

TRANSCRIPT  
September 2, 2020

109  
00:20:12.810 --> 00:20:13.980  
juliethompson: So welcome, it's

110  
00:20:16.290 --> 00:20:18.030  
juliethompson: We will go ahead and get started.

111  
00:20:19.590 --> 00:20:26.850  
juliethompson: Today we're going to do something a little bit different. Actually, maybe a number of things a little bit differently depending on how the meeting unfolds.

112  
00:20:28.230 --> 00:20:39.690  
juliethompson: We're going to start with a roll call vote though we've had a little bit of an issue with knowing which senators are present during zoom meetings so and we be calling that

113  
00:20:40.110 --> 00:20:54.510  
Anne Donegan: Yeah, absolutely. So just, this is something that Robert rules now recommends in light of the age of zoom. Just so we know who's actually at a meeting. We're not voting on anything. This is just about who's here.

114  
00:20:56.610 --> 00:20:59.610  
Anne Donegan: Excuse me. Okay, so Michael app or ratio.

115  
00:21:02.190 --> 00:21:03.690  
Anne Donegan: Laura Aspinall

116  
00:21:03.930 --> 00:21:04.380  
Laura Aspinall: Here.

117  
00:21:04.500 --> 00:21:07.080  
Anne Donegan: So Laura Paulette bell

118  
00:21:07.290 --> 00:21:09.090

Paulette Bell: President read

119

00:21:09.600 --> 00:21:11.490

Anne Donegan: Mark bullion cow ski.

120

00:21:11.670 --> 00:21:12.090

Here.

121

00:21:13.590 --> 00:21:14.820

Anne Donegan: Jessica bush.

122

00:21:17.820 --> 00:21:18.840

Anne Donegan: Know, Jessica.

123

00:21:20.310 --> 00:21:24.150

Anne Donegan: Jennifer. I see her Giancarlo Goldberg's here cannon.

124

00:21:24.690 --> 00:21:25.740

Canon Crawford: I'm logged in.

125

00:21:25.980 --> 00:21:30.270

Anne Donegan: Oh, there you are canning great and on again is here, Joe fast lawyer.

126

00:21:33.030 --> 00:21:35.640

Anne Donegan: Know, Joe. Nicole, France, I see her.

127

00:21:37.230 --> 00:21:38.520

Anne Donegan: Tara Jacobson.

128

00:21:38.790 --> 00:21:39.420

Tara Jacobson: Here.

129

00:21:39.480 --> 00:21:42.180

Anne Donegan: She is Jesse coston

130  
00:21:42.540 --> 00:21:42.870  
Here.

131  
00:21:44.580 --> 00:21:45.660  
Anne Donegan: Dave lemer

132  
00:21:46.050 --> 00:21:47.340  
David Lemmer Area 11: I am here and present

133  
00:21:47.550 --> 00:21:50.700  
Anne Donegan: Great. Thank you, Sean, Martin I'm

134  
00:21:51.150 --> 00:21:53.190  
Anne Donegan: So Sean Yeah, I'm Lauren a

135  
00:21:53.220 --> 00:21:53.880  
House.

136  
00:21:56.580 --> 00:21:59.520  
Anne Donegan: Lauren Monica Okubo

137  
00:22:02.610 --> 00:22:04.020  
Anne Donegan: April, Oliver.

138  
00:22:04.170 --> 00:22:04.650  
April Oliver: Here.

139  
00:22:04.890 --> 00:22:07.050  
Anne Donegan: Guess on her. Yeah, Rome I

140  
00:22:07.110 --> 00:22:08.130  
juliethompson: Just saw room.

141  
00:22:08.520 --> 00:22:10.950

Anne Donegan: There she is. Yeah. Thank you, Scott Rosen.

142

00:22:11.430 --> 00:22:15.210

Anne Donegan: Here Simon the chat. Yeah, George Sulu

143

00:22:18.660 --> 00:22:22.140

Anne Donegan: Know, George john Stover I saw john

144

00:22:22.410 --> 00:22:27.420

Anne Donegan: I hear your hi john cat. I just saw cat.

145

00:22:28.260 --> 00:22:31.770

Anne Donegan: Yeah, she. There you are. Hello. Kyla Whiteman

146

00:22:32.760 --> 00:22:33.570

Anne Donegan: There you are.

147

00:22:35.520 --> 00:22:40.200

Anne Donegan: Okay, I'm seeing Lauren a house now, so I'm going to mark you here. I'm Sarah Wiley.

148

00:22:42.660 --> 00:22:47.700

Anne Donegan: Well, there's George Hi George know Sarah and summer Winston.

149

00:22:49.470 --> 00:22:49.860

Summer (They/Them): Here.

150

00:22:50.370 --> 00:22:56.250

Anne Donegan: Thank you. Okay. And Joe faster. Thank you for the note. Okay, we're good to go. Thank you Julie. Hi.

151

00:22:56.610 --> 00:22:58.980

Jessica Bush: Jessica bush I got disconnected, but I'm here.

152

00:22:59.400 --> 00:23:00.630

Anne Donegan: Thank you so much.

153

00:23:01.020 --> 00:23:02.700

Monica Ohkubo: Monaco Cobos here to

154

00:23:03.120 --> 00:23:05.220

Anne Donegan: Thank you, Monica. Okay.

155

00:23:05.700 --> 00:23:07.230

Roam Romagnoli (she/her/they/them): And are there any other names of

156

00:23:07.230 --> 00:23:09.030

juliethompson: People who weren't here when you first called them.

157

00:23:09.240 --> 00:23:10.470

Anne Donegan: Just Sarah Wiley.

158

00:23:12.540 --> 00:23:15.750

Anne Donegan: But I'll keep an eye out for her because I think she had said she was

159

00:23:15.810 --> 00:23:23.190

Anne Donegan: Attending today. Oh yes, I see her. Okay, thank you. Okay. All good president Thompson. Okay.

160

00:23:23.220 --> 00:23:30.960

juliethompson: Great. Thank you. Welcome, everyone. And the first item on the agenda for today is open forum.

161

00:23:32.070 --> 00:23:36.420

juliethompson: And we have public comments and who is the keeper of the queue.

162

00:23:38.460 --> 00:23:46.080

Academic Senate: I have Dr. Chang going first. And then Dr. Brenda flies with hawks going second

163

00:23:46.680 --> 00:23:47.700  
juliethompson: Okay, thank you.

164  
00:23:49.470 --> 00:23:50.220  
juliethompson: Dr. Chung

165  
00:23:50.550 --> 00:23:55.320  
Frank Chong: Thank you Julie. I have a statement of like to read to the academic senate

166  
00:23:56.010 --> 00:24:03.660  
Frank Chong: Good afternoon. Yesterday, our colleague Lauren service send out an email inviting colleagues to engage in the work we all need to do to unlearn racism.

167  
00:24:04.230 --> 00:24:15.510  
Frank Chong: Laurens message the value of places on knowledge dialogue and reflection as the pathways to change exemplify exactly what a community college should be doing and should be about

168  
00:24:16.110 --> 00:24:25.950  
Frank Chong: The response. She received, not so much. It was hateful insulting and overtly racist. It has also spurred more discussion as it should.

169  
00:24:26.550 --> 00:24:34.380  
Frank Chong: I have also received questions about how the district intends to respond. Some of you even call for the discipline of termination of the emails author

170  
00:24:35.190 --> 00:24:43.560  
Frank Chong: So in addressing the sentence. Today I thought it would be helpful to share three core principles that additional used when faced with reports of offensive.

171  
00:24:44.370 --> 00:25:00.870  
Frank Chong: Or racist speech by faculty or other members of our college community. First, the district will not tolerate harassment bullying threats made against any employee in the workplace or in the manner that directly impacts and employees ability to perform their duties as a district employee.

172

00:25:01.890 --> 00:25:15.420

Frank Chong: Any report by an employee that they're being harassed threatened or retaliated against at work will be investigated and if the allegations of workplace misconduct are sustained swift remedial measures will be instituted

173

00:25:16.080 --> 00:25:21.840

Frank Chong: I appreciate that Sarah Hopkins could join us today. She was our interim VP of human resources.

174

00:25:22.170 --> 00:25:29.220

Frank Chong: We have policies and procedures in place to address claims of harassment and they will be applied to any claim brought to Sarah's attention.

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00:25:29.700 --> 00:25:34.230

Frank Chong: Second, to ensure that the speech of individuals is not attributed to the district.

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00:25:34.620 --> 00:25:42.120

Frank Chong: I will not remain silent when the district emails us to express ideas that run counter to the districts and my personal values.

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00:25:42.480 --> 00:25:49.830

Frank Chong: This district supports and values of diverse inclusive equity minded and culturally humble work and educational environment.

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00:25:50.220 --> 00:26:04.230

Frank Chong: Districts that supports the idea that racism must be unlearned at both the personal and institutional levels and then unlearning can only happen through purposeful engagement dialogue reflection and action.

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00:26:04.770 --> 00:26:13.770

Frank Chong: The email response I read objecting to this work is antithetical to these values I condemn its message as ignorant insulting and racist.

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00:26:14.460 --> 00:26:27.390

Frank Chong: As I wrote yesterday I stand with Lauren and all of our employees who are working tirelessly to engage in conversations about justice equity anti racism at this pivotal moment in our country's history.

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00:26:27.960 --> 00:26:34.170

Frank Chong: We had so JC must rise above the ritual and condemn hate and discrimination of all forms.

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00:26:34.530 --> 00:26:43.710

Frank Chong: I invite anyone who does not agree the college's stance supporting social justice and equity to come speak to me directly, rather than attacking a colleague through email.

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00:26:44.520 --> 00:26:52.770

Frank Chong: Thank you to the many who make me proud to work at SRI JC through education and collegiate dialogue, I believe we will affect real change together.

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00:26:53.940 --> 00:27:01.380

Frank Chong: However, the third core principle is this. There's a difference between my expressing the district's views and values and they use

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00:27:01.710 --> 00:27:08.640

Frank Chong: Using the power of the district to silence others the email I just condemned is squarely protected by the First Amendment.

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00:27:09.120 --> 00:27:15.990

Frank Chong: Our policies and procedures do not include the right to suppress political speech as offensive that may be to the district's values.

187

00:27:16.320 --> 00:27:24.330

Frank Chong: If that were the case, then government, whatever its political bent, would we will power to silence the center's I urge all of you.

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00:27:25.290 --> 00:27:33.750

Frank Chong: To read the recent controlling Ninth Circuit Court of abuse decision Rodriguez versus the Maricopa County College District in Arizona.

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00:27:34.200 --> 00:27:44.580

Frank Chong: The decision upholds the college's decision not to suppress or discipline, a faculty members overtly racist speech express via email. It's worth noting the court



said

190

00:27:45.000 --> 00:27:53.160

Frank Chong: Plaintiffs no doubt feel demeaned by kolakowski speech as his very thesis can be understood to be they that they are less than equal

191

00:27:53.760 --> 00:28:00.990

Frank Chong: But that highlights the problem with playing a suit their objection to Colossi speeches based entirely on his point of view, and it is

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00:28:01.320 --> 00:28:06.720

Frank Chong: axiomatic to the government that may not silence speech because the idea promotes a thought to be offensive.

193

00:28:07.320 --> 00:28:13.650

Frank Chong: There is no categorical harassment exception to the First Amendment free speech clause as beaches.

194

00:28:14.400 --> 00:28:19.650

Frank Chong: Evelyn Beatrice Hall said, I just approve what you say, but I will defend your right to say it.

195

00:28:20.100 --> 00:28:30.360

Frank Chong: In some additional investigate all claims of harassment violation where sustained swift and appropriate action will take be taken to remedy the violation.

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00:28:30.690 --> 00:28:42.930

Frank Chong: The district will continue to exercise its own free speech rights to condemn racism and support our faculty, students and staff and administrators who work to help us individually and institutionally unlearn racism.

197

00:28:43.410 --> 00:28:55.710

Frank Chong: Three the protective district will continue to protect the freedom of speech and academic freedom by protecting the rights of all to express their political views, no matter how antithetical they may be to the values of this district.

198

00:28:56.340 --> 00:29:06.480

Frank Chong: Thank you for listening and I hope our entire college community knows that Sri JC stands for equality anti racism as much as we stand for academic freedom. Thank you for listening.

199

00:29:08.400 --> 00:29:18.330

juliethompson: Thank you, Dr. Chong. And thank you also to Sarah Hopkins for being present. We appreciate that. And next in the queue is Brenda flies with hawks

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00:29:21.930 --> 00:29:26.310

Brenda Flyswithhawks: Thank you. First, Dr. Chong for those comments. I really appreciate it.

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00:29:27.720 --> 00:29:35.970

Brenda Flyswithhawks: Good afternoon, President Thompson senate executive and senators. I wanted to express my appreciation for the Senate retreat this past Friday.

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00:29:36.480 --> 00:29:41.880

Brenda Flyswithhawks: In particular, the authentic transparent courageous and not so easy conversations that emerged.

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00:29:42.720 --> 00:29:49.710

Brenda Flyswithhawks: I especially wanted to say thank you to our by POC senators for your boldness invoicing thoughts, feelings and experiences.

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00:29:50.370 --> 00:29:59.370

Brenda Flyswithhawks: That are representative of your bypass brothers and sisters at the college you are voice then and will continue to be our voice at these senate meetings.

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00:30:00.150 --> 00:30:13.620

Brenda Flyswithhawks: To non bypass senators. Thank you for listening as challenging as it is to do sometimes, especially when you may think you understand the bypass experience or you don't understand, and you are not quite sure what to do.

206

00:30:14.520 --> 00:30:25.350

Brenda Flyswithhawks: This morning's email exchange is another reminder of the depth of work that is needed and addressing white supremacist racist, sexist homophobic ends in phobic behavior at our college

207

00:30:26.040 --> 00:30:36.930

Brenda Flyswithhawks: I invite all of us to do this necessary hard work together, respectfully, without judgment without malice without shame and without oppressing each other in the process.

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00:30:37.590 --> 00:30:53.250

Brenda Flyswithhawks: IS JOHN LEWIS consistently reminded us, let us make some noise and get in good trouble necessary trouble just like Lori and Lauren, we're doing, but let's do it, respectfully, ladies and gentlemen, thank you very much.

209

00:30:55.710 --> 00:30:57.420

juliethompson: Thank you, Dr. Price with hawks

210

00:30:59.940 --> 00:31:03.300

juliethompson: I'm Amanda. Did you have anyone else in the queue.

211

00:31:04.980 --> 00:31:07.200

juliethompson: I have a name for to add to the queue.

212

00:31:08.370 --> 00:31:11.190

Academic Senate: To see Lori cool Barra

213

00:31:11.550 --> 00:31:14.910

juliethompson: Yes, that was who I was going to add to the queue. I'm Lori co borrower.

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00:31:17.580 --> 00:31:18.240

Academic Senate: Yes.

215

00:31:18.750 --> 00:31:23.010

Lori Kuwabara: So hello senators and other colleagues.

216

00:31:24.570 --> 00:31:27.630

Lori Kuwabara: Welcome to week three of the semester. And I'm tired.

217

00:31:29.520 --> 00:31:30.000

I'm

218

00:31:31.560 --> 00:31:33.600

Lori Kuwabara: Just wanted to say a few words.

219

00:31:34.740 --> 00:31:37.680

Lori Kuwabara: Lauren and I, of course, have been in conversation.

220

00:31:39.630 --> 00:31:45.540

Lori Kuwabara: And will continue to be in conversation as we prepare the big next week and

221

00:31:46.770 --> 00:31:55.980

Lori Kuwabara: So when we send out the invitation for our justice Equity, Diversity and Inclusion fig. We were genuinely excited

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00:31:57.060 --> 00:32:05.880

Lori Kuwabara: We want to thank you, all of you who are is up to us to join us and we were looking forward to that. We certainly weren't expecting that.

223

00:32:07.290 --> 00:32:15.390

Lori Kuwabara: Someone I'm going to call a trump or would see it as an invitation to out himself in such a brazen hateful and I daresay incoherent way.

