldberg: Oh boo boo chat I can look at chat.

157

00:18:40.260 --> 00:18:40.770

Jen (she/her) Carlin-Goldberg: alright.

158

00:18:41.910 --> 00:18:48.510

Jen (she/her) Carlin-Goldberg: We acknowledge that we gather at Santa Rosa junior College on the territorial traditional end of the promo people in Santa Rosa.

159

00:18:48.840 --> 00:18:59.490

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

160

00:19:00.420 --> 00:19:01.890

Julie Thompson: Jen Thank you so much.

161

00:19:03.240 --> 00:19:04.080

Okay.

162

00:19:05.700 --> 00:19:17.010

Julie Thompson: Okay i'm open forum before we get started with open forum, I have just a couple of comments to share, if I can find my notes here.

163

00:19:27.510 --> 00:19:28.830

Julie Thompson: Sorry, my my.

164

00:19:30.810 --> 00:19:36.690

Julie Thompson: My outlook is very slow okay so um please observed the three minute rule.

165

00:19:37.230 --> 00:19:46.230

Julie Thompson: And our timekeeper Tara jacobson will give you a signal when you have one minute remaining and it's three minutes, I will ask you to end your comment.

166

00:19:46.740 --> 00:19:59.460

Julie Thompson: Please note that open forum is not for debate if you hear something that you wish to respond to and you are not in the queue for today's open forum Please submit your open forum forum for our next meeting.

167

00:20:00.360 --> 00:20:14.670

Julie Thompson: Also, the total amount of time given to an issue in open forum is limited to a maximum of 10 minutes, and maybe less based on the total number of open forum speaking request submitted prior to the start of the meeting.

168

00:20:15.630 --> 00:20:26.430

Julie Thompson: Finally, it is good practice for members of the body to use a gen diarized time during discussion and action items to address agenda items.

169

00:20:26.880 --> 00:20:33.720

Julie Thompson: Rather than using open forum which precludes debate, we thank you for your cooperation, so that we may.

170

00:20:34.050 --> 00:20:46.950

Julie Thompson: Both hear from the Community during open forum and protect the time that we have scheduled for other important agenda items so with that I will ask who is first in the queue for open forum amy.

171

00:20:48.960 --> 00:20:51.000

Academic Senate: I have no one in the queue.

172

00:20:51.510 --> 00:20:56.010

Julie Thompson: Oh, my gosh okay Thank you so much um.

173

00:20:57.840 --> 00:21:02.640

Julie Thompson: Okay excellent Thank you let's move on, then.

174

00:21:04.440 --> 00:21:17.280

Julie Thompson: We might get through all of our agenda items to that would be very exciting okay um next on the agenda is correction and Adoption of the Minutes, are there any corrections to the draft minutes.

175

00:21:19.020 --> 00:21:22.200

Julie Thompson: Sorry i'm just speaking again i'm from the October 6 meeting.

176

00:21:23.670 --> 00:21:25.200

Julie Thompson: Any corrections.

177

00:21:27.420 --> 00:21:29.340

Julie Thompson: give everyone a moment to.

178

00:21:30.570 --> 00:21:30.930  
Julie Thompson: kind of.

179  
00:21:31.950 --> 00:21:34.530  
Julie Thompson: Everybody thought they were going to have 20 minutes right.

180  
00:21:36.450 --> 00:21:37.110  
Julie Thompson: Right okay.

181  
00:21:38.460 --> 00:21:39.660  
Julie Thompson: Okay.

182  
00:21:40.890 --> 00:21:44.850  
Julie Thompson: No corrections, then, is there a motion to approve.

183  
00:21:51.720 --> 00:21:52.800  
Julie Thompson: Jen centered.

184  
00:21:54.270 --> 00:21:58.290  
Jen (she/her) Carlin-Goldberg: My name is Jennifer carolyn goldberg and I moved to approve the Minutes from the last meeting.

185  
00:21:58.710 --> 00:22:00.120  
Julie Thompson: Okay, thank you, is there a second.

186  
00:22:00.990 --> 00:22:01.830  
Filomena Avila: One is Mina.

187  
00:22:02.670 --> 00:22:06.210  
Filomena Avila: Mina I philomena outlet make a motion to second.

188  
00:22:06.690 --> 00:22:13.140  
Julie Thompson: Okay, thank you, we have emotion in the second and if senators can be ready for the bolt the roll call vote, please.

189  
00:22:16.230 --> 00:22:19.170  
Dr John Stover: Approval of the Minutes and Herman.

190  
00:22:19.410 --> 00:22:21.330

Dr John Stover: Yes, aspinall.

191

00:22:21.570 --> 00:22:23.010

Dr John Stover: Yes, Viola.

192

00:22:23.310 --> 00:22:24.810

Dr John Stover: Yes, Bush.

193

00:22:24.930 --> 00:22:26.760

Dr John Stover: Yes, carlin goldberg.

194

00:22:27.060 --> 00:22:29.370

Dr John Stover: Yes, Kabbalah stolen.

195

00:22:29.730 --> 00:22:31.320

Dr John Stover: Yes, Crawford.

196

00:22:31.560 --> 00:22:33.210

Dr John Stover: Yes, don again.

197

00:22:33.630 --> 00:22:35.220

Dr John Stover: Yes, faster.

198

00:22:38.430 --> 00:22:40.350

Dr John Stover: Faster moving on.

199

00:22:41.640 --> 00:22:42.450

Dr John Stover: jacobson.

200

00:22:42.930 --> 00:22:44.760

Dr John Stover: Yes, Johnson.

201

00:22:45.300 --> 00:22:45.930

abstain.

202

00:22:47.880 --> 00:22:48.690

Dr John Stover: coston.

203

00:22:48.960 --> 00:22:49.500  
Yes.

204  
00:22:51.030 --> 00:22:51.600  
Dr John Stover: lemer.

205  
00:22:51.990 --> 00:22:54.030  
Dr John Stover: Yes, they house.

206  
00:23:01.620 --> 00:23:02.130  
Monica Ohkubo (she/her): Yes.

207  
00:23:03.210 --> 00:23:03.870  
Dr John Stover: Oliver.

208  
00:23:04.290 --> 00:23:06.300  
Dr John Stover: Yes, persons.

209  
00:23:09.810 --> 00:23:10.890  
Dr John Stover: Oh wait i'm sorry Nancy.

210  
00:23:11.670 --> 00:23:14.070  
Dr John Stover: i'm sorry my bad reeves.

211  
00:23:14.820 --> 00:23:15.450  
Yes.

212  
00:23:16.500 --> 00:23:17.310  
Dr John Stover: Roman ollie.

213  
00:23:17.580 --> 00:23:19.020  
Dr John Stover: Yes, Schmidt.

214  
00:23:21.750 --> 00:23:22.380  
Emily Schmidt (she): Yes.

215  
00:23:24.720 --> 00:23:25.320  
George Sellu: Yes.

216

00:23:25.890 --> 00:23:26.700

Dr John Stover: spoon Berg.

217

00:23:27.060 --> 00:23:29.400

Dr John Stover: Yes, stover yes.

218

00:23:30.600 --> 00:23:31.530

Dr John Stover: Balance Layla.

219

00:23:31.800 --> 00:23:33.480

Dr John Stover: Yes, wiley.

220

00:23:34.020 --> 00:23:34.560

Yes.

221

00:23:36.390 --> 00:23:37.140

Dr John Stover: Winston.

222

00:23:38.370 --> 00:23:39.030

Summer (They/Them): Yes.

223

00:23:40.410 --> 00:23:43.500

Dr John Stover: And circling back faster is Jeff hassler here.

224

00:23:45.180 --> 00:23:48.540

Dr John Stover: Going once going twice and we're done, the Minutes are approved.

225

00:23:48.930 --> 00:23:51.960

Julie Thompson: Okay, thank you very much.

226

00:23:53.460 --> 00:23:53.970

Julie Thompson: OK.

227

00:23:55.830 --> 00:24:05.670

Julie Thompson: And i'm going to skip over adjustments to the agenda, since we don't have any consent items for today and next we have reports okay and.

228

00:24:07.320 --> 00:24:09.870

Julie Thompson: First up with the Presidents report.

229

00:24:11.190 --> 00:24:21.450

Julie Thompson: Okay, and so the first thing I would like to share is that our Vice President will be out on leave from early November to early April.

230

00:24:22.260 --> 00:24:31.500

Julie Thompson: Our Constitution and bylaws are silent on how to fill officer leaves guide to bypass practice and existing language regarding Senator leaves.

231

00:24:31.860 --> 00:24:40.980

Julie Thompson: The Executive Committee has decided that we will invite senators to express interest in serving in this position during the term of Senator okubo leave.

232

00:24:41.430 --> 00:24:52.710

Julie Thompson: I will consult with senate exact and appoint a senator to serve during the leaves please watch for an email from the Senate account inviting senators to put their names forward for consideration.

233

00:24:55.650 --> 00:25:06.810

Julie Thompson: We have a number of other Senator vacancies, and also, if you are planning on a sabbatical, can you please let me know at your earliest convenience, so that we can appeal for faculty members.

234

00:25:07.230 --> 00:25:23.490

Julie Thompson: to serve while you are out, and I think at current count, we have about four vacancies um and so we'd like to rather than kind of bombard the Faculty with individual emails we'd like to kind of collect all the vacancies and recruit for those at once.

235

00:25:25.020 --> 00:25:25.530

Okay.

236

00:25:27.300 --> 00:25:42.330

Julie Thompson: And I have something slightly out of order here um so i'm going to wing this one on one of our vacancies is for Senator nate hos who is.

237

00:25:43.590 --> 00:26:00.480

Julie Thompson: stepping down, which is sad for us, but she has been hired into a full time classified position at the College and so congratulations to Senator lauren Mitchell new house i'm very sorry to see you go, but very happy for you and your your new position.

238



00:26:01.500 --> 00:26:02.070

Julie Thompson: Okay.

239

00:26:03.210 --> 00:26:19.080

Julie Thompson: Okay, and announcement reminder that the deadline for submitting interest for plenary is this Friday interested senators, please reply to the email that you received from the Senate account and see last Friday, we had the area be meeting.

240

00:26:20.370 --> 00:26:28.560

Julie Thompson: We receive the fall 2021 resolution packet and reviewed it at that meeting and the updated packet of resolutions.

241

00:26:29.160 --> 00:26:39.480

Julie Thompson: For the fall plenary has been posted to our Senator resources page it's alphabet eyes on that page under fall 2021 plenary resolutions.

242

00:26:39.840 --> 00:26:46.620

Julie Thompson: you'll see two links there one to general information about the resolutions process and the other to the resolutions packet.

243

00:26:47.250 --> 00:26:53.520

Julie Thompson: senators, please read these, as you are able and share them with faculty colleagues in your area.

244

00:26:54.030 --> 00:27:05.760

Julie Thompson: And forward your thoughts and feedback to send it exactly and we will make sure that the input that we receive a shared with the team of senators ascending plenary, and that will inform the boats that are cast.

245

00:27:06.960 --> 00:27:17.670

Julie Thompson: Communities of practice, the fall communities of practice rosters are established we're doing a final and Third Round for the spring communities of practice.

246

00:27:18.060 --> 00:27:25.380

Julie Thompson: And we'll send that out on November 5 and the the window of application will be from November five to November 22.

247

00:27:26.310 --> 00:27:33.270

Julie Thompson: And a PCC the educational planning and coordinating Council had its first meeting on Thursday October 14.

248

00:27:33.780 --> 00:27:43.620

Julie Thompson: I would like to thank the following faculty colleagues for taking on this additional responsibility on short notice Laura aspinall Joe faster Dr Emmanuel Raimundo.

249

00:27:43.950 --> 00:27:49.440

Julie Thompson: and Dr romo Roman yo Lee Vice President sales on the Italian I are co chairing the Council.

250

00:27:49.740 --> 00:28:01.110

Julie Thompson: And our goal is to support the Senate in the expedited review and where necessary revision, the policies and procedures that must be quickly brought up to date for our accreditation process.

251

00:28:01.680 --> 00:28:07.620

Julie Thompson: Sentences that hopes to start placing these recommended drafts on consent agendas, as soon as possible.

252

00:28:08.910 --> 00:28:22.860

Julie Thompson: As this work moves through the Senate, the Senate senators are encouraged to identify those policies and procedures that we may wish to bring back to the body soon for further deliberation, even though we may find the proposed drafts.

253

00:28:23.580 --> 00:28:39.480

Julie Thompson: are workable remember that policies and procedures are living documents, so we might approve something on consent, but that doesn't mean that we've lost any further opportunities to to do work on those and i've been looking at my my document.

254

00:28:40.680 --> 00:28:44.310

Julie Thompson: Senator jacobson can I get an idea of how much time I have left.

255

00:28:46.440 --> 00:28:47.310

Tara Jacobson (she/her): yeah Let me take a look.

256

00:28:47.640 --> 00:28:48.690

Julie Thompson: Okay sorry about that.

257

00:28:48.840 --> 00:28:50.190

Tara Jacobson (she/her): You have 35 seconds.

258

00:28:50.310 --> 00:28:59.490

Julie Thompson: yeah Okay, thank you um let's see upcoming training on curriculum and D AIA on November 15.

259

00:29:00.060 --> 00:29:09.630

Julie Thompson: And we're also working on scheduling a training on the brown act and there's a lot of inconsistent messaging around that and and a need for clarity.

260

00:29:10.110 --> 00:29:16.920

Julie Thompson: and also the Executive Committee will be meeting with our new professional development coordinators Matthew Martin and Anton again.