224

00:32:17.460 --> 00:32:34.140

Lori Kuwabara: So much vitriol is certainly not shocking to us, people of color whatsoever. Those such a slap in the face may have shaken. Some of us up as the resume mannequin says such a racist attacks are carried on down in our bodies reverberating at our cores.

225

00:32:35.910 --> 00:32:42.060

Lori Kuwabara: On behalf of Lauren and myself. I want to express our appreciation for all of your support and your kind words.

226

00:32:44.130 --> 00:33:01.980

Lori Kuwabara: I want to implore us to move on. However, from this and don't give this

Trump or any more attention than too many already have. Please don't make him some kind of a martyr. He's one of many let his emails remind WHITE FOLKS OF THE WORK AHEAD. It's wide and deep

227

00:33:03.480 --> 00:33:09.270

Lori Kuwabara: Do it together with people of color, but also separate separately as white people.

228

00:33:10.710 --> 00:33:17.460

Lori Kuwabara: I think I can say Lauren and I are still excited. However, a bit shaken about the justice Equity, Diversity Inclusion fig.

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00:33:18.480 --> 00:33:22.140

Lori Kuwabara: But Lord knows there's plenty of work ahead. Thank you so much.

230

00:33:24.390 --> 00:33:25.230

juliethompson: Lori. Thank you.

231

00:33:27.900 --> 00:33:28.200

Yeah.

232

00:33:29.280 --> 00:33:33.810

juliethompson: Is there anyone else in the queue. Anyone else for a public comment.

233

00:33:38.040 --> 00:33:43.740

Academic Senate: Oh, I see. JOHN Stover raising his hand. Okay, thank you. I'm

234

00:33:43.830 --> 00:33:45.030

juliethompson: John Stover please

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00:33:47.760 --> 00:33:48.720

Senator Area 7 John Stover: Thanks, everyone.

236

00:33:51.360 --> 00:34:06.240

Senator Area 7 John Stover: I'm deeply, deeply appalled at the blatant racism gaslighting and xenophobia contained in the response to Lauren and Lori's email

invitation to do the anti racist work. We clearly need to do here.

237

00:34:06.870 --> 00:34:19.620

Senator Area 7 John Stover: Area seven stands in solidarity with our colleagues Lauren surveys, Lori Chua bar and all of our colleagues engaged and actively anti racist trainings values and dialogues.

238

00:34:20.580 --> 00:34:32.790

Senator Area 7 John Stover: I recommend the academic senate immediately inquire with human resources and ask them to explain to us what recourse faculty have when they are victims of a communication, such as this.

239

00:34:33.390 --> 00:34:40.170

Senator Area 7 John Stover: The ending line about nightmares is clearly intended to inflict emotional and psychological distress.

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00:34:40.800 --> 00:34:48.180

Senator Area 7 John Stover: What does the institution do when an employee engages in such offensive behavior and bullying communication.

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00:34:49.170 --> 00:34:59.250

Senator Area 7 John Stover: I also believe a professional ethics investigation into this email communication is warranted and demanded of us as academic senators.

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00:34:59.820 --> 00:35:21.720

Senator Area 7 John Stover: taken at face value, the message that was sent to Lauren and Lori and shared on the DL staff all not only violates basic tenets of collegiality, but also runs directly counter to our expressed values as an institution. What on earth do new faculty think of us in the wake of this conversation.

243

00:35:23.190 --> 00:35:34.260

Senator Area 7 John Stover: I will not stand silent as our colleagues are bullied harassed and insulted in the ways in which they have been and continue to be at SRI  
JC

244

00:35:34.860 --> 00:35:57.690

Senator Area 7 John Stover: White Privilege white fragility racism discrimination and prejudices are the tools that white folks, we have used to oppress non white folks, since

the start of this country and as white folks, we must dismantle those systems of oppression now and forevermore.

245

00:35:59.070 --> 00:36:10.830

Senator Area 7 John Stover: As a queer first generation college graduate who left and rather fled Ohio because of homophobia and because of my gender nonconformity

246

00:36:11.340 --> 00:36:22.260

Senator Area 7 John Stover: I came to be. I came to California to be free to be free of homophobia to find a diverse and celebrated community.

247

00:36:22.950 --> 00:36:31.470

Senator Area 7 John Stover: I will not stop until the racist and xenophobic bullying and harassment of our colleagues and students of color stops.

248

00:36:32.190 --> 00:36:47.400

Senator Area 7 John Stover: This is not just a professional issue. This is a moral imperative. We have work to do. Let's do the work. I'm also grateful to my colleagues Rima Dasgupta and Juergen Kramer for their help in preparing this statement. Thank you.

249

00:36:49.200 --> 00:36:49.950

David Lemmer Area 11: THANK YOU, JOHN

250

00:36:52.050 --> 00:36:56.010

Academic Senate: I see Monica qubo raising her hand. Thank you.

251

00:36:56.070 --> 00:36:56.850

Monica.

252

00:37:01.830 --> 00:37:04.680

Monica Ohkubo KAD: Good afternoon. Mine is short.

253

00:37:06.120 --> 00:37:07.950

Monica Ohkubo KAD: Who was ready.

254

00:37:09.090 --> 00:37:10.500

Monica Ohkubo KAD: **Words are powerful.**

255

00:37:12.660 --> 00:37:19.320

Monica Ohkubo KAD: **Guidelines are helpful strong action equals change.**

256

00:37:21.150 --> 00:37:21.750

Monica Ohkubo KAD: **Action.**

257

00:37:23.460 --> 00:37:26.970

Monica Ohkubo KAD: **At this point, what will keep Lauren and Lori here.**

258

00:37:28.170 --> 00:37:29.070

Monica Ohkubo KAD: **Why should they stay**

259

00:37:30.690 --> 00:37:35.010

Monica Ohkubo KAD: **I am able to code switch as a queer female person of color, I can get by.**

260

00:37:36.390 --> 00:37:43.170

Monica Ohkubo KAD: **I can, I can navigate, I can fake it. I can hide. What about our colleagues who cannot hide.**

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00:37:45.240 --> 00:37:56.340

Monica Ohkubo KAD: **I no longer feel safe at Santa Rosa Junior College. I've been able to excuse it away for 16 years I no longer feel safe at Santa Rosa Junior College.**

262

00:37:57.360 --> 00:38:02.160

Monica Ohkubo KAD: **Why should I stay here and what are we going to do about it. What are the actions.**

263

00:38:03.240 --> 00:38:13.440

Monica Ohkubo KAD: **What are what are my protections and why should I stay here. Why should my by Park colleagues and I stay at Santa Rosa Junior College. Thank you.**

264

00:38:18.300 --> 00:38:19.110



Thank you, Monica.

265

00:38:22.470 --> 00:38:23.010

Jennifer Perez: Okay.

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00:38:24.300 --> 00:38:29.550

Jennifer Perez: So I've been asked to mile already three times today, I want to go back to the hill. I want to go back to the hill.

267

00:38:32.400 --> 00:38:38.880

juliethompson: We have I'm sorry I missed two that was do we have somebody who wants to be in the queue and make a public comment.

268

00:38:40.980 --> 00:38:44.280

Academic Senate: I don't see anyone else raising their hands. Okay.

269

00:38:46.770 --> 00:38:47.280

Academic Senate: Okay.

270

00:38:47.910 --> 00:38:54.210

juliethompson: If anyone does wish to make a public comment you are walking to do so. I'm just let us know and we will do that.

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00:38:54.420 --> 00:38:55.260

Janet Stribling: Joe fast for

272

00:38:55.530 --> 00:38:58.950

Joe Fassler: Me, I'm sorry, I'm trying to find the button for the raising my my digital hand.

273

00:39:00.660 --> 00:39:10.980

Joe Fassler: I just to respond. Real briefly to Monica. You know, I think you've been one of the people who's, who's been most articulate in this conversation and I really appreciated your openness and your just honestly as you're speaking

274

00:39:11.940 --> 00:39:16.230

Joe Fassler: You know so and I'm you know I'm white guy that's that's trying to figure this out. So

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00:39:16.740 --> 00:39:28.050

Joe Fassler: So I appreciate. I appreciate your comments to date and other other side meetings and things like that. And I do hope you'll continue, you kind of work in working with everybody as you go forward. So just wanted to say that

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00:39:30.000 --> 00:39:30.630

juliethompson: Thank you Joe.

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00:39:30.900 --> 00:39:31.290

Joe Fassler: Thank you.

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00:39:32.940 --> 00:39:36.690

juliethompson: Okay, it looks like on that is it for

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00:39:38.790 --> 00:39:39.690

juliethompson: open forum.

280

00:39:41.220 --> 00:39:54.600

juliethompson: In which case we will move on the next item on the agenda is approval of the minutes from the August 19 meeting. Is there any objection to adopting those minutes as written. Are there any corrections.

281

00:39:58.530 --> 00:40:04.590

juliethompson: Okay, I'm hearing no corrections. Can we have a movement to approve.

282

00:40:05.820 --> 00:40:06.660

Scott Rosen: All move to pro

283

00:40:07.470 --> 00:40:07.980

juliethompson: Thank you.

284

00:40:09.420 --> 00:40:10.440

juliethompson: I'm sorry, who was that

285

00:40:10.650 --> 00:40:11.280

Scott Rosen: Scott Rosen.

286

00:40:11.730 --> 00:40:14.400

juliethompson: Thank you, Scott. Okay. And a second.

287

00:40:14.640 --> 00:40:15.900

Jennifer Carlin-Goldberg: I'm Jennifer, I can second

288

00:40:16.710 --> 00:40:23.100

juliethompson: Thank you Jim. Okay, um, any objection to adopting those minutes

289

00:40:24.150 --> 00:40:25.320

juliethompson: As drafted.

290

00:40:26.400 --> 00:40:28.740

juliethompson: Okay. Hearing none, the minutes are adopted.

291

00:40:30.690 --> 00:40:33.630

juliethompson: next item on the agenda adjustments to the agenda.

292

00:40:36.300 --> 00:40:37.380

Anne Donegan: For tonight. Thompson.

293

00:40:37.860 --> 00:40:47.070

Anne Donegan: Yes, I'd like to move that in light of the recent events on the campus and the comments and open forum that perhaps we

294

00:40:48.180 --> 00:40:54.990

Anne Donegan: Table, some of the things that we expected to talk about today and continue to talk about this discussion.

295

00:40:55.740 --> 00:41:15.450

Anne Donegan: I'm suggesting, maybe the status of senators during the summer

because we probably have a little time to decide that, and maybe the goals for the Senate. So if I do the math correctly that might leave us 25 minutes to discuss this topic further if the, if my senators are green.

296

00:41:17.490 --> 00:41:17.970

juliethompson: Okay.

297

00:41:20.070 --> 00:41:28.560

juliethompson: So our adjustments to the agenda made in terms of emotion and I understand that George's with us, George, can you help with that, please.

298

00:41:32.820 --> 00:41:34.980

George Sellu: Yes, Mr motion.

299

00:41:35.550 --> 00:41:36.030

Okay.

300

00:41:37.710 --> 00:41:41.610

juliethompson: So, and you have made this motion and, is that correct

301

00:41:41.700 --> 00:41:45.840

Anne Donegan: That's correct. I think I started with. I'd like to move that block and

302

00:41:46.230 --> 00:41:47.160

juliethompson: Is there a second

303

00:41:52.380 --> 00:41:53.040

Sarah swhyly@santarosa.edu: I'll second.

304

00:41:54.900 --> 00:41:58.710

juliethompson: Okay, and George. Does this need to roll call vote.

305

00:42:02.010 --> 00:42:03.360

George Sellu: No, I don't think so.

306

00:42:04.950 --> 00:42:06.420

juliethompson: Okay, no.

307

00:42:08.730 --> 00:42:14.820

juliethompson: Okay. Um, can I ask whether whether there is any objection to adopting this change that we

308

00:42:15.930 --> 00:42:19.560

juliethompson: Postpone two of our discussion items. One is the status of

309

00:42:20.400 --> 00:42:25.680

juliethompson: Senators during the summer we have time to figure that out. We don't need the answer until next summer, obviously.

310

00:42:26.040 --> 00:42:36.210

juliethompson: And which would free up about 15 minutes and then I think we had just about 10 minutes to get started on the goals conversation we would be suspending that or postponing that as well.

311

00:42:37.650 --> 00:42:40.020

juliethompson: Are there any objections to that motion.

312

00:42:41.490 --> 00:42:47.010

juliethompson: We would reallocate the time to have a conversation as the Senate about

313

00:42:48.210 --> 00:42:56.760

juliethompson: What has happened with this email conversation and how the senate might respond

314

00:42:58.260 --> 00:43:00.060

juliethompson: Okay, any objection to doing this.

315

00:43:02.190 --> 00:43:07.170

juliethompson: Hearing none, the agenda is adjusted

316

00:43:09.360 --> 00:43:16.980

juliethompson: Okay, so we will strike the summer status conversation and the goals conversation em reschedule those at a future time

317

00:43:18.120 --> 00:43:18.780

juliethompson: Thank you.

318

00:43:20.520 --> 00:43:21.240

Okay.

319

00:43:22.770 --> 00:43:24.180

juliethompson: Presidents report.

320

00:43:39.210 --> 00:43:43.320

juliethompson: So had a report about here's what's going on with guided pathway.

321

00:43:44.340 --> 00:43:46.440

juliethompson: And kind of set that aside for now.

322

00:43:47.610 --> 00:43:51.780

juliethompson: I'm today our community is once again embroiled

323

00:43:52.980 --> 00:44:07.200

juliethompson: We are hurting because to faculty colleagues, whom we value respect and hold dear have been attacked and maligned because they dared to offer our community, the gift of unlearning racism.

324

00:44:08.610 --> 00:44:18.210

juliethompson: I stand with our beautiful colleagues, I support them and I'm committed to working with this senate so that we can create a more perfect college and a more perfect society.

325

00:44:19.110 --> 00:44:32.040

juliethompson: ones in which all of our people can assume and expect physical, emotional, psychological and spiritual safety and this means being free from attacks that stem from racism and sexism.

326

00:44:33.450 --> 00:44:47.730

juliethompson: I hope that our colleagues who are hurting, those who are directly the targets as well as those who know that they too were targeted by implication, can take some comfort from the expressions of love and support from the community in this moment.

327

00:44:49.950 --> 00:45:06.180

juliethompson: At each moment we are, I hope, asking ourselves what the right thing to do or say is the Senate is grappling with these questions departments are grappling the administration is grappling. Like many of you, I turn to texts that shed light on the path, especially when the path is dark.

328

00:45:08.280 --> 00:45:14.490

juliethompson: So, yesterday I reached for Martin Luther King's essay love law in civil disobedience.

329

00:45:16.650 --> 00:45:27.660

juliethompson: In this essay King explains tenants of non violence. He says that, quote, those who adhere to, or follow this philosophy of non violence must follow a consistent principle of non injury.

330

00:45:29.850 --> 00:45:33.690

juliethompson

331

00:45:35.190 --> 00:45:51.510

juliethompson: He goes on to say no. This has an external aspect and it has an internal one from the external point of view, it means that the individuals involved must avoid external physical violence that it also means that they avoid internal violence of spirit.

332

00:45:52.890 --> 00:45:57.450

juliethompson: That is why he says the love ethic stands so high in the student movement.

333

00:45:59.040 --> 00:46:09.420

juliethompson: And then he goes on to talk about the concept of a gobby specifically describing it as understanding creative redemptive goodwill to all

334

00:46:12.690 --> 00:46:23.910

juliethompson: I don't know what today's discussion will bring about our future responses to these x will be. But I do believe in Kings ethic of not inflicting injury.

335

00:46:25.050 --> 00:46:30.330

juliethompson: And that we carry that with us as we do our work today. We're hearing community.

336

00:46:31.590 --> 00:46:48.180

juliethompson: Trying to do this work doing our best and I am hoping that we can remember that we are a community and that we we belong to each other, and I look forward to doing the work and

337

00:46:49.470 --> 00:46:59.310

juliethompson: Making the Senate a force for positive change so that we are not dealing with more of this kind of hurt you enough

338

00:47:01.530 --> 00:47:02.310

juliethompson: So, thank you.

339

00:47:03.690 --> 00:47:07.470

juliethompson: And now we'll move to the is the Consent Agenda.

340

00:47:09.780 --> 00:47:13.710

juliethompson: And I'm going to turn this over to Dr flies with hawks

341

00:47:17.730 --> 00:47:18.450

juliethompson: Anything Brooklyn.

342

00:47:18.480 --> 00:47:20.670

Brenda Flyswithhawks: Thompson and senators and

343

00:47:26.790 --> 00:47:43.860

Brenda Flyswithhawks: We have to move forward and address the agenda here and I'm just know it's difficult, but I'll ask if you can move with me for a moment to talk about something that is really attached to what we're talking about here, and that's

344



00:47:44.880 --> 00:47:57.900

Brenda Flyswithhawks: A land acknowledgement of the land that we are on here at Santa Rosa Junior College President Thompson. Could you confirm for me. This was sent out to senators, I believe this proposal, okay.

345

00:47:59.370 --> 00:47:59.790

juliethompson: Yes.

346

00:48:00.090 --> 00:48:07.320

Brenda Flyswithhawks: Thank you very much. So I won't go into every section I tried to

347

00:48:09.450 --> 00:48:25.800

Brenda Flyswithhawks: Put some background behind it, because I didn't want to assume that everyone knows what land knowledge acknowledgement is and to have a land acknowledgement statement at our college. I do want to say, as you saw on the

348

00:48:26.940 --> 00:48:32.400

Brenda Flyswithhawks: Proposal identified in the indigenous people.

349

00:48:33.510 --> 00:48:34.380

Brenda Flyswithhawks: American Indian

350

00:48:35.670 --> 00:48:44.610

Brenda Flyswithhawks: Faculty and staff and students at the college as well as our indigenous ally AC vanilla community studies in Petaluma

351

00:48:45.540 --> 00:48:54.720

Brenda Flyswithhawks: As folks involved in taking this action forward. I also want to say that for over three decades. I have attempted to do

352

00:48:55.200 --> 00:49:08.820

Brenda Flyswithhawks: Make this calm a reality at the college first with Dr Michaelson, who was the president when I was hired continuing on with Dr. Gorilla and continuing with our president president

353

00:49:09.840 --> 00:49:29.160

Brenda Flyswithhawks: Dr. Chong, each of them in their own way, acknowledging the

land of the promo people here and supporting but each of them, especially Dr Michaelson, and Dr gala, it really never got to where we are at this moment, I have met with Dr.

354

00:49:30.480 --> 00:49:39.240

Brenda Flyswithhawks: Chong, and he fully supports this and supports me taking it and he will take it to the Board of Trustees so

355

00:49:40.890 --> 00:49:45.900

Brenda Flyswithhawks: That's progress in itself, but I do want the senators to know

356

00:49:46.950 --> 00:50:04.650

Brenda Flyswithhawks: This is three decades in the making. It just didn't happen overnight, but it should have already been in place when I was hired here at the college three over three decades ago, but we are here today and I'm thankful for our President of the Senate and the executive committee that wanted

357

00:50:05.820 --> 00:50:07.860

Brenda Flyswithhawks: To place it on the agenda immediately.

358

00:50:09.660 --> 00:50:30.630

Brenda Flyswithhawks: So it is a formal statement that recognizes and respects our indigenous peoples as traditional storage of this land and the long term ongoing and during real life enduring relationship that exists between indigenous peoples and our traditional territories.

359

00:50:31.950 --> 00:50:46.110

Brenda Flyswithhawks: We do this as a way of expressing gratitude and appreciation to those whose territory, we reside on and a way of honoring indigenous people who have been living and working on the land from the beginning of time.

360

00:50:48.000 --> 00:50:54.870

Brenda Flyswithhawks: And it's important for us here at SRI JC to recognize this traditional territory.

361

00:50:56.040 --> 00:51:01.710

Brenda Flyswithhawks: Reaching well but beyond cologne realisation and establishment of European colonies.

362

00:51:03.450 --> 00:51:08.340

Brenda Flyswithhawks: This is just a gesture, having a acknowledgement by itself is a small gesture.

363

00:51:10.200 --> 00:51:16.500

Brenda Flyswithhawks: Just like the gestures that we've seen in some of our email communications that say in solidarity.

364

00:51:18.300 --> 00:51:18.960

Brenda Flyswithhawks: As my

365

00:51:20.340 --> 00:51:34.560

Brenda Flyswithhawks: One of my bypass sisters just spoke during open forum and said, it's about action. So this is about action today that I'm requesting of you Senators, if you could take this action to endorse this

366

00:51:35.910 --> 00:51:47.550

Brenda Flyswithhawks: Land acknowledgement statement that says we acknowledge that we gather at Santa Rosa Junior College on the territorial traditional land of the Pomona people, past and present.

367

00:51:48.720 --> 00:52:02.730

Brenda Flyswithhawks: And honor with gratitude, the land itself and the people who have stewarded it through throughout the generations. This land acknowledgement calls us to commit to continuing to learn how to be better stewards of the land we inhabit.

368

00:52:03.750 --> 00:52:16.830

Brenda Flyswithhawks: We recognize that every member of the Santa Rosa Junior College community has benefited and continues to benefit from the use and occupation of this land. Since the institutions founding in 1919

369

00:52:17.610 --> 00:52:27.000

Brenda Flyswithhawks: Consistent with our values of community and diversity. We have a responsibility to acknowledge and make visible the college's relationship to Native people

370

00:52:28.050 --> 00:52:39.210

Brenda Flyswithhawks: By offering this land acknowledgement. We affirm indigenous sovereignty and will work to hope Santa Rosa Junior College more accountable to the needs of American Indian and indigenous peoples.

371

00:52:40.560 --> 00:52:49.770

Brenda Flyswithhawks: The action part is the commitment moving beyond just making a statement as a step toward honoring the truth and achieving healing.

372

00:52:50.220 --> 00:52:59.850

Brenda Flyswithhawks: And reconciliation Santa Rosa Junior College commits to open all public advancing gatherings with a statement acknowledging the traditional Pomona lands on which we stand

373

00:53:00.300 --> 00:53:09.480

Brenda Flyswithhawks: It further commits to support faculty and exercising the option to incorporate statement a statement into their instructional syllabus.

374

00:53:10.170 --> 00:53:16.620

Brenda Flyswithhawks: Such statements become truly meaningful when coupled with authentic relationships and sustained commitment.

375

00:53:17.190 --> 00:53:26.220

Brenda Flyswithhawks: We therefore commit to move beyond words into programs and actions that fully embody a commitment to indigenous rights and cultural equity.

376

00:53:26.880 --> 00:53:40.260

Brenda Flyswithhawks: The statement was developed in partnership with local indigenous peoples and as a living document in the promo language, we say we and in my language, we say Waldo. Thank you very much.

377

00:53:41.280 --> 00:53:51.150

Brenda Flyswithhawks: And and President Thompson. If there's time and you you want. I'll be glad to respond to questions, but it's whatever you want at this time. Okay.

378

00:53:51.540 --> 00:53:55.830

juliethompson: Thank you, Dr flies with hawks I'm since this is a consent.

379

00:53:57.060 --> 00:54:03.810

juliethompson: Item. And the reason that we did that was because of the timing in the attempt to get this approved so that it can be added.

380

00:54:04.380 --> 00:54:22.260

juliethompson: On have senate approval behind it before it goes to the board in October, which is the timeline. So send an exact was attempting to facilitate and expedite that. So, since it is a consent item, there's no discussion opportunity at this point.

381

00:54:24.480 --> 00:54:36.360

juliethompson: But since it fits in the spirit of what we'll be talking about with our adjustment to the agenda if it comes up during that part of the discussion that Vice President John again.

382

00:54:38.340 --> 00:54:50.370

juliethompson: Added to our agenda through the the adjustment to the agenda, it may come up there and I would welcome any conversation on and people may ask questions of Dr flies with hawks at that time. How does that sound.

383

00:54:51.300 --> 00:54:55.740

Brenda Flyswithhawks: Thank you very much, Dr. Dr. Thompson President option. Okay.

384

00:54:55.980 --> 00:55:07.590

juliethompson: Thank you. Okay. Um, so I will ask, since this is a consent item, is there any objection to adopting this consent agenda item as presented

385

00:55:12.120 --> 00:55:19.860

juliethompson: Hearing none, it passes unanimously and I will check with my parliamentarian is everything good there.

386

00:55:20.910 --> 00:55:22.020

juliethompson: Excellent. Thank you.

387

00:55:22.710 --> 00:55:26.340

Brenda Flyswithhawks: Okay. Thank you Senators and thank you President Thompson.

Yeah.

388

00:55:26.460 --> 00:55:28.020

juliethompson: Thank you very much. Appreciate it.

389

00:55:35.940 --> 00:55:37.470

juliethompson: Okay, um,

390

00:55:40.050 --> 00:55:52.620

juliethompson: So our first discussion item. What I'd like to propose is that we we do our first discussion item and then take our break is originally scheduled and then we'll

391

00:55:54.780 --> 00:56:00.570

juliethompson: will resume with the item we added, as well as discussion. Item number three.

392

00:56:01.680 --> 00:56:16.140

juliethompson: Which has to do with the, the size of the senate Executive Committee. Okay so academic senate bylaws regarding senator vacancy, so I'm

393

00:56:17.190 --> 00:56:19.860

juliethompson: Just somebody have a document that they're going to

394

00:56:21.690 --> 00:56:22.740

juliethompson: Present in

395

00:56:23.850 --> 00:56:25.050

juliethompson: screen share mode.

396

00:56:26.430 --> 00:56:26.970

Okay.

397

00:56:33.360 --> 00:56:48.870

juliethompson: So we've learned from our parliamentarian that we cannot vote to suspend our bylaws, we can change our bylaws and, but we cannot vote to suspend our bylaws and and so we are

398

00:56:51.120 --> 00:56:51.780

juliethompson: Thank you.

399

00:56:52.980 --> 00:56:56.700

juliethompson: Okay, actually what I was hoping for is that was that diagram, if you could please

400

00:57:03.420 --> 00:57:06.870

Academic Senate: The diagram. I'm not sure which diagram, you're referring to.

401

00:57:11.820 --> 00:57:13.110

juliethompson: And do you know what I'm talking about.

402

00:57:15.540 --> 00:57:19.710

Anne Donegan: Yeah, Amanda. The one that she had handwriting, the handwritten one  
I

403

00:57:19.740 --> 00:57:21.000

juliethompson: Do out, it kind of a decision.

404

00:57:21.000 --> 00:57:22.680

Academic Senate: Yes, yes, the photo. OK.

405

00:57:23.100 --> 00:57:24.870

OK. OK.

406

00:57:29.100 --> 00:57:29.700

So,

407

00:57:54.510 --> 00:57:58.410

Academic Senate: If you want to start discussing on it's

408

00:57:59.520 --> 00:58:08.820

juliethompson: Just not what I've done is I've just kind of mapped out a decision

decision tree for us because I think we got a little bit convoluted and our last attempt to, you know, kind of

409

00:58:09.570 --> 00:58:22.200

juliethompson: Find it. There we go, kind of find our way here. And so I just made a map moving from left to right. So we have the existing language in the bylaws, as is right and

410

00:58:23.700 --> 00:58:35.100

juliethompson: We can either yes or no choose to go with that language. And if we were to choose yes, we're going to go without language. We have a problem because there's there's contradictory language in the bylaws.

411

00:58:35.430 --> 00:58:53.940

juliethompson: So if we decide to go with something that's in the bylaws. If we choose the yes path. We've got to choose between those two conflicting versions one or the other. And that would then lead to a decision to amend the bylaws by deleting the one that we do not endorse.

412

00:58:55.050 --> 00:58:59.760

juliethompson: The other possibility is that we're scrapping everything about they can see

413

00:59:01.650 --> 00:59:17.040

juliethompson: that currently exists in the bylaws. So we will be choosing the no path. We're not going to choose any of the existing language and move forward. So as we think about moving forward and making amendments are starting you know just from whole cloth.

414

00:59:18.540 --> 00:59:19.020

juliethompson: The

415

00:59:20.550 --> 00:59:34.800

juliethompson: The existing methodology or four digits determining our processes and electing our senators is a democratic principle and senators have

416

00:59:35.520 --> 00:59:47.580

juliethompson: Said that we also need to be thinking about the principle of diversity. And so those seem to be the two principles that we are working with as we move toward a



solution. So,

417

00:59:48.600 --> 00:59:51.750

juliethompson: I'm thinking that the first question is,

418

00:59:52.800 --> 00:59:54.450

juliethompson: Is there yes or no.

419

00:59:55.710 --> 01:00:10.440

juliethompson: An existing provision in the bylaws that addresses how we feel vacancies that we all endorse and get behind. And if there's not, then I think we can just let go of that.

420

01:00:10.920 --> 01:00:19.920

juliethompson: And we're looking at this other path, which is the no path. It's we're rejecting what's currently in the bylaws, and we're going to make up something new.

421

01:00:21.870 --> 01:00:27.090

juliethompson: So I think that's all we need on that particular

422

01:00:28.860 --> 01:00:31.530

juliethompson: Artistic masterpiece. Um,

423

01:00:32.850 --> 01:00:36.090

juliethompson: So I will open this to discussion and

424

01:00:37.980 --> 01:00:49.980

juliethompson: We have I think we're a little bit behind on timing and I'm going to ask if I'm and can you attempt to reconcile where we are with our time. We're about

425

01:00:53.250 --> 01:00:57.150

juliethompson: 41 minutes in.

426

01:00:58.290 --> 01:01:13.650

Anne Donegan: Certainly. I'm wondering if I could ask Amanda I think it'd be helpful for this discussion if now we could see what the bylaws say about what to do with vacancy.

So that first screen that you shared. Okay, thank you. Yeah, I'll figure it out the time

427

01:01:14.340 --> 01:01:18.450

juliethompson: Okay, thanks so much. Okay, so these are the two competing

428

01:01:20.250 --> 01:01:22.320

juliethompson: Is it possible to make that a little bit bigger, please.

429

01:01:27.780 --> 01:01:28.140

Okay.

430

01:01:30.840 --> 01:01:42.810

juliethompson: So we have these, these two completely different processes, one has to do with the Senate President in consultation with the executive committee making an appointment and the other one.

431

01:01:43.980 --> 01:01:48.090

juliethompson: Says that any election will be initiated um

432

01:01:54.090 --> 01:01:55.860

juliethompson: So, um,

433

01:01:58.590 --> 01:02:01.320

juliethompson: Is one or the other of these

434

01:02:03.660 --> 01:02:06.360

juliethompson: Something that the Senate fully endorses

435

01:02:08.580 --> 01:02:11.700

juliethompson: As the means by which we will fill vacancies.

436

01:02:13.200 --> 01:02:21.180

juliethompson: And if not, I would say, let's set these aside and let's figure out where we're going for how to go forward.

437

01:02:22.200 --> 01:02:30.300

juliethompson: Or if there are elements to any of these that we want to pull out and take over into a separate conversation. I think we got into some word smithing of

438

01:02:30.720 --> 01:02:39.330

juliethompson: The of this problematic language last time, which got very difficult. So our job is to identify what we think those provisions should be what we think the

439

01:02:39.900 --> 01:02:46.950

juliethompson: The principles should be. We don't have to wordsmith, and in this meeting or Parliament parliamentarian has informed us

440

01:02:47.310 --> 01:03:06.900

juliethompson: That we can get the the tenants down in the conversation, figure out what we agree on in terms of process and principles and then as homework. We can go away. Figure out the language, come back and then work with the language perfected and then vote on it at our next meeting.