261

00:29:17.760 --> 00:29:30.600

Julie Thompson: At an upcoming meeting so that we can function as a lease on a conduit between the Senate priorities and the work that is facilitated by the coordinators and that's what I have time for so thank you very much.

262

00:29:32.460 --> 00:29:33.270

Julie Thompson: and

263

00:29:34.680 --> 00:29:42.420

Julie Thompson: Our next report is from and foster and josh Adams The co chairs of the curriculum review committee.

264

00:29:44.400 --> 00:29:53.580

Josh Adams: Thank you Julie and good afternoon i'm josh Adams and today and and I are here to report out on our work reviewing the curriculum board policies and administrative procedures.

265

00:29:54.390 --> 00:30:04.830

Josh Adams: Just as a quick reminder last spring, so JC kicked off our migration to the Community college Lee of California, also known as CCL see policy and procedure service.

266

00:30:05.460 --> 00:30:10.290

Josh Adams: CC llc provides template language for over 400 board policies administrative procedures.

267

00:30:11.010 --> 00:30:19.320

Josh Adams: All of us are JC policies and procedures are going to be reviewed and revised in accordance with the CCL see recommended templates and numbering system by 2024.

268

00:30:19.920 --> 00:30:35.730

Josh Adams: But in preparation for our upcoming ACC JC visit Kevin has identified and prioritize a set of policies and procedures that are legally required by code or accreditation to meet those standards so for more more details on the work related to curriculum i'll hand it over to and foster.

269

00:30:37.680 --> 00:30:43.830

Ann Foster: Thank you and good afternoon everybody, and thank you for this time i'm just going to review what we've done.

270

00:30:44.220 --> 00:30:55.140

Ann Foster: The Board policies themselves that are related to curriculum, the administrative procedures and next steps, so this is just telling you that we've been reviewing the existing policies.

271

00:30:55.740 --> 00:31:08.070

Ann Foster: From CC llc as well as at asr JC and comparing them and essentially seen what is missing in the CC llc template that has long been a part of Sri JC policy.

272

00:31:08.490 --> 00:31:13.770

Ann Foster: In that process we've discovered that there are a lot of things in policy that are actually procedural.

273

00:31:14.070 --> 00:31:23.850

Ann Foster: Or could live elsewhere so that's been part of our process, as well as extracting what can live elsewhere in procedure and a handbook and a guide in the catalog.

274

00:31:24.240 --> 00:31:36.930

Ann Foster: And really just calling out the language from the template and from our existing policies that we want to focus on for these policies related to curriculum so josh if you could go to the next slide.

275

00:31:38.340 --> 00:31:50.850

Ann Foster: So the numbers on the Left that's a BP, those are the CC lc template numbers and the ones on the right are the numbers that correlate with Sri JC board policies, the names are slightly different.

276

00:31:51.660 --> 00:32:03.480

Ann Foster: So, essentially, we have been going through each policy on the right, the JC policy to see what is not represented in the CC lc word policy.

277

00:32:03.900 --> 00:32:16.350

Ann Foster: So this is the work that we've been focusing on this fall and then the next step will be that will be taking a look at the administrative procedures, this is a little Messier, as you can see.

278

00:32:16.770 --> 00:32:27.180

Ann Foster: One CC lc administrative procedure can be reflected in several different Sri JC procedures so.

279

00:32:27.930 --> 00:32:42.390

Ann Foster: This is helping us figure out what do we already do that works very well in this area, and how does it merge with the CCL see template but this work is really work that will be doing, between now and the spring.

280

00:32:42.900 --> 00:32:56.970

Ann Foster: So next slide helps us focus on what's next so very soon on one of your consent agendas, the new policies related to curriculum that are aligned with the CCL see template.

281

00:32:57.840 --> 00:33:13.620

Ann Foster: you'll have an opportunity to vote on those via the consent agenda, we still need to as a committee to take a look at these and CRC, so we need to take that step, first, and then they will be forwarded to to the Senate.

282

00:33:14.820 --> 00:33:15.510

Ann Foster: And as.

283

00:33:17.700 --> 00:33:29.370

Ann Foster: Senator President Thompson already said and you'll hear from a PCC and a bit, they will also be taking a look at these before president's cabinet and before they go on to the board of trustees.

284

00:33:29.880 --> 00:33:36.600

Ann Foster: And then, as I mentioned earlier, will be taking a look at the procedural steps to make sure that we.

285

00:33:37.080 --> 00:33:43.590

Ann Foster: work closely with the academic Senate to review and update those procedures and then, once.

286

00:33:44.010 --> 00:33:59.220

Ann Foster: This is a domino effect right once all of that is done, we will make sure that we update the documents that everybody uses for developing and revising curriculum the handbook checklists anything that we use to.

287

00:34:00.210 --> 00:34:09.270

Ann Foster: Take a look at our curriculum will be updated to reflect all of these changes and josh unless I missed anything I think that's the end of our report yeah.

288

00:34:09.360 --> 00:34:10.050

Josh Adams: that's it thanks.

289

00:34:12.390 --> 00:34:12.780

Okay.

290

00:34:14.100 --> 00:34:23.130

Julie Thompson: Thank you so much, and in josh I appreciate that report and our final report is from Senator aspinall and she's going to give us a little more detailed.

291

00:34:24.330 --> 00:34:28.500

Julie Thompson: description of the work of a PCC Senator aspinall.

292

00:34:29.400 --> 00:34:41.190

Laura Aspinall- she/her: Hello everyone as Julie mentioned and the Presidents report, excuse me President Thompson mentioned in the Presidents report educational planning and coordinating Council has been reconvened we had our first meeting.

293

00:34:42.240 --> 00:34:59.130

Laura Aspinall- she/her: Last Thursday we'll meet again next week and we are a standing committee of the Senate, which is chaired by the academic senate president and the academic affairs Vice President faculty members were recruited recall out that went out a few weeks ago.

294

00:35:00.420 --> 00:35:16.020

Laura Aspinall- she/her: And there was a very quick as as President Thompson mentioned turn around to appointments the we have been reconvened specifically to assist with the review of the policies that are needed review which is approximately 50 in preparation for accreditation.

295

00:35:17.160 --> 00:35:24.810

Laura Aspinall- she/her: The policies and question have been assigned to various supervising administrators, as discussed in the last report.

296

00:35:26.070 --> 00:35:43.470

Laura Aspinall- she/her: to convert to the CCL template for format for review and for other necessary updates and changes policies will then come to the PCC for review before moving on and the approval process for which this round will be expedited given our short term term.

297

00:35:44.520 --> 00:35:45.690

Laura Aspinall- she/her: turn around to do this work.

298

00:35:46.950 --> 00:36:00.540

Laura Aspinall- she/her: Also, as mentioned some policies may be flagged return for further work post approval, so please be on the lookout as policies come to us either on the consent agenda or on the discussion and action agenda.

299

00:36:01.200 --> 00:36:20.070

Laura Aspinall- she/her: For items that you would like to send it to return to at a future date for more robust discussion and attention, and then we should expect to see many of these as as an noted on the consent agenda again that's that's to add an effort to streamline the process and get the.

300

00:36:21.150 --> 00:36:27.300

Laura Aspinall- she/her: The required work done, knowing that we will likely have to come back and do a deeper dive on some of these things.

301

00:36:28.230 --> 00:36:38.850

Laura Aspinall- she/her: At our first meeting we discussed process of work plan and the development of criteria and or a rubric for policy review so we're in the process of continuing that.

302

00:36:39.270 --> 00:36:47.910

Laura Aspinall- she/her: And we will reconvene next week and hopefully start actually looking at some some policies and that's all I have for you today okay.

303

00:36:49.410 --> 00:36:56.460

Julie Thompson: Okay Laura Thank you Senator as well, thank you so much for for that report okay um.

304

00:36:58.230 --> 00:37:04.860

Julie Thompson: So we have nothing on the consent agenda for today, so we are moving on to the action agenda and.

305

00:37:06.540 --> 00:37:10.380

Julie Thompson: recall that we did not complete our work on the recruitment section.

306

00:37:11.610 --> 00:37:23.700

Julie Thompson: Of the Faculty hiring procedure at our last meeting so kind of turning back the clock, where we're re commencing where we were at the last meeting.

307

00:37:25.770 --> 00:37:29.910

Julie Thompson: And so i'm going to turn things over to Vice President okubo.

308

00:37:35.430 --> 00:37:46.500

Monica Ohkubo (she/her): Thank you, President Thompson MN to remind us all, where we were if you're looking at the agenda supposed to do that for us.

309

00:37:47.340 --> 00:37:58.920

Monica Ohkubo (she/her): If you're looking at the agenda and you click out to where we were we were talking about this clean version of the top for recruitment for anyone that has thoughts or.

310

00:38:00.420 --> 00:38:11.820

Monica Ohkubo (she/her): I think we were talking about number five and there was a comment so again, this is not motions have to be made reminder that motions have to be made for us to actually you know.

311

00:38:12.780 --> 00:38:20.400

Monica Ohkubo (she/her): solidify this language but just so we all know what we were reminder of where we were with us, we were talking about number five.

312

00:38:20.820 --> 00:38:36.600

Monica Ohkubo (she/her): And that we were bouncing around some language, because we didn't like a couple people didn't like sensitive to and understanding of, and we were looking at different language there so where the clean copy is here from are linked out from our agenda.

313

00:38:37.920 --> 00:38:43.920

Monica Ohkubo (she/her): shows this, so this is what we're working with now and then we can entertain any.

314

00:38:44.970 --> 00:38:49.470

Monica Ohkubo (she/her): Any discussion of that okay believe, is where we are President Thompson.

315

00:38:49.560 --> 00:39:01.680

Julie Thompson: yeah exactly Thank you and also, if I could intervene for a moment and I see that i'm past President plays with hawks has her hand up and one of the things that that we were talking about incentive executives that.



316

00:39:02.820 --> 00:39:10.890

Julie Thompson: It was suggested to us that that the that one practice that we might want to adopt is.

317

00:39:11.580 --> 00:39:25.170

Julie Thompson: Taking straw polls, which take a little less time they're more informal to gauge, where we are in the process and and move things along in that way, rather than and then actually having a roll call vote on every single.

318

00:39:26.520 --> 00:39:35.700

Julie Thompson: change and that we can use straw polling, which is how previous senate Presidents have conducted this kind of.

319

00:39:37.200 --> 00:39:43.470

Julie Thompson: Very detail oriented policy revision um, and so I am.

320

00:39:44.850 --> 00:39:54.390

Julie Thompson: Making that as a suggestion to the body that we may save time, by doing that, rather than then formal roll call votes on every change.

321

00:39:57.690 --> 00:39:58.080

Okay.

322

00:39:59.730 --> 00:40:07.620

Julie Thompson: So i'll let you sit with that for a moment and then someone a call go back to you and past President plays with hawks is in the queue.

323

00:40:13.830 --> 00:40:14.910

Dr. Brenda Flyswithhawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: For you, are you ready for me to speak.

324

00:40:16.680 --> 00:40:17.310

Julie Thompson: I am.

325

00:40:17.670 --> 00:40:18.330

Dr. Brenda Flyswithhawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: Okay Facebook.

326

00:40:18.750 --> 00:40:20.190

Julie Thompson: uber are you yeah okay thanks.

327

00:40:20.670 --> 00:40:26.370

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: Okay, so I wanted to make comment on number five to see if I can give some.

328

00:40:27.870 --> 00:40:32.520

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: More language that would be better to try and understand it's kind of.

329

00:40:34.440 --> 00:40:44.430

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: difficult to understand what may be sensitive to an understanding of so i'd like to suggest that the that language be struck.

330

00:40:45.120 --> 00:40:53.820

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: And, in place of that language would be the words acknowledge and include so the district shall.

331

00:40:54.330 --> 00:41:17.280

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: At knowledge and include the diverse academics, social, economic, cultural, disability and ethnic ethnic backgrounds of Community college students so striking be sensitive to an understanding of and replacing it with acknowledge and include and i'll write that in the chat with your permission.

332

00:41:23.880 --> 00:41:27.990

Monica Ohkubo (she/her): So go ahead and add that in the chat and then I see Rome.

333

00:41:29.130 --> 00:41:43.710

Roam: i'm curious about acknowledge and include into what and if we could clarify that maybe at the end of the sentence like acknowledge and include them in the hiring process or you know I don't know what the it would be nice to clarify that, what are we, including that group in.

334

00:41:45.270 --> 00:42:01.410

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: Well, I guess, I understood it i'm Sorry, I guess, I just kind of took it that we're talking about the hiring process so that was understood, to me, but I agree with Senator realm that to me that was just understood, because of the document that we're talking about here.

335

00:42:02.430 --> 00:42:03.780

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: Let me add that in the chat.

336

00:42:04.710 --> 00:42:05.370

Dr. Brenda Flyswithawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: i'd like to.

337

00:42:05.490 --> 00:42:10.830

Julie Thompson: add a point of clarification, so the whole thing is the hiring policy this particular section is recruitment.

338

00:42:12.630 --> 00:42:13.500

Dr. Brenda Flyswithawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: Yes, thank you.

339

00:42:28.530 --> 00:42:34.260

Monica Ohkubo (she/her): Discussion on five suggested language comments on the suggested language in the chat.

340

00:42:50.850 --> 00:42:53.700

Monica Ohkubo (she/her): And past President flies with hard to hear it, not much hat now.

341

00:43:08.220 --> 00:43:08.850

Julie Thompson: There we go.

342

00:43:24.060 --> 00:43:29.160

Julie Thompson: So I see recommended language and at this point we don't have emotion so maybe we can.

343

00:43:30.330 --> 00:43:31.020

Julie Thompson: Before we.

344

00:43:32.220 --> 00:43:34.350

Julie Thompson: end up with emotion, we can.

345

00:43:37.770 --> 00:43:44.190

Julie Thompson: Make sure that we're we're good on on language, whatever it might need we we can still.

346

00:43:45.270 --> 00:43:46.050

Julie Thompson: fine tune that.

347

00:43:51.630 --> 00:43:57.660

Mark Anderman: hi I do have a question on the language as we're looking at it right now, which is this section of the document.

348

00:43:58.320 --> 00:44:10.140

Mark Anderman: comes to me as directed more to human resources, this is a recruitment section, this is about human resources and probably departments as well, reaching outside the College and trying to recruit people so to to.

349

00:44:10.860 --> 00:44:19.200

Mark Anderman: to become an applicant, and so, with that in mind i'm reading the President wording and trying to see how that fits under recruitment.

350

00:44:23.790 --> 00:44:24.780

Mark Anderman: that's That was my question.

351

00:44:30.840 --> 00:44:31.290

Monica Ohkubo (she/her): Smith.

352

00:44:31.470 --> 00:44:32.040

Dr. Brenda Flyswithhawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: My answer.

353

00:44:35.460 --> 00:44:46.050

Emily Schmidt (she): hi Thank you everyone, I just wanted to sort of continue what Senator Roman only and Center and said that.

354

00:44:47.820 --> 00:44:59.250

Emily Schmidt (she): i'm still i'm still not sure what this means include them in recruitment how, but I feel like it's sort of an incomplete policy.

355

00:45:01.620 --> 00:45:10.680

Emily Schmidt (she): I think I think the language so far as fine i'm just still not sure we include them in in what or how.

356

00:45:11.640 --> 00:45:21.510

Emily Schmidt (she): You know what aspect of recruitment, are we going to be having students, you know calling people like hey apply for a job at my school, you know just so just some clarification there okay.

357

00:45:22.950 --> 00:45:32.190

Julie Thompson: Thank you, Senator Schmidt i'd like to step in and we're not bound by this number five language we're not even bound by having a number five.

358

00:45:32.520 --> 00:45:48.420

Julie Thompson: We can completely scrapped this we can set it aside and say in the best of all possible worlds, what would we like that to say, or what point would we like so if we want to start over with the concept of what it is we're even trying to achieve here, we can do this.

359

00:45:58.980 --> 00:46:06.870

Monica Ohkubo (she/her): And what i'm hearing, as well as like that would be nice but we're you know i'm hearing like how and accountability measurability right.

360

00:46:08.340 --> 00:46:11.430

Monica Ohkubo (she/her): Maybe that's the issue if anyone has that Senator wiley.

361

00:46:13.350 --> 00:46:27.420

Sarah Whyllly: Can I defer to this past President flies with hawks because I think that she may have a suggestion that she wanted to include given the language that she put in there, I want to hold my comment until I hear what she has to say, I think.

362

00:46:30.330 --> 00:46:34.140

Monica Ohkubo (she/her): Is that okay regarding the speaking roles and such do you think.

363

00:46:35.820 --> 00:46:38.340

Monica Ohkubo (she/her): yeah Okay, Dr flies but.

364

00:46:40.080 --> 00:46:41.160

Dr. Brenda Flyswithhawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: that's very kind of.

365

00:46:42.990 --> 00:46:52.950

Dr. Brenda Flyswithhawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: Senator while i'm working on something right now so i'll leave my hand up but i'll pass it this moment because i'm hearing the comment and i'm i'm agreeing to try to where we can.

366

00:46:54.720 --> 00:47:07.260

Dr. Brenda Flyswithhawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: You know finalize it in some way to where I hear the point when we're doing recruitment we're wanting at least am wanting folks that are recruiting from the outside.

367

00:47:10.050 --> 00:47:25.590

Dr. Brenda Flyswithawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: To understand the diversity that we have within our Community college student makeup so i'm going to keep working and then i'll come back and put my hand up, thank you, Vice President okubo and also share wiley.

368

00:47:28.680 --> 00:47:29.100

Monica Ohkubo (she/her): wiley.

369

00:47:30.810 --> 00:47:41.910

Sarah Whyllly: I was going to suggest that maybe we could add in their in their efforts, or in their consideration in the recruitment efforts or recruitment considerations.

370

00:47:42.900 --> 00:47:52.170

Sarah Whyllly: Or perhaps in their planning for recruitment um but if we're going to as as President Thompson suggested if if we're going to take this back and maybe.

371

00:47:52.680 --> 00:48:10.140

Sarah Whyllly: Try to reformulate it and maybe we could maybe we could start with the with the place where we would like them to really focus on this right like what part of the recruitment process would this be most on where would be most efficacious to to bring this in.

372

00:48:14.280 --> 00:48:16.230

Monica Ohkubo (she/her): Thank you Sandra vascular.

373

00:48:17.700 --> 00:48:26.460

Joe Fassler: Thanks, I think the to me the key like action step in this section is actually back in number three, where it says, you know.

374

00:48:27.060 --> 00:48:33.780

Joe Fassler: support efforts by HR to and here's the key part advertise positions to and recruit from abroad population.

375

00:48:34.170 --> 00:48:48.690

Joe Fassler: So I think like it's advertising and recruitment are the key things, and that should go out to a broad population I think that's the to me that's the most definitive like action step in this section, and so I would say, like five and.

376

00:48:49.890 --> 00:49:00.690

Joe Fassler: Five and even six like if there's more clarity needed about what it means to have a broad population that I would sort of put it back up into three and then five and six are sort of more like.

377

00:49:01.770 --> 00:49:12.690

Joe Fassler: You know, we understand the intent, but like there's they don't have like a they don't have a like a like a real sense of action about that so that's the that's that that's my comment.

378

00:49:16.830 --> 00:49:20.610

Monica Ohkubo (she/her): That Senator Romeo Giulia have already spoken on this topic i'm trying to keep.

379

00:49:20.730 --> 00:49:22.140

chatting okay.

380

00:49:23.160 --> 00:49:28.770

Monica Ohkubo (she/her): So if it's okay with you and Senator Smith, I like to move to Senator aspinall and.

381

00:49:29.970 --> 00:49:32.430

Monica Ohkubo (she/her): Senator Carla goldberg first thank you.

382

00:49:34.200 --> 00:49:38.100

Laura Aspinall- she/her: I feel like there's there's two parts to this there's the there's the makeup.

383

00:49:40.260 --> 00:49:48.570

Laura Aspinall- she/her: Of the screening and interview committee that we haven't quite gotten to yet, but it is that is intimated in this portion there's a diversity of that group.

384

00:49:48.900 --> 00:49:58.800

Laura Aspinall- she/her: And then there's the diversity of the applicant pool, and I think some of that's getting a little conflated here, and so I don't know if I know we haven't gotten to committee makeup yet.

385

00:49:59.430 --> 00:50:09.900

Laura Aspinall- she/her: But again, if the in the first number one there it's referenced so it seems to me that we would need to be clear about who works talking about.

386

00:50:10.590 --> 00:50:24.570

Laura Aspinall- she/her: Within this when we say that, where the district should acknowledge and include diverse academics Baba Baba BA are we talking about the WHO is that I think that's the part that we're missing.

387

00:50:26.670 --> 00:50:27.150

Laura Aspinall- she/her: Thank you.

388

00:50:29.850 --> 00:50:31.500

Monica Ohkubo (she/her): Thank you, Senator carlin over.

389

00:50:32.610 --> 00:50:33.720

Jen (she/her) Carlin-Goldberg: Oh yeah.

390

00:50:34.860 --> 00:50:55.050

Jen (she/her) Carlin-Goldberg: I agree that it's, we have to be very clear about what the you know the intent of number five was, I mean when I was reading this I was always imagining that we wanted to be aware and sort of apply the.

391

00:50:56.100 --> 00:51:08.190

Jen (she/her) Carlin-Goldberg: Diverse academic socio economic, cultural, disability and ethnic backgrounds of our Community college students, while in the process of recruiting faculty from outside of.

392

00:51:09.420 --> 00:51:26.130

Jen (she/her) Carlin-Goldberg: To apply for jobs here at our college, and if that was the intent from it, I think we could include that statement in number three i'm at the end of it, just like it was suggested earlier, I may just.

393

00:51:27.450 --> 00:51:40.170

Jen (she/her) Carlin-Goldberg: Take that section and put it up into number three two to say you know, in particular, and i'm not suggesting any any any specific wording, but i'm.

394

00:51:41.250 --> 00:51:46.890

Jen (she/her) Carlin-Goldberg: Advertising recruit from abroad populate a population, while acknowledging and being.

395

00:51:48.660 --> 00:51:51.600

Jen (she/her) Carlin-Goldberg: You know, including our particular.

396

00:51:52.920 --> 00:52:01.920

Jen (she/her) Carlin-Goldberg: Diverse student population, you know, keeping that in mind, while we're doing that, but if that is not the intent of number five then.

397

00:52:03.390 --> 00:52:06.720

Jen (she/her) Carlin-Goldberg: They would need to think of something different, thank you.



398

00:52:11.310 --> 00:52:13.200

Monica Ohkubo (she/her): Thank you, Senator Roman Julie.

399

00:52:14.250 --> 00:52:18.930

Roam: Thank you, I definitely support kind of thinking about maybe combining some of these that have.

400

00:52:19.350 --> 00:52:29.910

Roam: That have overlap and then just some language i'll drop in the chat maybe we think about the district will prioritize and then we can add that language in the recruitment process and that might also work with number six.

401

00:52:39.120 --> 00:52:45.270

Monica Ohkubo (she/her): Of course there's intense leaf blowing going on, so sorry about that, but said gosh no i'm lost.

402

00:52:48.960 --> 00:52:56.250

Monica Ohkubo (she/her): For going by this speaking roles so President Thompson interrupted if I shouldn't be doing this, but I see.

403

00:52:58.080 --> 00:53:03.270

Monica Ohkubo (she/her): The leaf blower and Senator stover and then President Thompson and then Senator Johnson.

404

00:53:05.130 --> 00:53:17.520

Dr John Stover: i'm looking at the language in the chat and what Brenda what Senator flies with talk suggested and i'm posting another suggestion for our consideration how about this.

405

00:53:17.880 --> 00:53:35.640

Dr John Stover: The district recruitment process shall include information on the diverse academics socio economic, cultural, disability and ethnic background of Sri jcs Community college students something like that is both gets out what Senator flies with talks was.

406

00:53:37.020 --> 00:53:41.790

Dr John Stover: giving us, and it also firmly establishes a concrete.

407

00:53:42.990 --> 00:53:46.890

Dr John Stover: approach that is specific and.

408

00:53:48.270 --> 00:53:51.600

Dr John Stover: and very material, thank you.

409

00:53:54.000 --> 00:53:56.160

Monica Ohkubo (she/her): As Ben Thompson i'm.

410

00:53:56.190 --> 00:54:08.910

Julie Thompson: Thank you, I would like to make um I think some observations about structure, which I think may be helpful and if not, please ignore them items wanting to I think we're about the job announcement.

411

00:54:10.680 --> 00:54:18.690

Julie Thompson: items three, four and six are about advertising to and creating a pool.

412

00:54:19.830 --> 00:54:26.880

Julie Thompson: And item five addresses our students and if that's helpful great and, if not that's okay.

413

00:54:32.580 --> 00:54:34.320

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

414

00:54:40.410 --> 00:54:40.710

Oh.

415

00:54:42.420 --> 00:54:43.260

Tara Johnson: Worrying my hand.

416

00:54:44.340 --> 00:54:45.480

Tara Johnson: Thank you, yes.

417

00:54:47.550 --> 00:54:55.050

Tara Johnson: john I like that language that you just submitted for number five I was hearing some conversation about combining number six and.

418

00:54:56.310 --> 00:55:01.770

Tara Johnson: I don't know if we're there yet, but I was going to suggest some rewarding of that I don't I don't.

419

00:55:03.000 --> 00:55:07.290

Tara Johnson: Like the idea in policy specifically listing out.

420

00:55:07.980 --> 00:55:18.990

Tara Johnson: different groups, and there are some groups that are missing, and we may expand groups in the future, and then we have to go back to policy and add those again, so I had a more kind of global comment for.

421

00:55:19.710 --> 00:55:37.200

Tara Johnson: to rewrite number six and i'll put it in the chat and it is that the district will apply the principles of IDA inclusion diversity equity and anti racism and all recruitment processes just a nice clean statement I submit for your approval, thank you.

422

00:55:42.870 --> 00:55:43.530

Monica Ohkubo (she/her): Sorry, I don't.

423

00:55:48.450 --> 00:55:49.890

Monica Ohkubo (she/her): smell sorry.

424

00:55:52.380 --> 00:55:55.560

Emily Schmidt (she): yeah oh no worries i've already spoken to this, I.

425

00:55:56.610 --> 00:56:20.760

Emily Schmidt (she): Like Senator Johnson said, I was struck by the number five, including you know disability and noticing that that wasn't in number six, so I would just like to since Senator Johnson already did it say yes, I appreciate the idea of reformulating that so that we don't have to.

426

00:56:22.020 --> 00:56:35.640

Emily Schmidt (she): adjust that to cover every possible permutation of what diversity means which will likely change before the next time we review this document anyway.

427

00:56:36.720 --> 00:56:40.380

Emily Schmidt (she): So I I appreciate that change to the wording.