441

01:03:09.930 --> 01:03:21.390

Anne Donegan: So Julie. I have Monica cat Tara and Sean in the queue. But there was also a request by Senator for the Parliamentarian to cite the reference about

442

01:03:22.110 --> 01:03:32.970

Anne Donegan: bylaws, not being able to be amended by a vote or suspended by a vote. So whenever our parliamentarian is ready, just raise your hand, George. And I'll let you get in there.

443

01:03:34.500 --> 01:03:42.360

juliethompson: Okay, thanks very much. I'm in that case I will go to the queue and and then George out. I'll try to keep up. He's ready

444

01:03:44.760 --> 01:03:45.240

juliethompson: George

445

01:03:48.810 --> 01:03:49.230

George Sellu: So,

446

01:03:50.340 --> 01:03:51.060

George Sellu: We

447

01:03:52.260 --> 01:03:58.110

George Sellu: Robert's Rules doesn't allow us to suspend our Constitution. Our bylaws.

448

01:03:58.770 --> 01:04:14.790

George Sellu: We can amend our bylaws our Constitution, what we can suspend our standing rules. So, which are created by each send it to each body we can create our own, you know, standing rules those we can suspend but the bylaws. We can also spend, we go to amend dues.

449

01:04:17.340 --> 01:04:22.140

juliethompson: Okay, thank you. Um. Does that satisfy this. The senator who raised the question.

450

01:04:29.160 --> 01:04:35.130

juliethompson: Okay. Hearing no objection. I will return to the queue. Okay. Monica.

451

01:04:37.710 --> 01:04:46.230

Monica Ohkubo KAD: Don't worry everyone I am very ready this afternoon. Thank you for having me speak and open my document.

452

01:04:47.430 --> 01:04:49.590

Monica Ohkubo KAD: So based on what's been said so far.

453

01:04:50.640 --> 01:04:57.540

Monica Ohkubo KAD: And I did check with our parliamentarian about that prior so through further thought and reflection, the motion.

454

01:04:58.080 --> 01:05:05.010

Monica Ohkubo KAD: That was mine on the table may not be the best way to go about moving toward our intended goal of diversifying Senate.

455

01:05:05.580 --> 01:05:15.870

Monica Ohkubo KAD: I plan to make another motion today, which will help us to diversify, not only now not only with a short term solution for area 10 but in the out into

the future as well.

456

01:05:16.440 --> 01:05:27.630

Monica Ohkubo KAD: I want to remove this motion and then propose and emotion. Just so I'm clear, therefore, I moved to take the motion from the table that states, quote, move to rely. This was the last

457

01:05:29.880 --> 01:05:39.060

Monica Ohkubo KAD: Language that we left with last meeting quote move to rely on the Article six from the Senate bylaws language and solicit interest from the whole faculty preference will be given to my pocket faculty

458

01:05:39.570 --> 01:05:49.710

Monica Ohkubo KAD: That the solicitation email will specifically call for by faculty interest in the vacant senate seat. The Senate will address and resolve the discrepancy between Article five and six vacancy language and quote

459

01:05:53.340 --> 01:05:54.840

juliethompson: See, you're withdrawing that

460

01:05:55.650 --> 01:06:00.480

Monica Ohkubo KAD: I'm moving to take the motion from the table that I believe needs a second and then a simple majority.

461

01:06:03.330 --> 01:06:03.990

Senator Area 7 John Stover: I'LL SUCK IT

462

01:06:08.250 --> 01:06:12.780

juliethompson: I am very sorry, but Monica. I'm not following maybe everybody else's but I'm

463

01:06:12.840 --> 01:06:26.970

Monica Ohkubo KAD: I know this. I mean, to speak frankly I want to take that motion off, I want to make a second motion which are parliamentarian has advised me I wait until this taking the motion off passes, but with the preface that the next motion.

464

01:06:27.750 --> 01:06:32.130

Monica Ohkubo KAD: And I don't know if I could say it now before we vote on the first one, but would would

465

01:06:33.840 --> 01:06:43.380

Monica Ohkubo KAD: So I was going to introduce it and I just want make the motion, but if we create a sentence, the ending rule that would function as an epi lens when considering senate makeup and standing committee appointments

466

01:06:43.590 --> 01:06:51.540

Monica Ohkubo KAD: I believe this would help us diversify. Send it for the long term as opposed to the motion I proposed to take off the table, which was a short term response.

467

01:06:52.410 --> 01:07:10.440

Monica Ohkubo KAD: And then I know, I know that we have to address the language and the bylaws. And I think we could do that after but I think this sets the stage for goals in your chart right of diversity, equity inclusion and then we fixed the bylaws would be my line of thinking, if that makes sense.

468

01:07:11.070 --> 01:07:14.880

juliethompson: Okay, so I'm so that I'm clear

469

01:07:16.110 --> 01:07:22.260

juliethompson: And I think we can take the document off the screen or Monica. Do you feel that you still need it for where we're going.

470

01:07:22.620 --> 01:07:23.070

Monica Ohkubo KAD: And don't

471

01:07:23.730 --> 01:07:25.110

juliethompson: Okay, um,

472

01:07:26.310 --> 01:07:28.470

juliethompson: Thanks, Amanda. OK, so

473

01:07:29.910 --> 01:07:32.700

juliethompson: The, the motion that was on the table.

474

01:07:33.720 --> 01:07:51.990

juliethompson: You have moved and it has been seconded on that. That'd be removed from the table, you are now I'm wishing to follow that with the recommendation of what is called a standing rule and that rule would be that we use an Ed, I lens.

475

01:07:53.340 --> 01:07:57.030

Monica Ohkubo KAD: The most in this separate. I was just kind of describing what emotion.

476

01:07:58.230 --> 01:08:08.460

Monica Ohkubo KAD: I can state it but I just don't know the order of if the vote has to come first or senators need a prelude to what the motion would be to make a decision.

477

01:08:09.030 --> 01:08:09.480

Okay.

478

01:08:10.830 --> 01:08:11.340

juliethompson: George

479

01:08:13.380 --> 01:08:13.710

George Sellu: We do.

480

01:08:13.860 --> 01:08:14.220

George Sellu: What

481

01:08:14.280 --> 01:08:23.850

George Sellu: We need to vote on the on the removal of the previous motion and then we'll give our first chance to propose replacement motion.

482

01:08:24.480 --> 01:08:40.620

juliethompson: Okay, so we'll make that does that determination based on the merits of that motion and Monica is having moved to remove it from the table. Okay. Um, is there further discussion of that before I call that vote.

483

01:08:44.100 --> 01:08:47.220

juliethompson: I'm hearing none, and George. This is a roll call vote.

484

01:08:50.460 --> 01:08:51.780

George Sellu: This is a simple majority vote.

485

01:08:52.260 --> 01:08:55.890

juliethompson: Simple I'm. Can we do that with

486

01:08:57.810 --> 01:09:00.330

juliethompson: Senators raising their hand in the

487

01:09:02.280 --> 01:09:06.270

juliethompson: The participation list or should we actually Paul

488

01:09:08.310 --> 01:09:11.760

George Sellu: That there'll be an ad question Vice President.

489

01:09:13.650 --> 01:09:17.130

juliethompson: And how would you like to determine a majority vote on this.

490

01:09:17.220 --> 01:09:26.130

Anne Donegan: I think, I think you might start with Julie what we've been doing is, if anybody objects to this and if people object, then we should we could do a roll call vote. Okay.

491

01:09:26.580 --> 01:09:36.000

juliethompson: Sounds great. Um, are there any objections to Monica's motion to remove this the previous motion from the table.

492

01:09:39.990 --> 01:09:42.960

juliethompson: Okay. Hearing then that motion is

493

01:09:44.070 --> 01:09:53.580

juliethompson: Now dead. I think I'm the motion carries. To remove it and and George. If I understand you, Monica still has the floor.



494

01:09:56.130 --> 01:09:58.140

juliethompson: Okay, Monica. We will return to you.

495

01:10:00.510 --> 01:10:13.950

Monica Ohkubo KAD: Okay, so I'll repeat the rationale. So if we create a standing rule that would function as an equity diversity and inclusion lens, if you will, when considering senate makeup and standing committee appointments

496

01:10:14.310 --> 01:10:22.800

Monica Ohkubo KAD: I believe this would help us diversify sent it for the long term as opposed to the motion. It took off the table, which was a short term response. Upon reflection.

497

01:10:23.250 --> 01:10:29.040

Monica Ohkubo KAD: Therefore, I move that the President, the Senate President forms a committee of three to four.

498

01:10:29.370 --> 01:10:43.980

Monica Ohkubo KAD: Senators to create a standing rule that addresses the diversification and inclusive city of academic senate including but not limited to area representation and standing committee appointments and

499

01:10:46.620 --> 01:10:49.470

Monica Ohkubo KAD: I'm putting that in the chat. I hope that's okay.

500

01:10:54.000 --> 01:10:54.420

Monica Ohkubo KAD: Thank you.

501

01:10:59.640 --> 01:11:00.150

Okay.

502

01:11:07.110 --> 01:11:21.480

Monica Ohkubo KAD: Sorry, one more thing and then the idea would be that the bylaws are addressed separately. After this, but you know like if we have this lens that we wouldn't have to address diversifying in the bylaw itself. We could just fix it. Thank you. Sorry.

503

01:11:22.230 --> 01:11:40.170

juliethompson: So if I understand you correctly, we can get us this start the work of creating a standing rule and that standing rule can be in force. Well, we use the existing language in the by the bylaws.

504

01:11:41.370 --> 01:11:44.670

juliethompson: To fill this vacant seat.

505

01:11:46.440 --> 01:11:51.210

juliethompson: Even though there will be future and ongoing work to actually change the bylaws.

506

01:11:54.300 --> 01:11:54.840

Monica Ohkubo KAD: Yeah.

507

01:11:57.990 --> 01:12:02.160

Monica Ohkubo KAD: This would could hopefully be done and neglected to add

508

01:12:03.450 --> 01:12:13.950

Monica Ohkubo KAD: Dubai date or completed by date, but if we added that this would be done the bylaws would be fixed. And then we could just fill the area 10 so hopefully we could

509

01:12:15.420 --> 01:12:31.350

Monica Ohkubo KAD: amend these to have, you know, both to fixes, you know, this standing committee, creating a standing rule by a certain day we could put that data and have it be fairly soon. And then, you know, fix the bylaws by a certain day and then we could fill area 10

510

01:12:34.020 --> 01:12:34.440

Okay.

511

01:12:35.460 --> 01:12:37.500

juliethompson: I'm I will

512

01:12:41.100 --> 01:12:42.060

Jennifer Carlin-Goldberg: I second that emotion.

513

01:12:42.180 --> 01:12:45.150

juliethompson: Emotion. Okay, sorry, emotion, Jen. Sorry.

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01:12:45.480 --> 01:12:46.560

Jennifer Carlin-Goldberg: Can I second that motion.

515

01:12:47.130 --> 01:12:51.960

juliethompson: Of course, I would like to second that motion, please. Okay, and

516

01:12:52.410 --> 01:12:54.180

It will call for further discussion.

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01:12:56.850 --> 01:13:00.540

juliethompson: So I go to the queue at this point I'm cat, you are in the queue.

518

01:13:02.640 --> 01:13:15.540

Kat Valenzuela: Um, okay. Um, I want. So I was having my hand up in response to something before this motion, but I would like to circle back afterwards, after all this is done, just to

519

01:13:16.890 --> 01:13:26.400

Kat Valenzuela: Render my support to my fellow senators motion, I believe that this is step in the right direction and I particularly actually like the

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01:13:26.880 --> 01:13:41.670

Kat Valenzuela: ASC CC inclusive of the statement that the Senate voted in support of a couple meetings ago. And so I would like to encourage the committee if it's formed whoever it's formed to

521

01:13:42.690 --> 01:13:47.550

Kat Valenzuela: To look at the language of this and to discuss every facet of diversity.

522

01:13:49.440 --> 01:13:53.970

juliethompson: Okay, thank you. And next in the queue is Joe faster.

523

01:13:56.370 --> 01:14:07.470

Joe Fassler: Um, yeah, I just I um, I guess my only kind of fear is that this process. Sounds to me like it's going to take a few months. And so, meanwhile, that spots probably going to sit unfilled so

524

01:14:08.130 --> 01:14:17.820

Joe Fassler: I would say, I mean, I'm looking looking at the bylaws. It gives it leaves room for some want to be appointed by the executive committee, I think it said that's in the bylaws now.

525

01:14:18.600 --> 01:14:26.970

Joe Fassler: And so I would say the executive committee could go ahead and make an appointment, you know, using the lens of diversity, whatever they feel is appropriate.

526

01:14:27.540 --> 01:14:35.820

Joe Fassler: And it doesn't. I think the bylaws leave freedom there. So I would say go ahead make the appointment, get the fields. The seat filled and then continue working on

527

01:14:36.510 --> 01:14:49.560

Joe Fassler: You know, getting the you know the standing. I was at a standing rule, get the Standing Committee going and then and then clean up the bylaws also. So all those should be done, but I don't. I would say we could that that you could go ahead and appoint someone sooner.

528

01:14:50.790 --> 01:14:51.930

Joe Fassler: You know, before you

529

01:14:53.490 --> 01:14:56.220

Joe Fassler: Am I making sense. I just lost my train of thought I got an email.

530

01:14:57.390 --> 01:15:07.350

Joe Fassler: So you can you can appoint someone now basically who you want, I think. And that's consistent with the bylaws. And then you could continue cleaning all these up these other things as well. So that's just my suggestion.

531

01:15:09.300 --> 01:15:10.440  
juliethompson: Okay, thank you.

532  
01:15:10.560 --> 01:15:12.360  
Joe Fassler: And then support of the question. Yeah.

533  
01:15:14.310 --> 01:15:15.030  
juliethompson: Um,

534  
01:15:17.850 --> 01:15:27.840  
juliethompson: I see Sean's hand and also Amanda. Just to give you a heads up. I think we're going to need to look at the language again and just a second, the bylaws language. So if you could be ready with that. I'm so I'm

535  
01:15:28.890 --> 01:15:32.970  
juliethompson: I'm seeing Sean cat. Is your hand up from previous or is it

536  
01:15:34.830 --> 01:15:35.940  
juliethompson: Are you back in the queue.

537  
01:15:36.720 --> 01:15:42.540  
Kat Valenzuela: No, I was just after all this is done. I'd like to raise my hand again. So maybe I'll wait. Sorry. Okay.

538  
01:15:42.600 --> 01:15:44.970  
juliethompson: Not a problem and Sean is next in the queue.

539  
01:15:45.900 --> 01:15:56.640  
Sean Martin: Maybe I'm in a similar situation is cat, although I'm a little I'm a little confused, where we're at. So, I believe. Right now we're discussing the motion.

540  
01:15:57.120 --> 01:16:15.420  
Sean Martin: And and that's the purpose or. That's the first step. Before we talk about the bylaws. And my question is, is entertaining this motion prior to addressing the inconsistency in the current bylaws and

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01:16:16.110 --> 01:16:23.820

Sean Martin: A putting the cart before the horse, so to speak, it seems to me that we need to get the bylaws clarified.

542

01:16:25.230 --> 01:16:33.030

Sean Martin: Prior to entertain me an emotion that would be a supplementary rule for the bylaws.

543

01:16:34.380 --> 01:16:49.830

Sean Martin: Him. So that's a question I have. And if that question could be answered. It depends on how that question is answered, whether or not I have a comment to make about the bylaws, or whether that would be out of order when we're discussing this particular emotion.

544

01:16:52.650 --> 01:17:06.270

juliethompson: And urge, can I ask you to respond to it seems a procedural question from Sean. And also, I have a question about whether the Senate has lived the liberty to

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01:17:07.860 --> 01:17:15.330

juliethompson: To choose one or the other of these conflicting provisions in the bylaws.

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01:17:16.770 --> 01:17:19.950

juliethompson: And I see and is in the queue as well. So I storage to respond to this.