428

00:56:42.960 --> 00:56:43.290

Emily Schmidt (she): Thank you.

429

00:56:50.880 --> 00:57:01.560

Julie Thompson: And i'm just going to observe that we're getting close to the end of our time for this item, however we're ahead of schedule, because we had no public comments them.

430

00:57:04.170 --> 00:57:06.660

Monica Ohkubo (she/her): entertained extending the time if we hit the time.

431

00:57:08.190 --> 00:57:12.900

Monica Ohkubo (she/her): Okay i'm President elect persons then Dr Facebook.

432

00:57:18.690 --> 00:57:25.470

Nancy Persons: I wanted to suggest, and it might be too much of a departure for us to consider but.

433

00:57:25.980 --> 00:57:42.750

Nancy Persons: In those Rios document on their hiring manual that was shared and posted on the Senate website, I believe in your senate resources, there is a section on recruitment and what I would suggest, as we consider leaving our one and two, the way they are.

434

00:57:44.070 --> 00:57:56.310

Nancy Persons: And then, considering something like the language that Los Rios has which I will read out loud and then a few its brief and then, if anybody wants it in the chat I would do that if directed.

435

00:57:57.060 --> 00:58:05.850

Nancy Persons: So it just says faculty are encouraged to use their own professional and affinity group networks and associations to advertise open positions and recruit prospective applicants.

436

00:58:06.300 --> 00:58:16.410

Nancy Persons: that's point 1.2 is faculty are especially encouraged to seek out qualified members of historically underrepresented groups and encourage them to apply for open positions.

437

00:58:16.680 --> 00:58:32.820

Nancy Persons: And the final point is when department chairs requested a job posting the advertising specific discipline and discipline specific publications lists websites etc administrative assistants will enter this information when submitting job postings to hr.

438

00:58:35.940 --> 00:58:38.160

Nancy Persons: I know that was a lot to chew on would you like it in the chat.

439

00:58:47.640 --> 00:58:53.790

Julie Thompson: I would say, please let's go ahead and put that in the chat since you're right it's a lot to hold on to.

440

00:58:59.460 --> 00:59:01.710

Monica Ohkubo (she/her): Okay, and then Dr firefox.

441

00:59:03.210 --> 00:59:04.650

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: Thank you, Vice President of Cuba.

442

00:59:06.690 --> 00:59:16.500

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: Let me go back up here I just again I said in the chat that I did support that edited language by Secretary stover and.

443

00:59:17.520 --> 00:59:18.450

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: I appreciate.

444

00:59:19.890 --> 00:59:31.770

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: President Thompson making the distinction of what each one of these are because this number five is very, very different, and I believe does need to be in there and number three to stay as it is.

445

00:59:33.390 --> 00:59:44.520

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: or or have that language in there, I want to make a comment about I appreciate Senator Tara johnson's comments about number six i'd like to just remind us that.

446

00:59:45.420 --> 00:59:56.370

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: How many meetings ago now, but when we first started this and there was a lot, there was discussion around number six and, and the reason it, we have the language in there, as it reads today.

447

00:59:57.420 --> 01:00:10.140

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: Is that there was the original number six did not call specific attention to any groups, and it was very, very general.

448

01:00:11.970 --> 01:00:16.830

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: And there was dislike meant to that particularly from.

449

01:00:19.020 --> 01:00:29.910

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: ethnic groups of color because wanting very specifically to make sure that underrepresented groups particularly ethnic underrepresented groups.

450

01:00:31.560 --> 01:00:55.200

Dr. Brenda Flyswithawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: be recognized in the recruitment process for positions at this college in that discussion not wanting to just wanting to follow the inclusion diversity equity and anti racism and honor that adding those and that language, we took specifically that was being used, I.

451

01:00:56.460 --> 01:01:08.880

Dr. Brenda Flyswithawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: can't remember the document, right now, but it number six is was taken from a document, where it was used for recruitment to include and then we added the LGBT Q plus I do here.

452

01:01:09.750 --> 01:01:16.980

Dr. Brenda Flyswithawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: Senator Johnson, and I believe the other Senator Schmidt was the one who spoke to it, forgive me if i'm forgetting the correct person.

453

01:01:18.150 --> 01:01:25.860

Dr. Brenda Flyswithawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: I really do understand where you're coming from, I just want to make sure that it by that where you're coming from with.

454

01:01:27.690 --> 01:01:46.590

Dr. Brenda Flyswithawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: naming the underrepresented groups and not wanting to leave anyone out and then the comment that was made could that change later on, so I hear that I just if we go to the suggested language in number six that Senator Johnson offs offers Tara Johnson offers.

455

01:01:47.970 --> 01:01:59.700

Dr. Brenda Flyswithawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: boy I just I really want to hold that if it ends up being that because I tell you this institution really needs to have very specific language.

456

01:02:00.120 --> 01:02:14.610

Dr. Brenda Flyswithawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: told them about making sure they are recruiting and doing everything they can to get faculty of color employees of color at this institution so.

457

01:02:15.690 --> 01:02:20.580

Dr. Brenda Flyswithawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: I just want you to hear that and remember that in our conversations.

458

01:02:21.720 --> 01:02:22.920

Dr. Brenda Flyswithawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: Thanks so much.

459

01:02:25.380 --> 01:02:32.070

Julie Thompson: I would like to thank Dr flies with hawks for her comments and i'd also like to ask whether someone will make.

460

01:02:33.150 --> 01:02:34.680

Julie Thompson: A motion to extend the time.

461

01:02:35.040 --> 01:02:38.160

Julie Thompson: Okay i'm Senator aspinall for how many minutes.

462

01:02:39.150 --> 01:02:42.210

Laura Aspinall- she/her: 10 does that sound Okay, with what our agenda.

463

01:02:42.570 --> 01:02:43.500

Julie Thompson: Okay, thank you, sorry.

464

01:02:44.490 --> 01:02:45.000

Second.

465

01:02:46.080 --> 01:02:47.430

Julie Thompson: Okay, who was the second was that.

466

01:02:47.490 --> 01:02:47.970

centers.

467

01:02:49.230 --> 01:02:49.500

Julie Thompson: Okay.

468

01:02:50.550 --> 01:02:59.130

Julie Thompson: Okay, thank you, thanks Senator so um so we have a motion and a second, and I believe that we said that we are comfortable handling these by just asking whether there is.

469

01:03:00.240 --> 01:03:05.100

Julie Thompson: Any disagreement with the decision to extend time okay senators.

470

01:03:06.150 --> 01:03:07.320

Julie Thompson: or any.

471

01:03:08.820 --> 01:03:11.910

Julie Thompson: Opposition to extending the time for 10 minutes.

472

01:03:14.190 --> 01:03:20.460

Julie Thompson: Okay hearing none let's do another 10 minutes, so we will aim to wind this up at 11 after the hour.

473

01:03:21.840 --> 01:03:25.110

Julie Thompson: Okay Vice President okubo back in your court.

474

01:03:29.730 --> 01:03:39.420

Monica Ohkubo (she/her): I was trying, I was wondering if it was okay I can't raise my hand, so I was hoping that I could call on Senator Iemer about myself and then people that have already spoken, which would then be.

475

01:03:40.590 --> 01:03:44.610

Monica Ohkubo (she/her): Senator Johnson, and then Senator Stover so go ahead, Senator Lemme.

476

01:03:45.270 --> 01:03:47.880

David Lemmer: Thank you, I was wondering if we could not.

477

01:03:49.410 --> 01:03:56.910

David Lemmer: address the number six issue by just add you know, leaving the language as Dr Stover.

478

01:03:58.500 --> 01:04:00.930

David Lemmer: presented, oh no sorry that was different.

479

01:04:02.670 --> 01:04:03.390

David Lemmer: No that's right.

480

01:04:04.440 --> 01:04:06.060

David Lemmer: we'll just leave that language.

481

01:04:07.920 --> 01:04:15.540



David Lemmer: No, no, no, no i'm confused about the chat but the if the language, including all of the groups that were delineated.

482

01:04:16.170 --> 01:04:35.040

David Lemmer: Under number six and saying just adding language, it says, including and limited to so that it calls out specifically which groups who are interested in including and then not eliminate limiting it too, if there were a another group that's identified in the future.

483

01:04:41.610 --> 01:04:44.850

Monica Ohkubo (she/her): Thank you i'm trying to keep these notes as well.

484

01:04:46.650 --> 01:04:47.340

Monica Ohkubo (she/her): On that note.

485

01:04:48.780 --> 01:04:58.680

Monica Ohkubo (she/her): I wondering if we need to use the term underrepresented populations and number six or not having that to the notes on that and also like.

486

01:04:59.760 --> 01:05:10.860

Monica Ohkubo (she/her): bear with me, but maybe President possible follow this and i'm sorry, but what if we chunk this out into sections as President Thompson.

487

01:05:12.090 --> 01:05:17.190

Monica Ohkubo (she/her): kind of pointed out, and then under job announcement is number one and number two and under.

488

01:05:20.160 --> 01:05:37.620

Monica Ohkubo (she/her): student population is number five with maybe the proposed language we haven't decided on that and then under advertising, this is where you might not be able to follow me but could be number six because that's like a principle right, however, we decide to.

489

01:05:38.640 --> 01:05:47.250

Monica Ohkubo (she/her): phrase that because that's just like we're going to honor idea, and these populations, and then we would go to number three which has three parts, as is, but then add what.

490

01:05:48.240 --> 01:05:57.840

Monica Ohkubo (she/her): President elect persons put in the chat those three things because those are actionable measurable tangible suggestions from the Los Rios.

491

01:05:58.860 --> 01:06:08.010

Monica Ohkubo (she/her): So, then, we so, then we would have six points in the in number three so we're under advertising so we'd have job announcement students advertising we'd have six.

492

01:06:08.400 --> 01:06:25.710

Monica Ohkubo (she/her): Number six number three plus the Los Rios and then at the end and then number four would be the last section of that so like with all That said, I don't know what that means, or if anybody agrees, but to me it makes sense, but then we still are our words, nothing so.

493

01:06:27.210 --> 01:06:31.740

Monica Ohkubo (she/her): yeah that's that's what I have for you, and then I think we had.

494

01:06:33.570 --> 01:06:34.980

Monica Ohkubo (she/her): Laura have you spoken on this yet.

495

01:06:36.270 --> 01:06:47.430

Julie Thompson: Okay, can I add one reminder the Senate did correct me if i'm wrong but i'm senate exact discusses and we're pretty sure that the Senate agreed that.

496

01:06:48.030 --> 01:07:07.110

Julie Thompson: If we got to places like this and the Senate could decide to refer to something to send it exactly that we would do the drafting, to reflect the will of the body expressed in these conversations and then bring back a clean draft, so that people can see kind of how things are evolving.

497

01:07:12.600 --> 01:07:16.830

Monica Ohkubo (she/her): Yes, that's my you can hear me my memory to.

498

01:07:18.270 --> 01:07:20.850

Monica Ohkubo (she/her): Laura have you have you spoken on this yet.

499

01:07:24.510 --> 01:07:25.710

Laura Aspinall- she/her: Yes, I have so.

500

01:07:26.640 --> 01:07:29.010

Monica Ohkubo (she/her): Senator avalon Senator aspinall.

501

01:07:30.420 --> 01:07:30.870

Monica Ohkubo (she/her): Yes.

502

01:07:33.210 --> 01:07:48.450

Filomena Avila: in regards to number six i'm thinking of a comment that President Thompson made earlier in that these procedures are living documents so as things change we can change wording so if on our.

503

01:07:49.470 --> 01:08:07.020

Filomena Avila: If we need to include additional groups as part of dei then we do that and not get so caught up and making sure that we capture every single group at this point, and then in regards to number five is it is, are we trying to make sure that we are addressing.

504

01:08:08.310 --> 01:08:13.950

Filomena Avila: Considering the different diverse needs of our diverse student population.

505

01:08:15.240 --> 01:08:16.830

Filomena Avila: Is that what we're trying to get at.

506

01:08:18.390 --> 01:08:31.710

Filomena Avila: Because, if that is then why don't we just state that that the district shall consider the diverse needs in the recruitment shall consider the diverse needs of our diversity to population and its recruitment process.

507

01:08:35.400 --> 01:08:45.930

Julie Thompson: Can I interrupt and say that that sounds like something that we might want to straw poll just to get a sense of whether the Senate is thinking that for Item number five.

508

01:08:52.230 --> 01:08:52.530

Okay.

509

01:08:54.030 --> 01:08:59.100

Julie Thompson: We can resume with the queue, but I would like to come back to that question of a straw poll.

510

01:09:03.570 --> 01:09:13.560

Laura Aspinall- she/her: Well, when an order President Thompson if you want to do that straw poll, now we can just make a note of who's in the queue and come back to discussion, if you don't want to Okay, the thread.

511

01:09:14.220 --> 01:09:22.410

Julie Thompson: That works fine with me um I haven't done a straw poll before um, can I ask senators to.

512

01:09:23.970 --> 01:09:28.980

Julie Thompson: put some kind of a symbol, do we have a like a thumbs up.

513

01:09:30.030 --> 01:09:38.970

Julie Thompson: Is does and Senator have you like, could you say that again consideration of the diverse needs of our diverse students.

514

01:09:39.210 --> 01:09:39.480

Filomena Avila: In the.

515

01:09:40.980 --> 01:09:52.380

Filomena Avila: mommy Okay, so it is that the district in its recruitment process shall consider the diverse needs of our diverse student population.

516

01:09:55.590 --> 01:10:03.540

Julie Thompson: Okay, can I get a thumbs up from senators kind of a straw poll is is that what we are trying to say with number five.

517

01:10:06.150 --> 01:10:10.020

Filomena Avila: I can put my words in chat if you all want to help that makes sense.

518

01:10:10.560 --> 01:10:11.430

Julie Thompson: Thanks for doing that.

519

01:10:11.790 --> 01:10:21.180

Laura Aspinall- she/her: Is a point of clarification or order President Johnson said the straw poll right now is about the intent of that statement, but it's not what we might go back and wordsmith it.

520

01:10:21.360 --> 01:10:22.230

Julie Thompson: Correct okay.

521

01:10:22.350 --> 01:10:23.910

Laura Aspinall- she/her: Okay, great just want to make sure.

522

01:10:24.240 --> 01:10:25.680

Monica Ohkubo (she/her): And I would suggest that we.

523

01:10:26.730 --> 01:10:29.580

Monica Ohkubo (she/her): The thumbs up goes away, I would suggest use the raise your hand.

524

01:10:31.020 --> 01:10:35.910

Monica Ohkubo (she/her): So the hands are cleared right now and then we could just use the raise your hand.

525

01:10:36.420 --> 01:10:37.260

Julie Thompson: Okay, thanks.

526

01:10:40.860 --> 01:10:42.180

Tara Johnson: Where Am I raise your hand is.

527

01:10:47.970 --> 01:10:48.660

OK.

528

01:10:50.850 --> 01:11:05.490

Julie Thompson: So the the general concept word smithing would be okay, the district in its recruitment process would consider will shall considered the diverse needs of our diverse student population something along those lines is that what we're trying to get up.

529

01:11:16.650 --> 01:11:18.210

Monica Ohkubo (she/her): My hand is up I just hit result.

530

01:11:18.750 --> 01:11:20.430

Julie Thompson: Okay i'm seeing.

531

01:11:22.200 --> 01:11:26.670

Julie Thompson: If we count Vice President okubo that's 20 hands.

532

01:11:28.410 --> 01:11:32.100

Julie Thompson: Does that feel sufficiently compelling for a straw poll.

533

01:11:33.390 --> 01:11:39.630

Julie Thompson: Okay, so we can work on that one okay we're in our last couple of minutes um let's go back to the queue.

534

01:11:48.090 --> 01:11:56.790

Dr John Stover: So if just a point of order if folks can lower their hand if they're not in the queue to speak, that would help identify who's next Thank you.

535

01:12:00.810 --> 01:12:01.770

Monica Ohkubo (she/her): Okay, so.

536

01:12:07.020 --> 01:12:07.680

Monica Ohkubo (she/her): Senator.

537

01:12:08.730 --> 01:12:09.780

Monica Ohkubo (she/her): Senator wiling.

538

01:12:11.730 --> 01:12:12.330

Monica Ohkubo (she/her): Your hand up.

539

01:12:14.490 --> 01:12:24.810

Sarah Whyllly: I, yes it is i'm sorry um I i'm wondering, I was going to suggest that maybe instead of I understand why we're using the word diverse twice, I was going to suggest that we.

540

01:12:26.970 --> 01:12:33.360

Sarah Whyllly: The second use of it might be good, the first could maybe we could use something like myriad if that.

541

01:12:38.160 --> 01:12:42.960

Sarah Whyllly: expresses the same idea if it doesn't I think it's fine to use it twice I just wondered if there was.

542

01:12:50.610 --> 01:12:52.710

Julie Thompson: A little less than a minute left.

543

01:13:09.360 --> 01:13:09.870

Monica Ohkubo (she/her): hospital.

544

01:13:14.520 --> 01:13:25.380

Laura Aspinall- she/her: My new button when I mute there, and maybe it's assigned I was reading over some of the proposed language and listening to the discussion.

545

01:13:25.770 --> 01:13:38.100

Laura Aspinall- she/her: Regarding naming specific groups not naming specific groups and then also the lowest Rios document as well, I think there is some merit and adding the the piece about and I know there's some i'm not.

546

01:13:39.210 --> 01:13:47.250

Laura Aspinall- she/her: I know i've read there's some differing opinions around the use of the term historically underrepresented.

547

01:13:49.530 --> 01:13:57.720

Laura Aspinall- she/her: But I do think getting at the piece at it's not just about the diversity it's about making sure that we are actively reaching out.

548

01:13:58.170 --> 01:14:11.940

Laura Aspinall- she/her: And recruiting and hiring folks that have have not been represented at the College so either again I think that's something i'd have to do some do some research around around what the best, most appropriate language would me.

549

01:14:13.020 --> 01:14:16.320

Laura Aspinall- she/her: Either like historically minority sized.

550

01:14:17.580 --> 01:14:27.870

Laura Aspinall- she/her: discriminated underrepresented, I think you get my idea that there's that's another piece that we haven't really captured in in our language that I think we should look into we should figure out how to add that somewhere as well.

551

01:14:29.130 --> 01:14:30.660

Laura Aspinall- she/her: Thank you, thanks.

552

01:14:31.080 --> 01:14:38.760

Julie Thompson: And we are at time and so, if we can wind this up and then.

553

01:14:39.930 --> 01:14:41.820

Julie Thompson: get some clarity about our next steps.

554

01:14:51.180 --> 01:14:54.210

Monica Ohkubo (she/her): There we go Okay, so no, no more.

555

01:14:55.140 --> 01:15:00.510

Julie Thompson: No, I think I think people who were in the queue before we did that straw poll I think it's only fair to hear from them.

556

01:15:02.010 --> 01:15:02.820

Monica Ohkubo (she/her): Senator pressler.

557

01:15:03.960 --> 01:15:08.880

Joe Fassler: um it's actually more it kind of around that straw poll, I think, actually kind of.

558

01:15:09.540 --> 01:15:23.670

Joe Fassler: I do kind of like the clarity of listing you know, a diverse, I think you could say different just if you want use a different word different academic socio economic, cultural, disability and ethnic backgrounds i'm going to put in the chat just as a suggestion, but I think.

559

01:15:25.440 --> 01:15:34.230

Joe Fassler: it's about that, since it since we're talking about student needs, I think that as a little more specific and clear but it's a you know i'll just put that out as a suggestion so.

560

01:15:39.630 --> 01:15:51.840

Monica Ohkubo (she/her): And then I saw Dr flowers of talks requests in the chat to try to put what I said in the chat or somewhere it's done I just don't know how to share it with you because it won't let me paste it, so I don't know.

561

01:15:55.530 --> 01:16:00.270

Monica Ohkubo (she/her): If that's appropriate to show or just so it.

562

01:16:01.800 --> 01:16:02.430

Monica Ohkubo (she/her): would be.

563

01:16:08.010 --> 01:16:11.250

Julie Thompson: Vice President of Google, can you make that a little bit bigger please and then.

564

01:16:11.250 --> 01:16:13.440

Monica Ohkubo (she/her): I if I do you can't really like.

565

01:16:13.440 --> 01:16:15.330

Monica Ohkubo (she/her): To i'm talking about but okay.

566

01:16:16.770 --> 01:16:25.710

Monica Ohkubo (she/her): So essentially would be like here's job announcement and here's the original one and two right and then here's student population and then here's wherever wherever we land with five.

567

01:16:26.550 --> 01:16:41.700

Monica Ohkubo (she/her): And then advertising here's number six because you know, wherever we land with that language and here's our original number three and then here's the Los Rios information added, and then the rest of the number four was was.



568

01:16:43.260 --> 01:16:45.900

Monica Ohkubo (she/her): was also under advertising as well.

569

01:16:46.980 --> 01:16:48.360

Monica Ohkubo (she/her): that's sort of what I was trying to.

570

01:16:49.740 --> 01:16:52.020

Monica Ohkubo (she/her): To get out, so I don't know if if we want to take.

571

01:16:53.160 --> 01:16:55.290

Monica Ohkubo (she/her): If it's Okay, with the Senate, we could.

572

01:16:57.690 --> 01:17:03.000

Monica Ohkubo (she/her): I don't know if we need to stop pulled this that's kind of a big move of things, President Thompson.

573

01:17:04.170 --> 01:17:05.460

Monica Ohkubo (she/her): I don't know if we want to struggle not.

574

01:17:05.460 --> 01:17:06.720

Tara Johnson: Really second time.

575

01:17:06.840 --> 01:17:07.500

Monica Ohkubo (she/her): And or.

576

01:17:08.820 --> 01:17:11.760

Monica Ohkubo (she/her): And or then someone's not on mute and or.

577

01:17:12.870 --> 01:17:19.440

Monica Ohkubo (she/her): And then take these notes and kind of put a couple wordsmiths together for next time President Thompson.

578

01:17:20.040 --> 01:17:35.430

Julie Thompson: Here one thing I would like to do is for us to to call and Senator Johnson, because I think her hand was up before we did the straw poll, and we didn't get back to her, and then on if the Senate, would like to direct exact to work with what we.

579

01:17:36.450 --> 01:17:41.280

Julie Thompson: What has been discussed today and bring something back, we can do that, and then we should move on.

580

01:17:42.360 --> 01:17:43.110

Monica Ohkubo (she/her): To her Johnson.

581

01:17:44.790 --> 01:17:59.580

Tara Johnson: Thank you um Yes, I agree with that what you just said, take it back to executive put these things in, I just wanted to remind people, I am absolutely fine with number six, including a broader definition as Senator aspinall had.

582

01:18:00.810 --> 01:18:06.960

Tara Johnson: had suggested I, and I want to remind people how long we have been working on this policy.

583

01:18:07.380 --> 01:18:17.850

Tara Johnson: And if we had to bring a policy back for revision again how long this policy has been taking to get through so that's why that's why i'm concerned about putting specifics in.

584

01:18:18.210 --> 01:18:29.310

Tara Johnson: And, but I do want to get to the intent that we need to change, who we are actually hiring so I agree with all of those statements, thank you okay.

585

01:18:32.130 --> 01:18:38.610

Julie Thompson: Thank you, I appreciate the collegial conversation, and these are difficult questions i'm.

586

01:18:38.880 --> 01:18:52.380

Monica Ohkubo (she/her): President Thompson Can we just get a senator's could you do a quick thumbs up if you're okay with us, putting together a couple posting a couple renditions of this based on the notes, could we have a hands up or a thumbs up.

587

01:18:55.200 --> 01:19:06.330

Julie Thompson: That looks like okay i'm i'm seeing that there there's quite a number of there are quite a number of people who would like us to do that, so we will on that will be our homework assignment and we will get that posted.

588

01:19:06.960 --> 01:19:13.800

Julie Thompson: as quickly as we can um so thank you so much for your work on that really appreciate it, and we are making progress.

589

01:19:14.250 --> 01:19:35.100

Julie Thompson: Okay um and we're at a break, and we are just a few minutes behind schedule, so let's go ahead and take five we'll come back at 22 after the hour and we will work on the next sections of that hiring procedure Okay, and thanks to Vice President okubo for facilitating that appreciate it.

590

01:19:38.820 --> 01:19:44.340

Dr John Stover: Julie, before you go, just a quick technical issue.

591

01:19:45.360 --> 01:20:00.420

Dr John Stover: amy's zoom froze so i'm not sure if she can converse with us, and she is the host so I can do screen share going forward in case she's unable to.

592

01:20:01.140 --> 01:20:02.310

Julie Thompson: Thank you for letting me know.

593

01:20:02.550 --> 01:20:08.760

Julie Thompson: yeah and amy can you try to just unmute and talk see if we can hear.

594

01:20:09.090 --> 01:20:12.450

Dr John Stover: Her zoom is frozen so i'm not sure she'll be able to do that.

595

01:20:12.570 --> 01:20:13.560

Julie Thompson: I can yeah okay.

596

01:20:14.040 --> 01:20:14.940

Julie Thompson: i'm okay.

597

01:20:14.970 --> 01:20:18.210

Dr John Stover: yeah she can't she's texting me right now she.

598

01:20:23.580 --> 01:20:27.330

Dr John Stover: yeah okay well everybody can take your break we'll try to figure it out.

599

01:20:29.700 --> 01:20:34.860

Julie Thompson: It will i'm going to channel a little bit of Julian of Norwich also be well and also be well.

600

01:20:36.240 --> 01:20:40.650

Julie Thompson: And all manner of things he'll be well, we will figure it out if it goes south.

601

01:20:44.790 --> 01:20:47.610

Dr John Stover: Sarah yes, the recording is still happening and.

602

01:20:48.660 --> 01:20:52.740

Dr John Stover: That the there's been no interruption in that so.

603

01:20:52.770 --> 01:20:56.640

Sarah Whyly: Thanks john I was just worried about anybody who might try to do it later on in the transcript.

604

01:20:57.840 --> 01:20:59.580

Sarah Whyly: needed the accessibility, so thank you.

605

01:21:00.090 --> 01:21:00.420

yeah.

606

01:25:34.290 --> 01:25:38.040

Julie Thompson: Okay, I think that might not have been quite enough time but.

607

01:25:40.260 --> 01:25:42.810

Julie Thompson: let's go ahead and jump back in.

608

01:25:46.440 --> 01:25:46.800

Okay.

609

01:25:48.630 --> 01:25:50.010

Julie Thompson: So the next.

610

01:25:51.600 --> 01:25:56.100

Julie Thompson: Section that we're going to work on actually next three sections.

611

01:25:57.000 --> 01:26:04.710

Julie Thompson: So we took we took three other little sections from the the current draft, the most recent draft that that we're that we're working on.

612

01:26:05.130 --> 01:26:16.380

Julie Thompson: there's a small section called responsibilities there's a small section called timeline and then a small section regarding emergency hiring and we can just take those one, at a time and.