547

01:17:19.980 --> 01:17:21.450

juliethompson: And then, and

548

01:17:22.260 --> 01:17:30.630

George Sellu: So yes, so the standing rules are going to be subsidiary to the bylaws, and I believe that the reason why the

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01:17:31.860 --> 01:17:48.060

George Sellu: Emotion. If I get Monica's point correctly. She thought that some of the specifics in the ocean that she made will actually fit in this broader Viola, but I think this body can actually go back in debate that and see what to reorder those

550

01:17:50.010 --> 01:17:56.220

George Sellu: So, yet the what Monica proposes subsidiary to the BIOS, I see.

551

01:17:57.030 --> 01:17:57.390

Okay.

552

01:17:58.590 --> 01:18:02.940

Sean Martin: So if I if I'm not out of order President Thompson.

553

01:18:04.140 --> 01:18:15.840

Sean Martin: Then I think I would, I would ask that the Spidey first consider which of the bylaws will be operating under prior to considering the motion on the floor.

554

01:18:22.140 --> 01:18:26.460

juliethompson: Okay. And I think thats related to my question is, um, it is

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01:18:28.020 --> 01:18:36.660

juliethompson: And is this as much of a tangle for the rest of the Senate, as it is for me. Could I just see a show of hands. I'm just wondering whether I'm like the really bad.

556

01:18:38.010 --> 01:18:44.820

juliethompson: Like unprepared. Student It's barely keeping up with the class discussion or whether other people are a little uncertain.

557

01:18:45.990 --> 01:18:47.940

juliethompson: And Don again is next in the queue.

558

01:18:50.370 --> 01:18:51.540

juliethompson: Your volume. Yeah.

559

01:18:52.590 --> 01:18:57.720

Anne Donegan: Sorry, I'm not going to repeat what Sean said because he made some of the points that I wanted to make

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01:18:58.830 --> 01:19:17.130

Anne Donegan: I, I like the idea of a standing committee for this focus, but I do think we need to fix the bylaws first and I want us to also keep in mind representation of all of our

areas. I think that's going to be key as well.

561

01:19:20.370 --> 01:19:23.790

juliethompson: Thank you. I'm next in the queue is John Stover

562

01:19:26.580 --> 01:19:48.930

Senator Area 7 John Stover: Thanks, Julie. Um, it seems to me that Article six Section five under procedures gives us the most immediate flexibility that Joe was referring to Article five, Section one is just run

563

01:19:50.130 --> 01:19:50.340

Senator Area 7 John Stover: And

564

01:19:51.480 --> 01:19:59.550

Senator Area 7 John Stover: Shelby nominated and elected. Yeah. So actually, can we put the articles up so I can so everybody knows what I'm talking about.

565

01:20:02.490 --> 01:20:03.180

Senator Area 7 John Stover: So,

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01:20:04.440 --> 01:20:06.330

Senator Area 7 John Stover: That first article

567

01:20:08.460 --> 01:20:25.200

Senator Area 7 John Stover: There it is. So that first article seems to me the way to go in terms of focusing on area representation and focusing on diversity because we can add for instance in that middle of that paragraph, um,

568

01:20:27.270 --> 01:20:37.860

Senator Area 7 John Stover: Faculty recruited from the representative area will be given priority as will under represented and by pot faculty when filling the seat.

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01:20:38.520 --> 01:20:57.060

Senator Area 7 John Stover: So Article six Section five to me if I was going to make a motion, I would suggest we go in that direction because that cleans up the the contradiction with the second one, which basically says run an election.



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01:20:58.440 --> 01:21:02.130

Senator Area 7 John Stover: without any regard to anything else other than area representation

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01:21:03.450 --> 01:21:06.840

juliethompson: I have a question about process, George.

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01:21:08.820 --> 01:21:10.680

juliethompson: Is that

573

01:21:11.790 --> 01:21:22.950

juliethompson: Language that john suggested inserting into the middle of that that provision an amendment to a by law to me it seems that it is

574

01:21:26.640 --> 01:21:27.270

That's okay.

575

01:21:30.300 --> 01:21:46.200

juliethompson: Um, thank you for that clarification. I'm next in the queue. And I know that there's some people in the queue, who have spoken already and I'm aware of that. And also, I've been informed of where we are with our time. We have about 4543 minutes left in our meeting and Dave lemer

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01:21:49.020 --> 01:21:54.660

David Lemmer Area 11: Can you hear me now. Okay. Um, I'm going to leave my video off.

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01:21:55.710 --> 01:21:58.620

David Lemmer Area 11: Um, seems to me that we can't address

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01:22:00.360 --> 01:22:10.410

David Lemmer Area 11: We can address it until we get rid of the thing that doesn't work. The thing that doesn't work, is that the the bylaws contradict each other.

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01:22:11.550 --> 01:22:19.530

David Lemmer Area 11: And so we need to we need to resolve that I'm kind of leaning

toward what John Stover just said about

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01:22:20.880 --> 01:22:29.700

David Lemmer Area 11: You know, and we're still in the discussion phase so I'm not I'm not proposing anything right now that uh

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01:22:30.540 --> 01:22:45.840

David Lemmer Area 11: That when we're moving forward that we delete the Article five, Section one language and amend the Article six Section five language along those lines that that would you know where we've been leaning like that and

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01:22:47.010 --> 01:22:47.910

David Lemmer Area 11: And then

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01:22:49.350 --> 01:22:55.080

David Lemmer Area 11: With with a set of bylaws that don't contradict each other, then we could

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01:22:56.520 --> 01:23:01.140

David Lemmer Area 11: Uh, if we need to do something ad hoc or something.

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01:23:02.370 --> 01:23:09.150

David Lemmer Area 11: Well, no, I guess we wouldn't have to do something ad hoc we could follow the bylaws that we put that we vote in

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01:23:10.710 --> 01:23:28.560

David Lemmer Area 11: It. And I guess I this is another question. I don't know the answer to is, can we do that in a timely fashion. In other words, does the bylaws have to go before the, the Board of Trustees and be approved or anything like that is something we can do. We do in house. Okay. Alright.

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01:23:29.820 --> 01:23:41.940

juliethompson: So my understanding is that we could, if we have consensus from the Senate today on on what we might want that new bylaws language or revised bylaws language to look like.

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01:23:42.450 --> 01:23:52.560

juliethompson: And if we get some consensus on on that today we can come back without language at our next meeting as an as an action item we could approve it in two weeks.

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01:23:52.980 --> 01:24:10.020

juliethompson: And then as soon as it's approved, we can then begin the work of executing, whatever it is, the Senate has decided, is that correct, George. You okay um so we are at the end of our time on this. We're actually a little bit over on this.

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01:24:12.600 --> 01:24:18.480

juliethompson: And I still have people in the queue. And we still have a couple of discussion items left, and we need a little break.

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01:24:21.120 --> 01:24:27.360

juliethompson: So I'm going to set the motion on the table. Now as Monica is, is that correct

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01:24:33.540 --> 01:24:34.830

juliethompson: Monica. There you are.

593

01:24:37.350 --> 01:24:37.770

Okay.

594

01:24:39.270 --> 01:24:39.870

juliethompson: Um,

595

01:24:46.350 --> 01:24:49.170

juliethompson: So Monica is motion is that

596

01:24:51.090 --> 01:25:00.360

juliethompson: Is that I formed a committee of three or four senators to create a standing rule that addresses the diversification and inclusive of the academic senate

597

01:25:02.310 --> 01:25:05.550

juliethompson: Including but not limited to area representation

598

01:25:06.750 --> 01:25:25.380

juliethompson: In standing committee appointments and wondering whether standing committee appointments is maybe not germane to the the agenda item. And so just flagging that I think our discussion has to be focused on what's on the agenda. And so that is the motion on the table. It's been seconded.

599

01:25:27.540 --> 01:25:30.090

juliethompson: So I need to call that vote. Is that correct, George.

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01:25:33.660 --> 01:25:34.230

juliethompson: George

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01:25:35.190 --> 01:25:35.760

Yes.

602

01:25:36.930 --> 01:25:38.100

George Sellu: Yes, so

603

01:25:38.520 --> 01:25:44.820

George Sellu: Okay, you allow for discussion. If you want to discuss it for you call for the vote, and so I don't know if Monica.

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01:25:45.330 --> 01:25:58.950

George Sellu: Wants to start a discussion on if she wants to move it. I know what what our plans are based on what we've heard about the day the bylaws. And if she wants to still continue to debate or two till this one of the time. I don't know.

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01:25:59.550 --> 01:26:00.810

George Sellu: No, no, we have to decide.

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01:26:03.990 --> 01:26:07.290

juliethompson: So does that mean that the ball is in Monica's court at this point.

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01:26:09.900 --> 01:26:10.860

juliethompson: Is that what you're saying. Okay.

608

01:26:10.890 --> 01:26:20.250

George Sellu: So we can discuss it now, but I think based on what we've talked about in terms of the bylaws being amended, do we want to

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01:26:22.110 --> 01:26:30.120

George Sellu: Debate this now or table it amended bylaws, and then bring this back and then just pass those on the same day.

610

01:26:31.380 --> 01:26:33.420

juliethompson: And then this last night process but

611

01:26:33.810 --> 01:26:34.500

George Sellu: That's up to the

612

01:26:38.130 --> 01:26:38.430

Okay.

613

01:26:41.460 --> 01:26:42.000

juliethompson: Monica.

614

01:26:43.980 --> 01:26:45.570

Monica Ohkubo KAD: Okay. With all that said,

615

01:26:46.740 --> 01:26:50.460

Monica Ohkubo KAD: I don't think it's Contra, I don't think the motion is contradictory.

616

01:26:51.660 --> 01:27:05.160

Monica Ohkubo KAD: In oxman that in a second. Just because I see it as a separate the standing rule would just be a lens in terms of standing committee appointments and well and I see this as related. So I would question that. That's off topic.

617

01:27:08.430 --> 01:27:17.190

Monica Ohkubo KAD: I don't know what that how that relates if we're if I'm asking for a standing role that has a committee that has a charge to create a standing rule.

618

01:27:18.990 --> 01:27:21.240

Monica Ohkubo KAD: To put an ETA lens or focus on

619

01:27:23.430 --> 01:27:30.780

Monica Ohkubo KAD: When these vacancies are appointed and standing committee appointments so I guess, you know, we can talk about that later because

620

01:27:33.210 --> 01:27:46.140

Monica Ohkubo KAD: I don't think I don't think it's contradictory. And I'm wondering if this is helpful. So if you look at bylaw five because I hear you know the seat needs to be filled and I hear that this could be, you know, do we want as a Senate.

621

01:27:47.250 --> 01:27:51.690

Monica Ohkubo KAD: Does the will of the senate kind of want to be that we do the bylaws first. So I hear that

622

01:27:53.220 --> 01:28:00.420

Monica Ohkubo KAD: Although I do see it kind of a separate could be treated as separate but could we look at the bylaw five vacancy language.

623

01:28:01.350 --> 01:28:15.210

Monica Ohkubo KAD: And could we say that we interpret that as that we already did that because there was no I did put a call out asking if anyone was interested or if they had opinion on, you know, if we were to go out to the whole

624

01:28:16.080 --> 01:28:29.220

Monica Ohkubo KAD: Faculty body at large and no one responded with interest. Therefore, no nominations were made yet. There's another by law that's there, too. So we kind of used both and I don't know how people feel about that.

625

01:28:30.600 --> 01:28:31.830

Monica Ohkubo KAD: Or if that helps.

626

01:28:33.210 --> 01:28:37.680

Monica Ohkubo KAD: And I don't know if we get to that because, I mean, is it going to be months before we

627

01:28:38.280 --> 01:28:48.960

Monica Ohkubo KAD: Get through this one motion or is it going to be months before. I mean, I don't know. So, like, maybe we could maybe send an executive, look at that and interpret that I'm not sure, just so we can get through this for time because

628

01:28:50.970 --> 01:28:57.510

Monica Ohkubo KAD: I in the interest of time, I would move to table my emotion, because I think it warrants further discussion. Thank you.

629

01:28:58.050 --> 01:29:08.250

juliethompson: Okay, Monica, thanks. Um, so I think we've had two threads going on here. We're at the of conversation we're at the end of the time. So we're tabling this motion about the

630

01:29:09.390 --> 01:29:18.780

juliethompson: The standing rule that we can come back to it and and then we've had this separate conversation about the bio using one of the bylaws and

631

01:29:20.190 --> 01:29:25.200

juliethompson: Moving forward with that. Shall we table that as well and

632

01:29:26.430 --> 01:29:32.550

juliethompson: Do or does somebody someone can can make a motion to extend the time of this discussion.

633

01:29:34.110 --> 01:29:34.800

Joe Fassler: So moved.

634

01:29:35.610 --> 01:29:37.650

juliethompson: Thank you Jim. Okay.

635

01:29:38.910 --> 01:29:39.390

juliethompson: And

636

01:29:40.650 --> 01:29:42.990

juliethompson: In that case, I still have people in the queue.

637

01:29:46.260 --> 01:29:47.490  
Joe Fassler: George. Yeah.

638  
01:29:47.580 --> 01:29:52.380  
George Sellu: Sean made that I think Sean started data made that motion, whatever it was about

639  
01:29:53.850 --> 01:29:54.630  
George Sellu: About

640  
01:29:56.130 --> 01:30:01.020  
George Sellu: Amending the bylaws. So when we get to that point, we should give him the first the first right to debate.

641  
01:30:02.250 --> 01:30:02.730  
juliethompson: Okay.

642  
01:30:10.440 --> 01:30:11.340  
Sean Martin: Well, the floor.

643  
01:30:12.120 --> 01:30:17.190  
juliethompson: I'm sorry, Sean I'm just making notes here. So is that what we're doing. I'm

644  
01:30:18.420 --> 01:30:18.960  
juliethompson: George

645  
01:30:21.840 --> 01:30:28.350  
George Sellu: I don't know, did you make the motion, Shawn, to do the amendment of the bylaws. First, I'll just sticky notes.

646  
01:30:28.650 --> 01:30:33.720  
Sean Martin: I will, I will. So move right now if that's helpful. Okay.

647  
01:30:33.750 --> 01:30:39.600  
juliethompson: Sean, can you please articulate the whole thing with as much clarity as



possible.

648

01:30:40.890 --> 01:30:52.800

Sean Martin: So let me just give a real brief explanation. The rule in the previous motion would be in logical contradiction with Article five, Section one

649

01:30:53.160 --> 01:31:06.720

Sean Martin: So if we want to move quickly and allow for Article six Section five, then the motion, I would make would be to have a vote to eliminate Article five, Section one

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01:31:13.560 --> 01:31:27.090

Sean Martin: So I, I move so I Sean Martin move that this body vote to strike Article five on vacancies and recall section one from the bylaws.

651

01:31:28.560 --> 01:31:28.920

juliethompson: Okay.

652

01:31:29.130 --> 01:31:30.240

Michael Aparicio: That second

653

01:31:31.140 --> 01:31:42.030

juliethompson: Okay, and for clarity, a couple of things. One, I want to get that language back in front of us. So everybody's looking at it while we're while we're doing this is a lot to hold on to in the head and

654

01:31:42.900 --> 01:31:51.540

juliethompson: And then George this even if we're just striking something to get rid of a contradiction. We are in fact changing our bylaws.

655

01:31:53.670 --> 01:32:00.090

juliethompson: And can we make this motion and vote on it at a single meeting.

656

01:32:02.850 --> 01:32:07.290

George Sellu: We need two thirds of the vote voting members to do that.

657

01:32:08.670 --> 01:32:18.870

Anne Donegan: Okay, point of order, excuse me, we're still in discussion right so whatever we decide today, we can move it to act at the next meeting, but this is still we're still in discussion here.

658

01:32:20.520 --> 01:32:21.870

George Sellu: Yeah, you need to total devote

659

01:32:23.040 --> 01:32:29.460

juliethompson: Thank you have the vote to change it. And I'm asking whether sorry you want to say more George

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01:32:33.060 --> 01:32:34.980

juliethompson: Okay, so, um,

661

01:32:36.960 --> 01:32:44.100

George Sellu: I think I think what we're saying is we just started discussions lead discussion go first, before we jump into the voting.

662

01:32:46.140 --> 01:32:46.470

juliethompson: Okay.

663

01:32:46.650 --> 01:32:49.830

Anne Donegan: Next meeting, we'd have to wait till you move it to an action item.

664

01:32:50.430 --> 01:32:52.470

juliethompson: That's, that's what I'm asking that.

665

01:32:53.280 --> 01:33:05.910

juliethompson: I can't call it's moved and seconded. But we need to put it on the action item on the action agenda at the next meeting. I can't call this vote right now is what I'm asking for clarification on. That's my understanding.

666

01:33:11.910 --> 01:33:12.390

juliethompson: Okay.

667

01:33:13.440 --> 01:33:14.310

juliethompson: Um, so it's

668

01:33:15.660 --> 01:33:18.450

juliethompson: I have an emotion in a second. Um,

669

01:33:20.070 --> 01:33:25.230

juliethompson: And we will put this on an app on the action agenda at our next meeting.

670

01:33:26.790 --> 01:33:27.210

Okay.

671

01:33:31.410 --> 01:33:32.460

George Sellu: I'm walking out today.

672

01:33:33.210 --> 01:33:37.620

George Sellu: Sagan. I'm just checking that rule to make sure that we are on point.

673

01:33:38.250 --> 01:33:39.090

Okay, thanks.

674

01:33:43.470 --> 01:33:46.710

juliethompson: With so much easier when we just broke the rules. Whenever we wanted, wasn't it

675

01:33:47.880 --> 01:33:57.720

Anne Donegan: I'm sorry. Could Senator Martin tell us again which one where we're going to delete. What was that he would his motion is to keep in which one to delete.

676

01:34:00.180 --> 01:34:09.690

Sean Martin: So the motion was to delete Article five bacon season recall section one thank you from the

677

01:34:11.010 --> 01:34:11.820

Sean Martin: By laws.

678

01:34:13.980 --> 01:34:20.130

Sean Martin: thereby permitting the consistent application of Article six procedures  
Section five

679

01:34:21.750 --> 01:34:22.140

Okay.

680

01:34:23.580 --> 01:34:24.150

And that just

681

01:34:25.200 --> 01:34:27.090

juliethompson: Sorry, whose voices that who did I interrupt.

682

01:34:27.570 --> 01:34:40.500

Sean Martin: I was, I was just clarifying in order to allow for the the rule that was made  
in a previous motion by fellow senator

683

01:34:41.940 --> 01:34:54.330

Sean Martin: To constitute for the President to constitute a body to form a rule that  
would allow the appointment be made through the lens of Equity, Diversity, it's okay.

684

01:34:54.780 --> 01:34:57.420

juliethompson: Right. The one does not preclude the other correct

685

01:34:58.230 --> 01:35:09.030

Sean Martin: Correct. The, the motion made by Senator Culebra would be viable and  
actionable under Article six Section five

686

01:35:10.050 --> 01:35:20.430

Sean Martin: Therefore, I move to strike Article five section five, which would be  
inconsistent with both Article six such advice in the proposed motion.

687

01:35:21.870 --> 01:35:22.260

Okay.

688

01:35:23.370 --> 01:35:35.580

juliethompson: So I'm are we also, I'm Monica. I'm going to come back to you. If you don't mind for for clarification on on the status of your motion.

689

01:35:39.420 --> 01:35:40.050

juliethompson: To

690

01:35:41.730 --> 01:35:49.980

juliethompson: For me to can be in a committee of three to four senators to create that standing rule and whether you wish to see that.

691

01:35:51.210 --> 01:35:52.020

juliethompson: Also agenda.

692

01:35:53.190 --> 01:35:55.290

juliethompson: At the next meeting in called for a boat.

693

01:35:58.560 --> 01:36:01.860

juliethompson: These two can happen simultaneously is is what we're saying.

694

01:36:03.420 --> 01:36:15.270

Monica Ohkubo KAD: Yes. And what, what I'm saying is one. I'm not sure on the the mentioned conflict by my fellow senator and I'm trying to understand that.

695

01:36:15.600 --> 01:36:23.100

Monica Ohkubo KAD: Because it would just be kind of a separate standing rule that look, we have an ETA lens on make me have senate appointments

696

01:36:23.700 --> 01:36:31.230

Monica Ohkubo KAD: You know, if we, if we take the standing committee appointment part out. Let's say next time. But just for the area representatives.

697

01:36:31.710 --> 01:36:36.150

Monica Ohkubo KAD: It would just say, look, this we have a standing rule that addresses diversity diversification inclusive.

698

01:36:36.450 --> 01:36:51.210

Monica Ohkubo KAD: Overall academic senate and it will call out as examples this lens would be used when we're when we're filling vacancies, so maybe I'm misunderstanding that we could talk about it next time, but I don't see it in conflict and yes I would like it to be an action item.

699

01:36:52.590 --> 01:37:03.060

Monica Ohkubo KAD: Next time, but I come back and I want to make, maybe I wasn't clear enough. But when I and I don't know if this was an official call out for interest in the area, Tennessee. I

700

01:37:03.570 --> 01:37:14.790

Monica Ohkubo KAD: I don't. I mean, there was an email out to all of area 10 asking for nominations interest in the area, Tennessee. So if you're looking at Article five language, the vacancy occurred.

701

01:37:15.960 --> 01:37:29.940

Monica Ohkubo KAD: New members are officers. I'll be nominated. There were zero, so I get that there's a conflict between the two. So I'm just saying would be we'd be really not following our bylaws. If we use Articles six Section five today.

702

01:37:30.810 --> 01:37:34.770

Monica Ohkubo KAD: Okay, maybe I'm wrong, but that's just so I'm clear on what I was thinking.

703

01:37:37.860 --> 01:37:47.190

juliethompson: Um, so when I look at to answer your question, when I look at Article six Section five and I look at that language that says I'm

704

01:37:50.070 --> 01:37:59.100

juliethompson: Faculty recruited from the representative area so that phrase recruited from so it's passive. There's no agent identified

705

01:38:00.030 --> 01:38:14.700

juliethompson: So I think that we could interpret that to cover what you did when you reached out but the other one article five, Section one upon the direction of the Senate, I think.

706

01:38:15.780 --> 01:38:24.990

juliethompson: I think no, I think that the the reaching out that you did to the areas would not be covered by that language and Article five, Section one, but I think that would be covered.

707

01:38:26.790 --> 01:38:27.030

juliethompson: But

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01:38:27.060 --> 01:38:27.390

Monica Ohkubo KAD: Are there.

709

01:38:27.780 --> 01:38:33.960

Monica Ohkubo KAD: Some things that is not because if what what what do we do if there's no nominations. Then, there can't be an election.

710

01:38:35.760 --> 01:38:48.270

juliethompson: Know what I was referring specifically to your action of reaching out the recruiting action that you did when you reached out to the the contract faculty members in your area and didn't get any response.

711

01:38:49.440 --> 01:38:57.810

juliethompson: Because I'm looking at Article five, Section one right now because language says upon direction of the Senate. Hmm.

712

01:38:58.380 --> 01:39:00.630

Monica Ohkubo KAD: So that was when I checked with you and then you

713

01:39:00.720 --> 01:39:08.160

Monica Ohkubo KAD: You approved it. You know what I mean you you help it with. I mean, I know it wasn't like an official call. Is that what you're saying.

714

01:39:08.610 --> 01:39:10.470

juliethompson: Yeah, yeah, I think it was

715

01:39:11.070 --> 01:39:15.390

juliethompson: An assistance with an email, as opposed to an action on

716

01:39:16.410 --> 01:39:19.080

juliethompson: In my role as President, on behalf of the Senate.

717

01:39:19.560 --> 01:39:20.730

Monica Ohkubo KAD: Mm hmm. Yeah.

718

01:39:22.080 --> 01:39:34.020

juliethompson: So, okay, I'm hearing that we have two motions that we're going to, we're going to work on, we're going to work on some language between now and our next meeting will get those on the action Agenda for next time for sep tember 16

719

01:39:34.290 --> 01:39:37.680

Laura Aspinall: I'm sorry, I have a point of order question. Yes.

720

01:39:37.740 --> 01:39:39.000

juliethompson: Is that Laura's voice.

721

01:39:39.090 --> 01:39:55.050

Laura Aspinall: Yes, it is. I'm sorry. My question was to to you and to our parliamentarian, would it be appropriate for there to be a motion to suspend the rules to move this to action today so that we could vote on Sean's

722

01:39:56.010 --> 01:40:03.480

Laura Aspinall: motions that we could start moving forward with recruiting someone for this position, knowing that time is moving and moving along.

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01:40:05.760 --> 01:40:07.470

Laura Aspinall: That was my question.

724

01:40:09.330 --> 01:40:10.680

juliethompson: George, can you address that.

725

01:40:14.070 --> 01:40:15.900

George Sellu: Don't know the answer. Who top of my head.

726

01:40:22.410 --> 01:40:25.890



George Sellu: It's a Sean can you build me out of this one.

727

01:40:26.550 --> 01:40:28.230

Anne Donegan: I might be able to George

728

01:40:29.520 --> 01:40:42.780

Anne Donegan: I think that in correct me if I'm wrong. If we market is urgent, we can do that, but I don't know. And here's my question. Can we do that within the meeting itself, or does it have to be marked as urgent on the agenda that's

729

01:40:46.860 --> 01:40:50.400

Anne Donegan: I don't know, maybe Eric might know from last year.

730

01:40:53.820 --> 01:40:58.620

juliethompson: So my understanding of the reason for that indication the urgent.

731

01:41:00.420 --> 01:41:06.900

juliethompson: Indication on an agenda is that that thing gets posted 72 hours in advance of the meeting per

732

01:41:08.190 --> 01:41:20.580

juliethompson: Brown out and that way the entire college community. Actually, the entire public has been made aware that there may be a vote called on that item at that meeting that people need

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01:41:21.240 --> 01:41:33.090

juliethompson: To have been given advance notice that are built may be called on something and otherwise I'm not comfortable doing that for that reason.

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01:41:34.470 --> 01:41:45.270

Eric Thompson: And they can I just add to that, Julie, can you hear my on. Can you hear me. Yes. Um, yeah. And then, and the reason for that is that the Brown Act actually requires

735

01:41:46.740 --> 01:42:01.140

Eric Thompson: Of the for the public for to be communicated to the public, what action the body might take, and so we that was actually legal advice that we were given when

when we went to Jessica. I went to Brown Act.

736

01:42:01.740 --> 01:42:09.990

Eric Thompson: Seminar is that if we market urgent, then that leaves open the possibility of of acting on it in within the same meeting.

737

01:42:11.160 --> 01:42:11.550

Eric Thompson: Okay.

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01:42:12.270 --> 01:42:14.670

juliethompson: So that that option is not available to us.

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01:42:14.970 --> 01:42:15.840

Laura Aspinall: Okay, thank you.

740

01:42:16.500 --> 01:42:28.230

juliethompson: Thank you. Okay, I know that there's still people in the queue. And I'm starting to bring this to a close, but I think we need to. And I think we need to take a short break, but we will bring these two items back as action items at our next meeting.

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01:42:29.490 --> 01:42:34.800

juliethompson: Unless George puts me that I'm crazy to do that. Are you good George are not good.

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01:42:36.450 --> 01:42:36.840

I

743

01:42:39.240 --> 01:42:39.900

George Sellu: I'm good.

744

01:42:40.230 --> 01:42:41.190

George Sellu: Okay, very good.

745

01:42:41.850 --> 01:42:49.530

juliethompson: Okay if George is good, I'm good. Um, let's take a five minute break. Let's come back and do what we can. Okay. Thank you, everybody.

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01:42:53.520 --> 01:42:55.650

Jennifer Carlin-Goldberg: In case Amanda doesn't know. We can see that

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01:42:59.700 --> 01:43:01.710

juliethompson: Amanda. Yeah, thanks.

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01:43:02.280 --> 01:43:02.730

Sorry.

749

01:47:40.770 --> 01:47:42.390

juliethompson: Okay, five minutes.

750

01:47:44.490 --> 01:47:46.170

juliethompson: Okay, um,

751

01:47:47.730 --> 01:47:55.740

juliethompson: So we're gonna move on to the, the Senate exact discussion item, if that's agreeable to everyone. We have

752

01:47:57.360 --> 01:47:59.940

juliethompson: A little more than 15 minutes left.

753

01:48:02.760 --> 01:48:12.840

juliethompson: So I'm and then the other item that we were going to discuss was the email thing. Um, we have, like I said 15 minutes left. Um, two items.

754

01:48:20.550 --> 01:48:21.570

juliethompson: John I'm

755

01:48:22.770 --> 01:48:42.960

juliethompson: Sorry, Jen, what did I see your hand Jen No. Yes. Okay. Um, are these hands for now the hands in the in the queue. Sorry. JOHN Stover Jen Laura, are these left left over from last time I'm so first in the queue. I have john

756

01:48:44.370 --> 01:48:45.540

juliethompson: Are you are you in the queue.

757

01:48:46.200 --> 01:48:48.120

Senator Area 7 John Stover: Yeah, I make emotion that

758

01:48:48.150 --> 01:48:49.920

juliethompson: Will your volumes, not on well

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01:48:53.340 --> 01:48:53.970

Senator Area 7 John Stover: How about now.

760

01:48:56.760 --> 01:48:59.190

Senator Area 7 John Stover: Can people hear me okay, Julie. Can you hear me.

761

01:48:59.250 --> 01:49:00.360

juliethompson: No. Can't hear you john

762

01:49:02.400 --> 01:49:03.660

Joe Fassler: We can hear you just find on

763

01:49:04.230 --> 01:49:05.040

Jennifer Carlin-Goldberg: Yeah, I can hear you.

764

01:49:05.190 --> 01:49:06.630

Jennifer Carlin-Goldberg: Oh, sorry.

765

01:49:07.320 --> 01:49:10.080

juliethompson: It's me, I turned off my volume but

766

01:49:11.070 --> 01:49:13.440

juliethompson: Oh ok ok I'm

767

01:49:14.190 --> 01:49:20.760

Senator Area 7 John Stover: I'd like to make a motion that we dropped the senate

executive discussion and focus only on what's happening on campus right now.

768

01:49:21.180 --> 01:49:27.060

juliethompson: Okay. And we have another adjustment to our agenda, then do I need a second on that George

769

01:49:28.320 --> 01:49:28.620

juliethompson: Yes.

770

01:49:28.830 --> 01:49:29.250

Laura Aspinall: Second,

771

01:49:29.640 --> 01:49:31.800

Jennifer Carlin-Goldberg: Second, Jennifer Carlin Goldberger. Second. Second.

772

01:49:32.190 --> 01:49:33.810

juliethompson: Okay thank you john. Thank you, Jen.

773

01:49:34.890 --> 01:49:36.540

juliethompson: Any objections to

774

01:49:36.630 --> 01:49:41.370

juliethompson: I'm dropping the senate exact discussion and focusing on the email situation.

775

01:49:42.870 --> 01:49:46.860

juliethompson: Hearing none, okay. I will open the floor for discussion.

776

01:49:49.050 --> 01:49:51.360

juliethompson: And I see Laura's hand Laura.

777

01:49:52.710 --> 01:49:53.520

Laura Aspinall: I thank you.

778

01:49:54.810 --> 01:49:55.350

Laura Aspinall: I

779

01:49:56.460 --> 01:50:09.330

Laura Aspinall: Appreciate that. We're going to have, you know, I'll be at a little bit of time but sometime to discuss today. So thank you so much for making those adjustments to the agenda and being sensitive to what's happening right here, right now.

780

01:50:10.920 --> 01:50:23.460

Laura Aspinall: I listened to Dr. Chong statement. I've read every email that's come through. I read his response and I'm left with a feeling of, it's not enough.

781

01:50:24.990 --> 01:50:36.990

Laura Aspinall: I would like to request that we as a body work on a resolution. I'm requesting that our administration specifically our HR department develop clear

782

01:50:38.790 --> 01:50:54.450

Laura Aspinall: Guidelines and policy and procedure for what happens when a employee of our district is faced with an attack, such as this, or others. Um, I don't think that I think we have, we do have policy.