613

01:26:17.100 --> 01:26:31.260

Julie Thompson: As we're able to kind of you know dispatch some of these smaller things and untangle some of the language issues and and you know, work together to.

614

01:26:32.340 --> 01:26:47.370

Julie Thompson: You know, get our hands on this document and figure out how to go for it, I think it's going to support some of the conversations that are coming up that are going to be a little more challenging for us, I think, most particularly um there's a there's diverging opinion about.

615

01:26:48.660 --> 01:27:04.500

Julie Thompson: Composition of committees and things like that so we'll get rid of some things that I think are a little less fraught a little less challenging and so that's what we will do so, the first of these, then, is.

616

01:27:05.730 --> 01:27:13.110

Julie Thompson: The responsibilities section so let's go ahead i'm going to turn it back over to Vice President okubo and.

617

01:27:13.890 --> 01:27:14.970

Dr John Stover: President Thompson.

618

01:27:15.090 --> 01:27:20.340

Dr John Stover: Yes, can I just make a quick technology updates so people are aware of what's happening.

619

01:27:20.550 --> 01:27:21.420

Julie Thompson: Please, thank you.

620

01:27:21.960 --> 01:27:26.670

Dr John Stover: So the meeting is being this is Secretary stover the meeting is being recorded.

621

01:27:27.840 --> 01:27:39.660

Dr John Stover: So far, there's been no interruption in the hosting if, for some reason, the meeting shuts down accidentally because of the technical technical problem we're having.

622

01:27:40.320 --> 01:27:54.210

Dr John Stover: Just log back in, and we will let you back in, and we will restart but for now we are good to go, but if, for some reason, the meeting and just just log back in Thank you.

623

01:27:56.670 --> 01:27:58.740

Julie Thompson: Thank you, Secretary stover okay.

624

01:28:00.750 --> 01:28:01.650

Julie Thompson: Okay.

625

01:28:03.240 --> 01:28:09.990

Julie Thompson: Vice President akobo if you are ready let's go ahead and get that's exactly what I was going to say okay.

626

01:28:11.250 --> 01:28:14.310

Monica Ohkubo (she/her): Okay here's what links out from the agenda where we were.

627

01:28:16.230 --> 01:28:19.560

Monica Ohkubo (she/her): This is made 2019 markup I believe.

628

01:28:21.000 --> 01:28:25.500

Monica Ohkubo (she/her): And then President Thompson correct me if i'm wrong, but this is where we were.

629

01:28:28.230 --> 01:28:32.430

Monica Ohkubo (she/her): Which is fairly similar set for the blue parts.

630

01:28:33.780 --> 01:28:36.900

Monica Ohkubo (she/her): This is where we were in our last conversation when we got to it.

631

01:28:39.210 --> 01:28:39.690

Julie Thompson: Okay.

632

01:28:41.010 --> 01:28:41.700

Monica Ohkubo (she/her): Excellent.

633

01:28:42.240 --> 01:28:53.490

Julie Thompson: So maybe um people can kind of you know just take a look at that remind themselves of where we were in this conversation and i'm consider whether you have.

634

01:28:54.810 --> 01:28:57.150

Julie Thompson: additional comments that you'd like to raise.

635

01:29:02.640 --> 01:29:13.140

Dr. Brenda Flyswithhawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: Thank you i'd like to speak to the section under responsibilities number three where the word says, taking.

636

01:29:13.890 --> 01:29:20.820

Dr. Brenda Flyswithhawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: The responsibilities of faculty and administrators include identifying and recommending positions, taking the district's.

637

01:29:21.390 --> 01:29:40.710

Dr. Brenda Flyswithhawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: equal employment opportunity plan into consideration, like to suggest striking the words into consideration and removing the word taking and replacing it with the word applying applying the district's equal employment plan.

638

01:29:42.030 --> 01:29:45.120

Dr. Brenda Flyswithhawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: And then that's it with the shema Colin.

639

01:29:49.980 --> 01:29:50.430

Dr. Brenda Flyswithhawks (she/Ghigau YSO<sup>o</sup>) Ki/Pomo Land: Thank you.

640

01:29:51.780 --> 01:29:54.000

Monica Ohkubo (she/her): hey Thank you Senator hospital.

641

01:29:55.830 --> 01:30:13.140

Laura Aspinall- she/her: yeah forgive me for this from a gap in knowledge or remembering but Senator places talks plan as well take it and i'm curious if there's any remembrance or knowledge of why the word following was struck, to begin with, and why that language was softened.

642

01:30:16.350 --> 01:30:20.730

Laura Aspinall- she/her: i'm just curious if anybody knew there's something I wasn't aware of.

643

01:30:21.420 --> 01:30:22.650

Monica Ohkubo (she/her): 2019 so I.

644

01:30:22.830 --> 01:30:25.950

Laura Aspinall- she/her: have no idea okay wasn't a recent alright alright.

645

01:30:26.100 --> 01:30:28.920

Monica Ohkubo (she/her): So, like this yellow right here that you see.

646

01:30:30.300 --> 01:30:32.550

Monica Ohkubo (she/her): Is from 2019 and then this.

647

01:30:33.780 --> 01:30:36.270

Monica Ohkubo (she/her): Was from when we last talked about it.

648

01:30:36.330 --> 01:30:37.980

Laura Aspinall- she/her: Right, the blue Okay, thank you.

649

01:30:42.660 --> 01:30:54.150

Kat Valenzuela: Thank you, Vice President of boo boo i'm actually on the eeoc, and so I would like to at least you know kind of provide some information to send it about the committee and it's charged.

650

01:30:55.590 --> 01:31:12.090

Kat Valenzuela: There are, this is a 12 Member constituent group that are three advisors three faculty three classified and three students on this committee that are working on developing and reviewing the Eo AC plan.

651

01:31:13.440 --> 01:31:24.510

Kat Valenzuela: I think we'll end currently right now there are only two faculty members who are filling those seats, so I think send it might might want to take some advisory to.

652

01:31:25.470 --> 01:31:37.620

Kat Valenzuela: boxing ourselves into before requiring to follow the plan, considering that this is a multi constituent group that might not share the same you know ideas or goals.

653

01:31:38.730 --> 01:31:44.190

Kat Valenzuela: Considering, there are other constituencies, who are also being providing input into this plan.

654

01:31:44.910 --> 01:31:52.290

Kat Valenzuela: Not to mention that finding faculty to be on these committees might be a hard task, as well as this plan is reviewed every.

655



01:31:53.040 --> 01:31:56.760

Kat Valenzuela: Three years I believe two to three years and so.

656

01:31:57.120 --> 01:32:10.650

Kat Valenzuela: You know hearing the comments from before we might want to consider you know the goals of senate at that time, and whether we want to be boxed into some you know being required to do something for three years that senate might not necessarily.

657

01:32:11.040 --> 01:32:24.060

Kat Valenzuela: It might not be the goal of senate essentially that's what i'm saying so, I would like to add, providing caution to requiring us following this as opposed to a considering Thank you.

658

01:32:26.370 --> 01:32:28.470

Monica Ohkubo (she/her): Thank you said and done again.

659

01:32:29.910 --> 01:32:31.830

Anne Donegan: Thank you very much yeah i'm gonna just.

660

01:32:33.840 --> 01:32:41.910

Anne Donegan: not reiterate, but I just want to highlight that I think it's really important that the Faculty beliefs about faculty hiring.

661

01:32:42.750 --> 01:33:00.360

Anne Donegan: needs to be very strong and being dependent upon a committee that isn't solely made up of faculty I think we need to be very careful about this and the Senate is the body that has to that is.

662

01:33:01.830 --> 01:33:14.880

Anne Donegan: delayed deliberate communicating with the board and to be dependent upon a committee or a group that is not as powerful as the Senate for something this important.

663

01:33:15.360 --> 01:33:32.760

Anne Donegan: I think we need to be very careful about I also just really quickly want to mention that in regards to number five I guess number four and number four number four I i'm not providing language today, and I know we're running out of time.

664

01:33:34.050 --> 01:33:38.760

Anne Donegan: But I think we need to strengthen the language of the compliance officer.

665

01:33:41.040 --> 01:33:56.130

Anne Donegan: I don't well this part of me that wants to suggest that the compliance officer in a hurt hiring committee needs to be a paid position and I understand that maybe my administrative colleagues might be a little nervous i'm saying that but I don't.

666

01:33:57.270 --> 01:34:03.810

Anne Donegan: And I think the people who are compliance i've been compliance officer on hiring committees, I think their intentions are good.

667

01:34:04.320 --> 01:34:14.970

Anne Donegan: But I think people need to know the compliance officers roles are important and should be strengthened, I know I am not the only person.

668

01:34:15.600 --> 01:34:24.540

Anne Donegan: who have been on hiring committees recently where committee members, even though we've gone through training i've heard people say that.

669

01:34:25.410 --> 01:34:29.520

Anne Donegan: Talking about candidates ethnicity about their age.

670

01:34:30.390 --> 01:34:42.390

Anne Donegan: about what they look like i've been on a committee, where people talked about that person that candidates ethnicity means they go to bars a lot, I mean people have said, ridiculous things.

671

01:34:42.870 --> 01:34:53.910

Anne Donegan: And even when the compliance officer intervned or reacted to and in all of those examples I just gave you they all they didn't always react to it.

672

01:34:54.870 --> 01:35:10.530

Anne Donegan: There were some committee members who kept on saying those types of things, so we have to figure out a way that the compliance officer position is one that is respected, strengthen and has some teeth, thank you.

673

01:35:14.640 --> 01:35:15.690

Monica Ohkubo (she/her): Mr jacobson.

674

01:35:17.310 --> 01:35:26.160

Tara Jacobson (she/her): I could be corrected, but I thought that the equal employment opportunity plan comes to the Senate to review and approve so.

675

01:35:26.460 --> 01:35:38.220

Tara Jacobson (she/her): we're already taking a look at it we're making sure that it's it's it's suitable and we're kind of putting our stamp of approval on it and they I assume will continue to bring that back every few years.

676

01:35:38.940 --> 01:35:44.040

Tara Jacobson (she/her): Just as and don again or sorry Senator Donna get or i'm not gonna say people's name right.

677

01:35:45.150 --> 01:36:03.300

Tara Jacobson (she/her): As a senator mentioned that we have different committees have different mockups of people, and so we can't always you know each time a committee is form, you know know that everyone on there is up to date, so I feel like it's it's a it's an important consideration.

678

01:36:04.680 --> 01:36:10.350

Tara Jacobson (she/her): to review this plan and and follow it based on.

679

01:36:11.700 --> 01:36:17.850

Tara Jacobson (she/her): what's in it, and what the Senate approved or put their stamp of approval on as it comes forward.

680

01:36:21.420 --> 01:36:28.800

Monica Ohkubo (she/her): You may see President elect person seminar aspinall and then I can raise my hand so i'll go after Senator asked.

681

01:36:30.690 --> 01:36:36.030

Nancy Persons: You I actually remember being present at the Senate meeting and 2019 when that.

682

01:36:37.470 --> 01:36:39.150

Nancy Persons: When taking was highlighted.

683

01:36:40.620 --> 01:36:52.980

Nancy Persons: In number three and I was a guest at the meeting I was not a participant at the time I was in your the second or third year of my several years of serving on Eo AC and.

684

01:36:53.550 --> 01:37:07.590

Nancy Persons: I couldn't and I recall people at the meeting saying well, perhaps we need to rethink the eeoc plan which, as has been alluded to by one of my colleagues.

685

01:37:08.460 --> 01:37:24.690

Nancy Persons: is in fact always brought to the Senate and approved endorsed by the Senate every time the plan is finalized and and even during the course of finalizing it so personally I would have a lot of concern for us.

686

01:37:26.010 --> 01:37:30.900

Nancy Persons: approving something and then saying we're going to disregard it just because.

687

01:37:32.430 --> 01:37:41.940

Nancy Persons: And I am sorry i'm probably mistaking what somebody else said, but to me it's feeling like we're saying well, because this was a shared governance.

688

01:37:43.170 --> 01:37:58.440

Nancy Persons: action that took place when we're talking about faculty hiring maybe we shouldn't consider it I I feel like that's what i'm hearing here and I have some concern about that I think if we endorse the plan, then we are agreeing to respect the plan.

689

01:38:04.170 --> 01:38:05.430

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

690

01:38:09.000 --> 01:38:18.240

Laura Aspinall- she/her: My comments are similar to President elect persons i'll try not to reiterate, but I am I am struggling to understand why we have an.

691

01:38:18.780 --> 01:38:32.970

Laura Aspinall- she/her: Employment equal opportunity plan if there's no intention for us to enforce it or apply it to faculty hiring I understand the comments in that it's a cross constituent group.

692

01:38:33.900 --> 01:38:44.520

Laura Aspinall- she/her: And I it just I can't reconcile those two things I don't see what is the point than of having such a plan, if we can opt out of following it doesn't make any sense to me.

693

01:38:49.710 --> 01:38:50.490

Monica Ohkubo (she/her): And Senator wiley.

694

01:38:52.860 --> 01:38:59.730

Sarah Whyllly: I Vice President of Google, I think he said you were going to take you wanted to go after Senator aspinall and I don't mind going after you.

695

01:39:01.050 --> 01:39:01.890

Monica Ohkubo (she/her): know before we answer that.

696

01:39:03.480 --> 01:39:06.930

Sarah Whyly: Thank you, I was just gonna say that I um.