783

01:50:54.840 --> 01:51:01.530

Laura Aspinall: That addresses that. But as far as specifically what what an investigation looks like.

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01:51:02.010 --> 01:51:10.440

Laura Aspinall: Who does that who participates in that how you come forward with a complaint, how you can forward the complaint. If you want it to remain anonymous versus not anonymous

785

01:51:10.800 --> 01:51:22.290

Laura Aspinall: I think we need to spend some time really digging into that as we continue to have these conversations as much as it pains me to say this I anticipate there will be more of this kind of behavior.

786

01:51:22.800 --> 01:51:30.180

Laura Aspinall: And I would like us to take this time to think proactively about what our response will be to that.

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01:51:31.890 --> 01:51:45.630

Laura Aspinall: I appreciate that. There's the issue of free speech. I think there's also an issue of protection as well that we need to explore further. I think there's also, I'm getting some text messages from

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01:51:46.620 --> 01:51:52.350

Laura Aspinall: Someone who's attended about some case law we might want to consider as well. So that's my request. Thank you.

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01:51:54.210 --> 01:51:58.350

juliethompson: Okay, thank you, Laura. I'm next in the queue. I have Michael Aparicio

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01:52:06.150 --> 01:52:07.440

Michael Aparicio: Sorry about that. I'm

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01:52:08.820 --> 01:52:09.840

Michael Aparicio: In so

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01:52:12.270 --> 01:52:15.750

Michael Aparicio: I, I support what Laura just said.

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01:52:17.730 --> 01:52:26.940

Michael Aparicio: I think what might seem like a small point. But I think in the end, it won't be is I think thing incidents like this email.

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01:52:28.470 --> 01:52:45.300

Michael Aparicio: Point out that we are for release the time being in a type of crisis mode. And that, I think that anytime. This is the second meeting that we've talked about these vacancies.

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01:52:45.810 --> 01:52:52.440

Michael Aparicio: And there's a part of me that's really frustrated that we weren't able to move it forward to action.

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01:52:52.920 --> 01:53:04.380

Michael Aparicio: And a I I guess I would request if this is possible. I, I see these types of issues as right now. Always going to be urgent.

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01:53:05.070 --> 01:53:21.600

Michael Aparicio: And so given the issues that we're facing right now when we have something like this vacancy automatically market is urgent. I think it's very important for the community to see us taking some sort of action on these things. And so

798

01:53:22.650 --> 01:53:38.760

Michael Aparicio: I wish we could have voted today and I understand what Eric said about the legal advice he got and given that let's anytime anything was related to these issues comes up market is urgent, that's, that's my proposal. Okay, thank you.

799

01:53:39.870 --> 01:53:45.390

juliethompson: And thank you, Michael. Um, are there any other senators in the in the queue.

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01:53:48.240 --> 01:53:51.990

juliethompson: Okay, I'm in that. Sorry, and

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01:53:52.020 --> 01:54:07.260

Anne Donegan: Yeah, I really like Laura's idea and I have to say, I'm not going to repeat her very strong comments, but I also felt like I wanted more there. They're from Dr. Chong statement and

802

01:54:08.130 --> 01:54:29.100

Anne Donegan: I guess I'm grappling with. What is their senate purview here. I feel like a very strong call to HR to not only report to this body, but to really report to all of our campus colleagues. What do you do when you feel maligned and attack and I feel like this is, you know,

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01:54:30.660 --> 01:54:43.080

Anne Donegan: An HR thing and a as a thing. Um, I, I feel like a statement of support a resolution is good. Um,

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01:54:45.060 --> 01:54:47.280

Anne Donegan: I guess I'm just frustrated and confused.



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01:54:48.660 --> 01:54:54.540

juliethompson: Okay. Um, and thank you, um, I have senators in the queue. I am going to Sean Martin.

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01:54:58.020 --> 01:55:04.410

Sean Martin: I believe some oh so there were non send yours in the queue. Okay. My apologies.

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01:55:05.760 --> 01:55:12.150

Sean Martin: So I appreciate the call for clarity. I think there ought to be a real straightforward.

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01:55:13.800 --> 01:55:17.730

Sean Martin: Way that faculty can know who to bring a concern to

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01:55:19.440 --> 01:55:22.200

Sean Martin: How that concern will be managed and so forth.

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01:55:23.400 --> 01:55:31.230

Sean Martin: One thing you know, and this is probably not going to go over perfectly, but we all have to keep in mind is that these processes.

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01:55:31.980 --> 01:55:52.530

Sean Martin: Have all kinds of difficult legal nuances to them and they're very sensitive and we may not get the kind of public satisfaction. We always desire out of them and you know the particular calls for a particular discipline or punishment or such

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01:55:54.510 --> 01:55:55.470

Sean Martin: I understand.

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01:55:56.580 --> 01:56:10.590

Sean Martin: And I sympathize with the desire for those, but I just as when something comes to fans a grievance or in the context of an evaluation process investigations into

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01:56:12.030 --> 01:56:14.220

Sean Martin: Actions that fall under discipline.

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01:56:15.300 --> 01:56:33.900

Sean Martin: Really have to be handled with care and sensitivity, so as not to be consumed by public pathos, however, justified that that pathos may be. And so, I agree with the call for greater clarity in assisting people to bring these

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01:56:35.550 --> 01:56:46.530

Sean Martin: Types of events to the attention to the appropriate authorities that then carry that the way the responsibility of seeing them to their fruition. But I also asked for.

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01:56:47.340 --> 01:56:54.270

Sean Martin: You know consideration for the institutions and the processes that are in place to make sure everyone's rights are protected.

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01:56:55.500 --> 01:56:59.790

juliethompson: Okay, thank you, Sean I'm the next senator in the queue is john Stover

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01:57:02.310 --> 01:57:16.620

Senator Area 7 John Stover: Thanks, Julie. I really think it's important to remember a couple things. One is that our colleagues Lauren and Lori have been maligned attacked

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01:57:17.280 --> 01:57:38.910

Senator Area 7 John Stover: Gas lit and harassed. This is a professional violation of their standing as faculty. We have a professional ethics committee on the Senate that should investigate this violation of their rights as faculty members.

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01:57:40.770 --> 01:57:49.260

Senator Area 7 John Stover: I would also point out that this is the second time since summer that we've seen a

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01:57:50.850 --> 01:57:54.270

Senator Area 7 John Stover: FIRE STORM on DL staff all

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01:57:56.070 --> 01:58:01.860

Senator Area 7 John Stover: This summer was bad enough when one faculty member told another to eff off.

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01:58:03.390 --> 01:58:24.450

Senator Area 7 John Stover: This most recent firestorm is equally disturbing. I have never in my 15 years in higher education. I have never worked in a place where one person can simultaneously email 12,000 people at the same time, people are abusing the DL staff all and it needs to stop.

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01:58:25.500 --> 01:58:44.310

Senator Area 7 John Stover: And Dr. Chong said that they were looking into this and they were researching it, and we have heard nothing about that follow up. I also have no faith in the HR department to conduct an investigation or to do what is right when they

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01:58:45.360 --> 01:59:06.780

Senator Area 7 John Stover: flagrantly refuse to recruit colleagues and scholars of color actively and in the areas where they can be reached. So we have a lot of work to do here. And I think an active step that we can take a nice share Michaels frustration people this is death by bureaucracy.

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01:59:07.980 --> 01:59:18.630

Senator Area 7 John Stover: Over and over again, we get bogged down in the Rules and I get it, we need to do things right. But there's there's a time to follow the rules and there's a time to act.

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01:59:19.710 --> 01:59:29.400

Senator Area 7 John Stover: I make a motion that we form a professional ethics committee investigation into this incident that Lauren and Lori experienced

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01:59:31.080 --> 01:59:37.170

juliethompson: And I have a question. So my understanding is that, um, and I am

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01:59:38.400 --> 01:59:49.230

juliethompson: All over fulfilling my responsibility here. I think that an ethics complaint has to be filed. And that's the initiating

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01:59:49.710 --> 02:00:04.380

juliethompson: Event that would then allow me to move forward and we can find out more about that and and I have a couple more people in the queue tomorrow senators in the queue a guest in the queue and

832

02:00:05.250 --> 02:00:13.650

juliethompson: We can actually maybe I'm the clarification of process can Eric, I see that you want to provide that. Can I ask you provide that and writing and send it to the Senate.

833

02:00:14.130 --> 02:00:37.050

juliethompson: Please. Thank you. In the interest of time john thank you and I'm he definitely hearing what people are saying about urgency and, where possible, and appropriate in terms of items that are specifically related to on these urgent matters, they have to do with anti racism, we will

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02:00:38.160 --> 02:00:45.780

juliethompson: We will act according to the wishes of this body in marking those as urgent, so thank you. I'm Laura Aspinall

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02:00:48.210 --> 02:00:56.520

Laura Aspinall: Thank you. I'm a piece and my emotional flustered state that I I left out of my initial statement is. I also think

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02:00:57.540 --> 02:01:14.790

Laura Aspinall: A portion that really needs to be communicated to our college community is what are the resources for people who've been subjected to these things. How is a district going to provide support and it's trauma after trauma after trauma and and it's at work.

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02:01:16.140 --> 02:01:20.400

Laura Aspinall: You know, I, I'm obviously a white woman and I am

838

02:01:22.170 --> 02:01:32.610

Laura Aspinall: Occasionally, have been an SRO JC the victim of similar types of communication as it relates to students with disabilities but I'm not a student with a disability. It's not nearly as personal

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02:01:32.970 --> 02:01:41.730

Laura Aspinall: And I can tell you, just based on that the toll on my own personal experience to take. So I cannot imagine what it is to be a bypass faculty, staff, or student

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02:01:42.090 --> 02:01:50.550

Laura Aspinall: And be subjected to that. And so I really think that's part of the process, not just, who do you report to and how and how an investigation will be held. But how does our

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02:01:50.880 --> 02:02:05.370

Laura Aspinall: How does our community support those that are then having to sit in this, you know, afterwards, and that's a piece that I really would like to also have our HR department and administration communicate really clearly to us.

842

02:02:06.150 --> 02:02:13.680

Laura Aspinall: Because again, I just anticipate there will be more of these things that happen as we continue to do this necessary and hard work.

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02:02:15.360 --> 02:02:16.830

Laura Aspinall: And and thank you.

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02:02:18.000 --> 02:02:20.610

juliethompson: For. Thank you. Appreciate that. I'm

845

02:02:22.710 --> 02:02:23.550

juliethompson: Sir, Wiley.

846

02:02:26.160 --> 02:02:34.290

Sarah swhyly@santarosa.edu: I just wanted to add a comment that I know people. Meanwhile, in trying to, you know, in demanding to know who this person was or

847

02:02:34.470 --> 02:02:43.200

Sarah swhyly@santarosa.edu: You know, in the effort to try to launch some kind of investigation into this, but I really think that has to be up to the person I feel like that has to be left up to warrant.

848

02:02:43.770 --> 02:03:00.750

Sarah swhyly@santarosa.edu: I don't think that preempting for her rights is is any is an appropriate way to respond to what happened. I feel like that just steps on her feelings even further. She made the choice not to out who the person was

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02:03:01.950 --> 02:03:06.000

Sarah swhyly@santarosa.edu: And I mean, however, we might feel about that or however we think we might have done it differently.

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02:03:06.870 --> 02:03:12.630

Sarah swhyly@santarosa.edu: If we imagine that we even would have if any of us could imagine what it would be like to get an email like that i i just

851

02:03:13.350 --> 02:03:28.500

Sarah swhyly@santarosa.edu: I don't think that stepping in front of her. And, and, you know, demanding that she tell us who this was or demanding that we investigate without her request. I don't. I just don't feel like that's appropriate. I mean, women's

852

02:03:29.610 --> 02:03:38.730

Sarah swhyly@santarosa.edu: Women's rights to say how they want to be treated after something happens to them get stepped on all the time and I feel like if we do that, we're just repeating that cycle.

853

02:03:41.580 --> 02:03:43.860

juliethompson: Thank you. Thanks Sarah, um,

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02:03:45.990 --> 02:03:56.550

juliethompson: So I have two people in the queue Sean Who's a sitting senator who has spoken wines and then I have a guest will be for miles. I'm Sean, can I ask you to make a quick comment and then we can leave it a little bit of time for the Rebbe at the end.

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02:03:57.750 --> 02:04:16.350

Sean Martin: Yeah, just really quick. So we, we sometimes don't even know if the recipient of abuse of the sort, has already pursued some legal or other avenue and it's important for us to respect them. I think I'm repeating something Sarah said so.

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02:04:17.370 --> 02:04:25.620

Sean Martin: When I say we need to protect the rights of all involved. I'm not trying to defend a perpetrator. I'm trying to acknowledge that there are

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02:04:26.310 --> 02:04:48.510

Sean Martin: processes in place that have been forged over a long period of time in

consideration of lots of different angles that are difficult to to understand until you are in the thick of those processes and so out of respect for the people that we care about.  
Laura and Marie.

858

02:04:49.590 --> 02:04:52.830

Sean Martin: I think we ought to let them drive the bus on this one.

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02:04:54.300 --> 02:04:58.740

juliethompson: Okay, thank you. Um, JOHN. Have you spoken once or twice.

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02:05:00.510 --> 02:05:01.170

juliethompson: To this issue.

861

02:05:01.200 --> 02:05:09.870

Senator Area 7 John Stover: I've, I've spoken once, but I would like to make a statement to correct the Miss characterizations of others made against me.

862

02:05:11.790 --> 02:05:13.530

juliethompson: Oh, okay. Thank you.

863

02:05:14.790 --> 02:05:16.260

juliethompson: Please get yeah please go ahead

864

02:05:17.040 --> 02:05:30.630

Senator Area 7 John Stover: I'm tired of being gas lit in this body when I make a statement I consulted with Lori and Lauren before I made my opening statement. And before I presented my advocacy today.

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02:05:32.310 --> 02:05:44.490

Senator Area 7 John Stover: It is up to them to make a complaint. I understand that. Now, but I also stand that they are understand as Monica said in the chat that they are not the only persons who are deeply offended by

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02:05:52.560 --> 02:06:01.950

juliethompson: And john for me you fruit. You're frozen. Is that the case is that what everyone else is experiencing. Okay, I would also like to clarify that.

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02:06:03.210 --> 02:06:05.190

juliethompson: The, um,

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02:06:07.050 --> 02:06:11.220

juliethompson: Anyone can bring forward an ethics complaint I wasn't

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02:06:12.960 --> 02:06:20.730

juliethompson: Saying that that only Lauren and Laurie can be the ones to bring forward an ethics complaint. I know that other people

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02:06:22.230 --> 02:06:24.990

juliethompson: may feel that they have grounds for that.

871

02:06:26.460 --> 02:06:45.150

juliethompson: And then each person will decide that. So, okay. JOHN thanks for your, your comment, and I'm sorry that you froze. I'm going to go to the Rebbe she's been waiting quite some time. We're one minute after so Reba, can you make a quick comment in our last moment, and then I will adjourn the meeting.

872

02:06:46.500 --> 02:06:54.210

La Reva Myles: A um, I will say this pretty quickly. I just wanted to go back to something that you President Thompson said earlier.

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02:06:54.960 --> 02:07:03.630

La Reva Myles: When you talked about Martin Luther King, Jr. Saying that it's important not to inflict injury and right now.

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02:07:04.410 --> 02:07:17.400

La Reva Myles: I'm, I'm not sure who made the offensive comments toward Lauren and Lori. Um, but I also have a concern, having been a past student and worked on staff here.