697

01:39:08.580 --> 01:39:17.490

Sarah Whyly: I don't think that that's that maybe that was quite the intention, I think, maybe there's some concerns that maybe the plan isn't.

698

01:39:18.630 --> 01:39:34.080

Sarah Whyly: Quite working I think some of the points that were made about some of the ways that it hasn't worked in implementation, that we want to have room to on make decisions that allow us to.

699

01:39:35.190 --> 01:39:44.550

Sarah Whyly: To take it into consideration, but at the same time as President Thompson noted these are living documents and the problem is that they only come up for revision.

700

01:39:45.000 --> 01:39:54.900

Sarah Whyly: every few years on the eeoc AC plan can only come to us for approval of revisions every few years and so i'm, taking into account.

701

01:39:55.470 --> 01:40:07.950

Sarah Whyly: Being able to take into account possible harms that might be done to candidates who come forth during that time and the parts of the plan don't work out as well as we might like being able to make those changes or being able to.

702

01:40:09.180 --> 01:40:19.260

Sarah Whyly: To do something else that works, a little better for works out a little better for the candidates, I feel like I would be more comfortable with that um.

703

01:40:20.580 --> 01:40:24.810

Sarah Whyly: I definitely can see the point that's being made like why have a planner for not.

704

01:40:25.560 --> 01:40:33.420

Sarah Whyly: what's the point of a plan if you're not going to follow it right, I certainly understand that that rationale I, but I do think that what i'm hearing is.

705

01:40:33.960 --> 01:40:44.100

Sarah Whyly: People saying their lived experiences that it doesn't always work out the way that it's intended and because it only comes up for revision every so often and we can't.

706

01:40:45.420 --> 01:40:57.870

Sarah Whyly: We can't simply make changes to the plan on the fly or this policy on the fly that it might be better to give their give room on to making changes when things don't work, the way that we intend them to.

707

01:41:00.180 --> 01:41:00.600

Sarah Whyly: Thank you.

708

01:41:05.820 --> 01:41:13.770

Monica Ohkubo (she/her): This I kind of jumped off of i'm on number four with my thoughts so just really quickly, and I could put it in the chat we can come back to the discussion.

709

01:41:14.940 --> 01:41:17.490

Monica Ohkubo (she/her): But just quickly, I noticed it says.

710

01:41:19.260 --> 01:41:26.580

Monica Ohkubo (she/her): The third mind Oh, I guess, I am the one sharing the screen, but to ensure equity diversity and the adequacy of the applicant pool I thought we could.

711

01:41:26.970 --> 01:41:34.860

Monica Ohkubo (she/her): Probably improve there and throw something in there, like ensure adequate equity diversity inclusion interiors his principles are being applied.

712

01:41:35.280 --> 01:41:48.120

Monica Ohkubo (she/her): To obtain adequacy of the applicant pool, so I just thought we could be a little more robust there and I know we have about five minutes left so i'll throw that in the chat if anyone wants to comment, otherwise I don't want to take away from the conversation that we're having.

713

01:41:49.200 --> 01:41:50.670

Monica Ohkubo (she/her): let's see Dr flies.

714

01:41:51.810 --> 01:42:04.140

Dr. Brenda Flyswithhawks (she/Ghigau Y5O<sup>o</sup>) Ki/Pomo Land: Thank you, I just this is just a wonderful drill down robust conversation we tend to get there, and I appreciate it, I just wanted to say that from appreciate terror john jacobson Senator jacobson and.

715

01:42:05.580 --> 01:42:20.220

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: President elect Nancy persons and all the comments that have been made, and that was my intention of my original edit of of wanting to honor if we're going to that this body approves the Eo plan, then why not.

716

01:42:21.450 --> 01:42:31.950

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: Instead of just taking into consideration to legitimately uphold that and apply So if I just wanted to say that and it's there if we want to.

717

01:42:32.820 --> 01:42:47.070

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: If we want to make that edit so just thank you all for your genuineness, even though we take it takes time to drill down, I hope we have a final product that we all will feel very good about not I look forward to talking about.

718

01:42:49.230 --> 01:42:53.970

Dr. Brenda Flyswithhawks (she/Ghigau Y50<sup>o</sup>) Ki/Pomo Land: Vice President of coupons recommendation for number four I like that Thank you okay.

719

01:42:54.210 --> 01:42:57.660

Julie Thompson: mean to interrupt for a moment, we have about two minutes left things.

720

01:42:59.550 --> 01:43:03.600

Monica Ohkubo (she/her): Group who hasn't spoken yet, so we have Senator faster Senator Oliver Senator jacobson.

721

01:43:07.680 --> 01:43:09.720

Joe Fassler: Did you call me i'm sorry I had sound blip.

722

01:43:10.500 --> 01:43:12.990

Monica Ohkubo (she/her): and go faster Senator Oliver Senator jacobson.

723

01:43:15.150 --> 01:43:15.990

Joe Fassler: Okay, thank you.

724

01:43:17.130 --> 01:43:22.500

Joe Fassler: I think I think the question I think this is actually how it was for us back in 2019 as well is.

725

01:43:23.400 --> 01:43:31.110

Joe Fassler: You know, we have, we have a hiring policy, and then we have the the your plan and which which one is is.

726

01:43:31.650 --> 01:43:37.320

Joe Fassler: Senior to the other one is kind of the question, and if you put if you put in here a reference to another policy.

727

01:43:38.130 --> 01:43:43.410

Joe Fassler: Which one is really the policy, and I think that's that's a question that sort of needs to be addressed.

728

01:43:43.830 --> 01:43:54.990

Joe Fassler: And Actually, I think that question is is a larger question that could be brought forward with both of these things which you know, is this is this a hiring procedure where we just talked about the process that we go through, or is it.

729

01:43:55.560 --> 01:44:07.170

Joe Fassler: You know, is it more like our ios plan, where we talk, where I actually you know, so you know we're talking about like what, what are the goals of the district, and what are the what is the plan for for increasing diversity, I think that's.

730

01:44:07.800 --> 01:44:22.080

Joe Fassler: Those things in some ways, almost need to be brought together into a single document actually but that's probably not going to happen anytime soon, but anyway, I think that was the original thought there is this shouldn't defer to another document if it's its own policy so.

731

01:44:24.840 --> 01:44:26.070

Thank you, Senator Oliver.

732

01:44:27.480 --> 01:44:28.140

April Oliver: Thank you.

733

01:44:29.430 --> 01:44:31.590

April Oliver: I i'm not sure where.

734

01:44:32.910 --> 01:44:42.150

April Oliver: i'm i'm not sure what to think yet about number three and I appreciate all of your comments on kind of on both sides of this.

735

01:44:43.500 --> 01:44:57.600



April Oliver: I guess one thing i'm thinking of is in number three it sprays, the responsibilities of faculty and administrators and i'm thinking, if we do soften that language is that, like an.

736

01:44:58.470 --> 01:45:07.920

April Oliver: And i'm not saying this will happen, but does that make it easier for like let's say the administrators to say Oh, we only need to take the plan into consideration.

737

01:45:08.190 --> 01:45:14.040

April Oliver: So it's kind of like there's that other side of the coin too it's not just the Faculty it's also the administrators and what they're.

738

01:45:14.760 --> 01:45:25.110

April Oliver: Choosing to do, and so that language kind of applies from what I understand to both groups in number three so that's something to consider, at least for me.

739

01:45:28.080 --> 01:45:32.160

Monica Ohkubo (she/her): Okay, thank Senator jacobson and then Senator eskimo okay.

740

01:45:32.550 --> 01:45:34.140

Julie Thompson: And we are up on time.

741

01:45:34.500 --> 01:45:35.970

Tara Jacobson (she/her): My time has gone off one.

742

01:45:37.380 --> 01:45:38.280

Tara Jacobson (she/her): So.

743

01:45:41.970 --> 01:45:54.300

Tara Jacobson (she/her): The our plan is required by title five and all Community colleges have to have this plan and it's approved by our by our entire college by the Board of Trustees so.

744

01:45:54.900 --> 01:46:03.510

Tara Jacobson (she/her): I it's supposed to be non discriminatory in nature it's it's there, so we don't have discrimination in our hiring process I.

745

01:46:04.110 --> 01:46:12.330

Tara Jacobson (she/her): i'm at a loss for why we wouldn't follow it if it's something that is legally required it's approved by our entire district.

746

01:46:12.600 --> 01:46:22.620

Tara Jacobson (she/her): Why, we would even have the opportunity to say that we're not going to follow it, so I just want to put that out there it's it's legally required and voted on by our district.

747

01:46:24.780 --> 01:46:26.040

Monica Ohkubo (she/her): segre aspinall.

748

01:46:28.650 --> 01:46:33.360

Laura Aspinall- she/her: And key points, one is speaking to tell Jacob since point, which is that.

749

01:46:33.750 --> 01:46:40.500

Laura Aspinall- she/her: If that is such as a case it really doesn't matter then whether or not we have it in this policy we're still required to follow it so.

750

01:46:40.800 --> 01:46:58.170

Laura Aspinall- she/her: I think that's an important thing to keep in mind that we can say what we want, but we have a legal obligation and then second I just remembered way back when this started, and we had a task force working on this, I believe senators okubo and rowan only were on that task force.

751

01:46:59.370 --> 01:47:15.150

Laura Aspinall- she/her: This work on the Faculty hiring policy got shelved because we needed to finish the Eo plan and the Eo plan was supposed to inform this policy and so that was from many years ago, but I there's there is a history of these two things being linked.

752

01:47:16.260 --> 01:47:24.390

Laura Aspinall- she/her: And so, but again, it might not matter you know we can take it out and we're legally required to do it anyway, so thank you.

753

01:47:25.800 --> 01:47:28.560

Monica Ohkubo (she/her): have to wrap up President Thompson does this.

754

01:47:29.610 --> 01:47:31.260

Monica Ohkubo (she/her): Does this make sense, can we.

755

01:47:32.280 --> 01:47:45.120

Monica Ohkubo (she/her): Find out the legal obligation about this because, maybe we're just spinning our wheels number one and then number two do we have the same blessing to sort of wordsmith that number three and number four that.

756

01:47:46.110 --> 01:47:51.300

Monica Ohkubo (she/her): One doctor firefox brought up in one I brought up and then we'll just bring it forward as proposed language.

757

01:47:52.110 --> 01:48:04.680

Monica Ohkubo (she/her): In a draft so could everybody raised their use the raise your hand if you if it's okay for senate exact to wordsmith the responsibilities section number three and number four based on the comments.

758

01:48:06.810 --> 01:48:08.310

Monica Ohkubo (she/her): Okay awesome Thank you.

759

01:48:08.760 --> 01:48:12.060

Julie Thompson: Okay, thanks everyone okay definitely.

760

01:48:13.140 --> 01:48:15.930

Julie Thompson: A strong majority there okay and.

761

01:48:17.430 --> 01:48:25.530

Julie Thompson: Thank you i'm good work today and I appreciate the conversations and the.

762

01:48:27.210 --> 01:48:47.580

Julie Thompson: The layers of complexity that the Senate is addressing I think it makes us stronger as a body on that these questions are arising, and we are considering them um, can I ask someone to do a screen share so that we can take a look at the draft of the.

763

01:48:48.900 --> 01:48:53.250

Julie Thompson: The goals and priorities that were generated during the Senate retreat.

764

01:48:53.730 --> 01:48:58.110

Dr John Stover: So they do that if you just are the secretary stover I can do that if you just give me a minute.

765

01:48:58.440 --> 01:49:00.390

Julie Thompson: yeah absolutely thanks.

766

01:49:01.980 --> 01:49:05.160

Julie Thompson: So i'm so as we think about this document so.

767

01:49:06.870 --> 01:49:19.050

Julie Thompson: Last year we did it differently from how we did it the year before, and the Senate can decide what it wants to do can on say yes, it wants to embrace everything that's on this list and.

768

01:49:20.430 --> 01:49:21.270

Julie Thompson: It can.

769

01:49:22.410 --> 01:49:35.550

Julie Thompson: Maybe consider ranking which might be kind of a complicated and lengthy conversation we have 13 minutes left today, and I think would would be really important for us to make some significant progress on this, so it can become an action item.

770

01:49:36.000 --> 01:49:55.050

Julie Thompson: At our next meeting, if at all possible, and we can embrace the list and identify the things that we think are the most important and kind of elevate those and everything else can be you know kind of on the bench ready to move into a priority position as time allows so.

771

01:49:57.090 --> 01:50:04.230

Julie Thompson: Can people remind themselves of that conversation just skim that list, if you would please and then.

772

01:50:05.460 --> 01:50:16.170

Julie Thompson: we'll take a few moments for discussion ideas about how to represent our goals and priorities for this year.

773

01:50:22.410 --> 01:50:29.310

Julie Thompson: Also, as a reminder, one of the things that we did last year was that we sub categorize because there were a lot of.

774

01:50:30.600 --> 01:50:41.640

Julie Thompson: A lot of priorities that the Senate identified, some of which were not 10 plus one, but they were still important to us as a body, so I think we had three different sub sections on our list of goals.

775

01:50:42.090 --> 01:50:56.610

Julie Thompson: some of which were things that were 10 plus one, we could get busy on others were things that we needed to partner with somebody else to to work on um so okay i'm President elect persons.

776

01:50:59.580 --> 01:51:17.220

Nancy Persons: I have sort of half of a suggestion art department recently was engaging in some challenging conversations about reopening the libraries and a couple of my colleagues not me but a couple of my colleagues.

777

01:51:18.210 --> 01:51:36.000

Nancy Persons: took a list similar to this, but a different topic obviously and created a survey, where it was possible to indicate whether you had a strong interest in that or you know mild or no interest in that and compile those.

778

01:51:37.470 --> 01:51:43.650

Nancy Persons: To see where our areas of greatest agreement and greatest difficulty were and so.

779

01:51:43.680 --> 01:51:52.680

Julie Thompson: i'd like to respond to that and the idea has come up before but we that's a deliberative process and it needs to happen in a senate meeting so we could.

780

01:51:53.010 --> 01:52:04.800

Julie Thompson: create some kind of a polling tool that we would use on at our next meeting, and so that could be something that suggestion, but we can't do it outside of a meeting to save time as tempting, as that is.

781

01:52:05.550 --> 01:52:09.660

Nancy Persons: got it Thank you anyway, just a general idea like that I thought might help.

782

01:52:24.510 --> 01:52:25.530

Julie Thompson: Senator Oliver.

783

01:52:27.030 --> 01:52:33.420

April Oliver: So are we kind of bringing up what we think is important is that okay to say right now.

784

01:52:34.260 --> 01:52:38.790

Julie Thompson: Absolutely, we need to move from a draft to us to have.

785

01:52:41.280 --> 01:52:50.250

Julie Thompson: A proposal of something that we, the Senate will vote on as our list of goals and priorities for the year So how do we get from from here to there.

786

01:52:50.700 --> 01:52:53.310

April Oliver: So can I advocate for something right now.

787

01:52:53.400 --> 01:52:54.750

April Oliver: On the list is that okay.

788

01:52:55.020 --> 01:52:57.210

April Oliver: Absolutely okay I just I.

789

01:52:58.350 --> 01:53:07.140

April Oliver: I know there's so many really important things, but my what my state of mind right now is a safe return to face to face.

790

01:53:07.530 --> 01:53:14.910

April Oliver: And I feel like we're kind of in this limbo, and maybe I don't know what's going on on campus at different meetings but.

791

01:53:15.630 --> 01:53:22.560

April Oliver: I really feel like we're kind of continuing along with spring maybe a few more people are teaching in person, but.

792

01:53:23.040 --> 01:53:39.060

April Oliver: I feel frustrated because you know the uploading of vaccines is taken so long it's been months, you know we're doing it it's week nine in the fall semester, and now we're implementing like checking students but i'm just wondering.

793

01:53:39.990 --> 01:53:53.610

April Oliver: why things have moved so slowly, and I really feel like if we continue that will we go back and person in the fall, will we not do we need to like kind of unite as faculty to say.

794

01:53:54.540 --> 01:54:01.500

April Oliver: let's figure this plan out because it's been over a year and we're just now getting to this point.

795

01:54:01.980 --> 01:54:08.520

April Oliver: And I know they're huge university UCLA is in person, there are so many places that are in person and we're not.

796

01:54:09.150 --> 01:54:19.380

April Oliver: So that's that's kind of my my end my students just advocating for the my students who are struggling to learn English struggling with technology.

797

01:54:19.680 --> 01:54:33.120

April Oliver: And this semester, everything is just hit the wall i'm seeing more than any other semester previous my students are fried i'm fried I don't know if anyone else is noticing that but that's where i'm at.

798

01:54:33.990 --> 01:54:36.720

Julie Thompson: Okay, thank you and.

799

01:54:38.370 --> 01:54:41.220

Julie Thompson: Sorry next in the queue is.

800

01:54:42.270 --> 01:54:43.500

Julie Thompson: Vice President okubo.

801

01:54:49.500 --> 01:55:02.010

Monica Ohkubo (she/her): I was just going to advocate for the following five the hiring policy, the equity plan guided pathways safe return the campus and annual anti racism training.

802

01:55:04.530 --> 01:55:09.150

Monica Ohkubo (she/her): as being at the top of the list, although there's a lot of important ones okay.

803

01:55:09.570 --> 01:55:10.110

um.

804

01:55:11.220 --> 01:55:14.310

Julie Thompson: So faculty hiring did you say equivalency is your second.

805

01:55:15.270 --> 01:55:17.310

Monica Ohkubo (she/her): faculty hiring equity plan.

806

01:55:17.430 --> 01:55:18.600

Julie Thompson: equity plan, thank you.

807

01:55:18.780 --> 01:55:20.010

Monica Ohkubo (she/her): Guided pathways.

808

01:55:20.220 --> 01:55:22.740

Julie Thompson: safe return in anti racism training.

809

01:55:24.240 --> 01:55:24.630

Julie Thompson: Okay.

810

01:55:25.920 --> 01:55:32.790

Julie Thompson: Thank you did you wish to say anything else nope okay and Senator avila.

811

01:55:35.130 --> 01:55:47.820

Filomena Avila: i'm with April and Monica and i'm looking at this list and thinking, what is the most immediate thing that needs to have attention, and that is the safe return for face to face.

812

01:55:49.200 --> 01:56:04.560

Filomena Avila: Because a lot of what we are doing is dependent upon knowing what the next step is in regards in regard to whether or not we are going to be face to face and that really affects student equity it really affects the guided pathway, given that we are.

813

01:56:06.600 --> 01:56:11.670

Filomena Avila: Reviewing the hiring procedure that I would think that that would only continue as a priority.

814

01:56:12.720 --> 01:56:28.260

Filomena Avila: And i'm I I think i'm in agreement with Monica in terms of the top five, but my number one would be safe return and face to face and it feels like we should have had this discussion yesterday i'm feeling like we're behind the eight ball on this one.

815

01:56:29.430 --> 01:56:30.660

Julie Thompson: Okay, thank you.

816

01:56:31.710 --> 01:56:32.670

Julie Thompson: Senator Bush.

817

01:56:33.540 --> 01:56:48.600

Jessica Bush (she/her): I feel like there could possibly be the potential for like a Sus category of equity and anti racism, because it seems like a lot of the different things on this plan fall into the kind of that same category.

818

01:56:49.950 --> 01:56:58.410

Jessica Bush (she/her): And that being said, I also really feel like revisiting the bs you demands needs to be up towards the top of our list it's.

819

01:56:59.010 --> 01:57:05.370



Jessica Bush (she/her): been a really long time that that's kind of been sitting on the back burner and and I feel like you know.

820

01:57:05.850 --> 01:57:20.970

Jessica Bush (she/her): We put out that statement as a senate that we were in support of those demands, but I feel like it's kind of fallen to the wayside, with the follow through of well what's happened with those where are we, and to have like that push to ensure that things are moving forward in a good direction.

821

01:57:22.290 --> 01:57:33.510

Jessica Bush (she/her): So those would be my two suggestions, making sure the bs you demands gets brought to the top of the pile and to have like that category that focuses on the Anti racism and the equity.

822

01:57:34.890 --> 01:57:37.500

Julie Thompson: Okay, thank you, Senator jacobson.

823

01:57:38.700 --> 01:57:58.380

Tara Jacobson (she/her): I want to echo monica's list, but with the anti racism training, I thought that was a recommendation that we wanted that for all faculty not just senators, but maybe i'm mistaken, but maybe that's under the professional development priorities, I also think, putting the bs you demands.

824

01:57:59.640 --> 01:58:02.100

Tara Jacobson (she/her): at a higher level would be important as well.

825

01:58:03.060 --> 01:58:04.680

Julie Thompson: Okay, thank you.

826

01:58:05.730 --> 01:58:07.140

Julie Thompson: Senator Johnson.

827

01:58:10.710 --> 01:58:12.960

Tara Johnson: hi i'd like to see us.

828

01:58:14.790 --> 01:58:17.730

Tara Johnson: continue to work on the waitlist policy and procedures.

829

01:58:18.810 --> 01:58:35.430

Tara Johnson: If we had completed that work to date and actually had a true waitlist for our classes at this time it would make returning to spring a much more facilitated process for our students with the mandates in place.

830

01:58:36.510 --> 01:58:41.250

Tara Johnson: And the way that they're going to be enrolling students and dropping students, based on their.

831

01:58:42.270 --> 01:58:54.720

Tara Johnson: vaccine requirements, etc, if we had to wait lists in place, then our classes wouldn't be in jeopardy with those drops, and so I think it's eminent that we get that wrapped up.

832

01:58:55.950 --> 01:58:58.710

Julie Thompson: Thank you, Senator cabal is doing.

833

01:59:02.610 --> 01:59:05.250

Sheryl Cavales Doolan, SRJC: Thank you, I also wanted to.

834

01:59:06.300 --> 01:59:14.610

Sheryl Cavales Doolan, SRJC: identify the things that Vice President of qubo mentioned those items I also felt someone else has already said it that.

835

01:59:15.570 --> 01:59:29.430

Sheryl Cavales Doolan, SRJC: A lot of these things can be related together, and I do think like if the equity plan, a lot of these items could fall under that are are related to that the anti racism training that should be part of an equity plan.

836

01:59:29.940 --> 01:59:37.200

Sheryl Cavales Doolan, SRJC: Responding to and revisiting the psu demands that should be part of the equity plan and even.

837

01:59:38.370 --> 01:59:44.550

Sheryl Cavales Doolan, SRJC: Our position on campus police and policing that should also be part of the equity plan so that's where I am.

838

01:59:45.150 --> 01:59:48.810

Julie Thompson: Okay, thank you i'm Senator Reims.

839

01:59:51.510 --> 01:59:52.800

Byron: Everything I was going to say so.

840

01:59:53.820 --> 01:59:58.290

Byron: That is everything right, yes, yes and yes, again, thank you.

841

01:59:59.730 --> 02:00:00.360

Julie Thompson: Thank you.

842

02:00:01.410 --> 02:00:03.390

Julie Thompson: Okay, Senator Schmidt.

843

02:00:06.900 --> 02:00:15.150

Emily Schmidt (she): And I feel like I keep hearing all the same things, and these are the sort of things I was going to say also, I.

844

02:00:16.230 --> 02:00:19.590

Emily Schmidt (she): am particularly concerned about safe return to campus.

845

02:00:21.330 --> 02:00:31.500

Emily Schmidt (she): Because we have a lot of people here faculty staff and students who are immunocompromised or have immunocompromised people in their households.

846

02:00:32.910 --> 02:00:54.300

Emily Schmidt (she): But we also, I think, need to get the library open as soon as we can, our students need those resources it's really difficult to teach research without having access to a library, where you can look in the stacks and do that that sort of stuff.

847

02:00:55.590 --> 02:01:09.150

Emily Schmidt (she): And I would also like to see a return to return our attention to the bs you demands and the development of this ethnic studies department and I just wanted to.

848

02:01:09.870 --> 02:01:21.180

Emily Schmidt (she): sort of an aside, I would love it if we could see some kind of a timeline as far as what actions the Senate has taken.

849

02:01:22.110 --> 02:01:40.680

Emily Schmidt (she): And what actions the administration has taken so we know what has been done and what has not been done, I I don't feel like I have a clear idea of what's going on that so that's something I think that would help facilitate meeting those demands and building that new department.

850

02:01:42.420 --> 02:01:51.240

Julie Thompson: Thank you for your comments i'm I have two people left in the queue I will call on both of them and then we will adjourn the meeting Center to don again.

851

02:01:51.630 --> 02:01:56.550

Anne Donegan: Thank you so much, just really quickly again there's so many important things on this document.

852

02:01:57.120 --> 02:02:05.040

Anne Donegan: One thing that hasn't been mentioned yet that I think actually connects to so many things that people have already just is that we have to look at our budget.

853

02:02:05.670 --> 02:02:14.280

Anne Donegan: As something that should reflect our values, and I think that if we really look at where we are spending money on this campus.

854

02:02:14.580 --> 02:02:28.110

Anne Donegan: in regards to are we safe going back to campus door students want to come back, I mean are we putting the money and where it needs to be so that we feel safe what kind of trainings are available, I will being.

855

02:02:29.280 --> 02:02:43.230

Anne Donegan: You know, being paid for those trainings having a library open huge, I think that we have to realize that our ideas are only going to be effective if they're funded Thank you.

856

02:02:44.160 --> 02:02:49.980

Julie Thompson: Thank you i'm Senator don again and Senator balance whaler, you will get the last word.

857

02:02:50.880 --> 02:02:56.670

Kat Valenzuela: Thank you, President Thompson um I agree with the one of the priorities at least that I can.

858

02:02:57.660 --> 02:03:06.630

Kat Valenzuela: That I I mean, I fully support this list, but one of the things that I think that as a faculty Senate, we need to focus on is to say for term for face to face.

859

02:03:07.560 --> 02:03:18.570

Kat Valenzuela: I think many of us, you know if we don't know the district is saving money by having faculty teach online, and it is not in the best interest of the students or faculty to be.

860

02:03:19.140 --> 02:03:31.080

Kat Valenzuela: Basically, forcing us to teach online when we're all ready to go to campus because of their incompetency to you know get us back to campus and so as a faculty body, I think we have the power and the leverage to.

861

02:03:32.520 --> 02:03:38.220

Kat Valenzuela: make some headway and changes into getting back to face to face Thank you okay.

862

02:03:39.030 --> 02:03:41.910

Julie Thompson: i'm that is the last word.

863

02:03:43.410 --> 02:03:49.890

Julie Thompson: Wonderful conversations today Thank you to everyone for coming prepared and for participating and.

864

02:03:50.640 --> 02:03:56.970

Julie Thompson: send it exact has some homework to do, we will come back with some drafts that reflect on.

865

02:03:57.420 --> 02:04:10.410

Julie Thompson: The priorities that have emerged in this conversation, as well as the discussions about the various sections of the Faculty hiring policy and i'm sorry to keep you two minutes late and have a good evening meeting is adjourned.