875

02:07:17.790 --> 02:07:36.330

La Reva Myles: That if there is a colleague or an instructor. Who's making those kind of comments that they not in any way be making comments about these viewpoints to students in their classes or other staff here because it's just it's just spreading



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02:07:37.530 --> 02:07:47.700

La Reva Myles: Language that's that's inflammatory and that can have a really bad effect on all of the students that this person might be teaching it might be misdirected

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02:07:47.940 --> 02:07:58.170

La Reva Myles: Anger, it might be misdirected racism but the fact is it's affecting others as well as our colleagues who are teaching. So I think it's really important to remember

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02:07:58.470 --> 02:08:09.630

La Reva Myles: That students are also the ones and staff or the ones who can be affected by the same offensive words that Lori and Lauren experienced

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02:08:11.610 --> 02:08:13.890

juliethompson: Okay, thank you. And

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02:08:15.720 --> 02:08:16.200

juliethompson: Say was

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02:08:18.510 --> 02:08:23.670

juliethompson: As soon as the words right out of my mouth and I said that Louisville would have those last moments I realized that

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02:08:24.810 --> 02:08:32.700

juliethompson: I jumped the gun on anyone in the Senate who may feel differently about joining the meeting so

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02:08:35.340 --> 02:08:40.260

juliethompson: We have your husband on the queue and Monica. His hand was up just a moment ago, and I don't see it up anymore.

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02:08:42.030 --> 02:08:43.680

juliethompson: Okay, and

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02:08:45.420 --> 02:08:51.660

juliethompson: We're going to come to you. And then if there are no objections I will adjourn the meeting. Okay, thanks.

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02:08:55.590 --> 02:09:02.670

Laura Aspinall: I'll meet myself there. I thought I need to clarify my comments were not and I don't. It's hard to know in this environment if

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02:09:03.360 --> 02:09:09.120

Laura Aspinall: If it was a messenger misinterpretation of my words or was in relation to another senators comments but

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02:09:09.780 --> 02:09:18.630

Laura Aspinall: My comments really come from more about process, not so much specifically about taking action on behalf of someone else. I'm very clear that that's up to Lori and Lauren

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02:09:19.080 --> 02:09:26.040

Laura Aspinall: But as a student services faculty member, I'm very clear. If a student commits an act of academic

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02:09:26.940 --> 02:09:38.250

Laura Aspinall: That violation of academic integrity policy. I know what to do. I know how to direct a faculty member, I know how to direct the student. If a student, if we have a student conduct issue. I know what to do if student is having

891

02:09:38.970 --> 02:09:48.780

Laura Aspinall: An emotional, physical or mental health crisis. I know what to do. I don't know what to do. As far as other than call HR and that is not enough for me.

892

02:09:49.380 --> 02:09:56.820

Laura Aspinall: To be able to support my colleagues or to know or to know how to educate others and need that information. So that's really

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02:09:57.120 --> 02:10:10.110

Laura Aspinall: Where I want to be clear that I'm talking about process. I'm not necessarily talking specifically about actions for this you know that's I completely agree that's up to the individuals determine what they like to do. Thank you. Okay, thank you.

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02:10:11.160 --> 02:10:14.070

juliethompson: Um, is there any, anything else.

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02:10:15.330 --> 02:10:18.270

juliethompson: Any other senators or guests who wish to speak.

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02:10:23.760 --> 02:10:29.280

juliethompson: Okay, seeing none. I'd like to thank you. I'd like to thank everyone for this meeting.

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02:10:32.130 --> 02:10:50.250

juliethompson: I value you I appreciate you. I'm grateful that we are we're holding each other accountable and doing this work together to improve our institution and take care of our colleagues and our students. So I wish you all peace and I will see you soon.

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02:10:51.330 --> 02:10:52.350

juliethompson: Okay, thank you.

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02:10:52.770 --> 02:10:53.190

Thanks for

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02:10:55.710 --> 02:10:56.850

Jennifer Carlin-Goldberg: Thank you. Bye bye.

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02:10:57.420 --> 02:10:59.040

La Reva Myles: Bye. Thank you. Bye bye.

902

02:10:59.460 --> 02:11:00.450

juliethompson: Bye. Thanks.

903

02:11:00.900 --> 02:11:01.830

Anne Donegan: Thanks, everybody.

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02:11:02.310 --> 02:11:03.060

Thank you.

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02:11:30.660 --> 02:11:36.780

Academic Senate: Did you guys see the comment in the chat about policy 4.14

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02:11:38.580 --> 02:11:39.720

Eric Thompson: Yeah yeah

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02:11:39.780 --> 02:11:42.540

juliethompson: We're very familiar with that policy.

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02:11:46.770 --> 02:11:58.320

Anne Donegan: Didn't want to throw HR into the bus too much there. But I mean it. Other people said it more directly than I did. But I mean he. I mean, I felt like saying, the first thing they say out of the mouth is, well, we're not liable.

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02:11:59.730 --> 02:12:00.240

juliethompson: We're not

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02:12:00.960 --> 02:12:01.650

Liable

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02:12:03.570 --> 02:12:09.300

Eric Thompson: One of the, yeah. One of the things I mean one of the things I wanted to say is that

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02:12:11.070 --> 02:12:28.410

Eric Thompson: The, the ethics committee could possibly be relevant, but it but people shouldn't put their focus there and the ethics committee, it's all the way it's it does work is quite well laid out and aside from

913

02:12:29.520 --> 02:12:47.850

Eric Thompson: Aside from public shaming, there's really not much that the ethics committee can do on issues of racism and other kinds of harassment, we really should be putting our eggs in different baskets that I would like john to understand that.

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02:12:48.180 --> 02:12:58.920

juliethompson: So a couple of things. So one is, we don't even know that this is a faculty member. I mean, it could be, but it might not be in. If it's not, then, then it's and, you

know, somebody could file it and and

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02:13:01.530 --> 02:13:04.230

Eric Thompson: Everybody assumes It's male to and I don't think we know.

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02:13:05.250 --> 02:13:06.690

juliethompson: Right, yeah.

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02:13:06.810 --> 02:13:21.060

Anne Donegan: And I think we need to remember Lori Chua bars incredible statement, an open forum where she urged us to move on. Even though I get everyone's angering clinging to this, but I mean,

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02:13:22.500 --> 02:13:28.200

Anne Donegan: We can't put like the idea of going forward with this without Lauren's permission.

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02:13:29.610 --> 02:13:37.560

Anne Donegan: That's, you know, ghastly like that would solely to her in a much more vulnerable position.

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02:13:37.830 --> 02:13:38.310

Mm hmm.

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02:13:39.840 --> 02:13:41.910

juliethompson: Yeah, I'm

922

02:13:42.150 --> 02:14:02.640

Eric Thompson: Not I'm not don't feel like I can fully understand the ways in which, I mean, I certainly relate relate very much to be misunderstood and misrepresented but I'm not exactly sure what John Stover was referring to when describing himself as being gas lit and misrepresented

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02:14:03.570 --> 02:14:17.610

Anne Donegan: Perhaps, and I could be wrong but Sarah and Sarah started it. And I kind of gave her an amen put in the chat saying that we can't. We couldn't force this forward without making sure it's okay with Lauren and I just said, you know,

924

02:14:17.940 --> 02:14:18.660

Sarah swhyly@santarosa.edu: Sarah right

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02:14:19.230 --> 02:14:20.040

juliethompson: I mean to say that I

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02:14:20.430 --> 02:14:25.920

juliethompson: I see that a little bit differently. I think that um the first of all, I think that

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02:14:27.150 --> 02:14:27.870

juliethompson: That this

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02:14:28.980 --> 02:14:33.510

juliethompson: Happen has happened to Lauren. She's the one who got the email, right.

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02:14:33.720 --> 02:14:34.560

Sarah swhyly@santarosa.edu: Exactly, yeah.

930

02:14:34.950 --> 02:14:49.590

juliethompson: But also Lori because Laurie was her partner in creating this faculty inquiry group and but also everybody who's been the recipient of that kind of a screed who knows

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02:14:50.280 --> 02:15:04.590

juliethompson: You know, everybody else who saw that email and knows those words are also directed at me and I'm not saying, me, me. I'm saying like Remus that you know remote was the one of the first to call it, and everybody else.

932

02:15:05.670 --> 02:15:14.370

juliethompson: Who knows that that the writer of that thing had them in mind felt threatened and offended and intimidated and hurt and

933

02:15:15.690 --> 02:15:26.640

juliethompson: And I think it's up to them about, you know, if any, if any of those. If it turns out that it was a faculty member in any faculty member who was hurt by that.

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02:15:27.900 --> 02:15:41.190

juliethompson: An ethical and professional behavior on the part of another faculty member, I think, has the right to make the choice to file a complaint and then we do our job. And I think that

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02:15:42.030 --> 02:15:51.360

juliethompson: While there's no teeth and what the senate ethics process can do and I agree with Eric on that, on that part. I think that there's tremendous value in

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02:15:55.830 --> 02:16:04.260

juliethompson: It don't think that the reason that we engage in those kinds of practices is to shame. I think that if that's what people are looking forward, probably shouldn't be doing it.

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02:16:04.740 --> 02:16:16.440

juliethompson: I think it's about affirming right it's it's about going through a form of process where we affirm what our values are, as an institution, what we expect of our colleagues.

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02:16:17.010 --> 02:16:27.600

juliethompson: And and if people feel shamed by that, that's their business that shouldn't be. What we're setting what the Senate is setting out to do. I think

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02:16:28.290 --> 02:16:43.170

Sarah swhyly@santarosa.edu: I mean, Julie. I agree with you. I think part of the reason why I i think i disagree. I agree with the second part of what you said, but I disagree with the first part, and I maybe I'm just too close to this. I mean, Eric knows this, because I outed myself.

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02:16:44.280 --> 02:17:00.420

Sarah swhyly@santarosa.edu: At a Senate retreat. But I was sexually assaulted. When I was 11 and there was a lot of pressure on me to say who it was. And I didn't even tell anyone that it happened for a really long time because I didn't. I knew that people

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02:17:01.470 --> 02:17:12.270

Sarah swhyly@santarosa.edu: Would try to make me say who it was. And I was too scared and not in a position where I felt like I could do that, and I can only imagine you

know

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02:17:12.480 --> 02:17:12.810

Sarah swhyly@santarosa.edu: We

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02:17:13.260 --> 02:17:13.620

I don't

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02:17:14.940 --> 02:17:18.870

Sarah swhyly@santarosa.edu: In the moment of making the decision to share that with the rest of the college community.

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02:17:20.130 --> 02:17:21.090

Sarah swhyly@santarosa.edu: I worry that

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02:17:22.800 --> 02:17:31.620

Sarah swhyly@santarosa.edu: You know the violation of her decision not to help the person. It just, it removes a sense of autonomy that somebody has over that when they feel violated.

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02:17:32.130 --> 02:17:41.850

Sarah swhyly@santarosa.edu: And like I said, I maybe I'm just too close to this to be as objective irrational as I would need to be like maybe this is all coming from a place of my own feelings about this, but like

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02:17:42.840 --> 02:17:53.970

Sarah swhyly@santarosa.edu: When Lori sent out that email. I was like, that is really brave to send that out and not say what was, you know, because the response. You know, it's going to be the pressure to say who it was.

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02:17:55.080 --> 02:17:56.730

Sarah swhyly@santarosa.edu: I don't know. That's, that's my

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02:17:57.300 --> 02:17:59.910

Eric Thompson: Yeah, I mean I think that those are all great.

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02:18:01.590 --> 02:18:09.120

Eric Thompson: Truth thought Sarah and I just want to say that Julian in response to what you said, I agree with all of that but

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02:18:10.290 --> 02:18:16.140

Eric Thompson: There's no mechanism within the ethics committee to investigate an anonymous complaint.

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02:18:17.340 --> 02:18:18.480

Eric Thompson: You have, you have to have

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02:18:19.590 --> 02:18:26.010

Eric Thompson: Someone someone who's going to have to Lauren if someone else who are to pursue it. Lauren would have to tell us who it was.

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02:18:27.030 --> 02:18:39.630

Eric Thompson: And so it all. It all comes back to Laurens process within herself as to how what she wants to do with that because that just something you cannot pursue

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02:18:41.010 --> 02:18:42.750

Eric Thompson: A lot that's anonymous

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02:18:44.490 --> 02:18:44.910

Academic Senate: I'm

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02:18:46.740 --> 02:18:55.470

Academic Senate: Okay, but, um, I just, it was very clear that there were several bypass senators that felt unsafe.

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02:18:56.040 --> 02:19:06.540

Academic Senate: And it's also clear that there's racism that exists at SRI JC. And so I wonder if you know you could bypass the investigation and the complaint process.

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02:19:06.870 --> 02:19:26.010

Academic Senate: And kind of pressure, whatever the appropriate body to have some kind of clear expectation for students and staff and faculty that this is not tolerated and that we, you know, we're going to all do our best to foster a culture of equity and

inclusion.

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02:19:28.860 --> 02:19:33.360

juliethompson: I think those things exist. You know, we have we have policies we have

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02:19:34.710 --> 02:19:37.350

juliethompson: We have an article in the contract that allows for

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02:19:38.820 --> 02:19:41.670

juliethompson: For discipline and investigations and

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02:19:44.550 --> 02:19:51.750

juliethompson: I mean, a lot of this is hypothetical. And I think Sean has more legal background, probably, than the rest of us put together. But, I'm, I'm wondering whether

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02:19:52.830 --> 02:20:01.380

juliethompson: So let's say that, um, I mean, I don't know about the rest of you, but when I read that email I felt like I'd been kicked in the gut and

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02:20:03.090 --> 02:20:03.840

juliethompson: And

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02:20:05.940 --> 02:20:13.830

juliethompson: So, but I'm not going to presume to say that I would be, you know, in the group that would really have that

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02:20:14.880 --> 02:20:26.790

juliethompson: That entitlement that prerogative to move forward with some kind of a complaint about it. But I'm wondering whether. So let's say I did. Let's say I were a woman of color, instead of a white woman and

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02:20:27.510 --> 02:20:39.660

juliethompson: Can I go to the district and say that email which is anonymous at this point right was so offensive to me it's hostile I feel unsafe etc and

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02:20:41.370 --> 02:20:59.040

juliethompson: You have a responsibility to tell me who did that to me, right, in a way, it's an I don't know. It's a hypothetical. So in a way, is that like somebody undercover of dark like going into my office and going through my private stuff or, you know,

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02:21:00.150 --> 02:21:00.600

juliethompson: Yeah.

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02:21:00.810 --> 02:21:03.030

Sean Martin: I think the analogies in the law would be

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02:21:04.620 --> 02:21:08.160

Sean Martin: Kind of like the the requirement for sexual

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02:21:09.180 --> 02:21:12.300

Sean Martin: violators to register so that their

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02:21:14.160 --> 02:21:17.700

Sean Martin: Location could be known in a public forum.

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02:21:18.720 --> 02:21:27.780

Sean Martin: Or when a public nuisance exist that poses a threat that there should be some notice to the community that this threat exist.

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02:21:28.920 --> 02:21:38.640

Sean Martin: The District I, I'd be surprised the district doesn't already know who this person is. I'd be surprised if they have the method to figure it out anyway and

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02:21:41.100 --> 02:21:52.860

Sean Martin: You know, barring an explicit demand by Laura and Lori that it not be released, they would have that easy capacity to just go into Outlook and look at who was

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02:21:53.670 --> 02:22:00.300

Sean Martin: But if somebody were to raise a complaint that they felt personally unsafe, it'd be comparable to if

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02:22:01.110 --> 02:22:16.560

Sean Martin: Local law enforcement were aware of someone who had made a threat to one person you know it's it's I think it's mandatory reporting type territory, so like a psychologist who has a patient who says, I'm going to go out and kill people in the neighborhood.

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02:22:18.060 --> 02:22:27.660

Sean Martin: They would have a legal requirement to report that to the police, and then the police would bear some liability if they fail to inform potential victims. Does that make sense.

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02:22:28.140 --> 02:22:42.480

Sean Martin: So this is, you know, it's, it's, I agree with people who said that there's some threatening phrases and not just not merely offensive but threat with personally threatening phrases in that email the

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02:22:42.990 --> 02:22:50.070

Sean Martin: And I would combine the two parts of the, you know, one the dehumanization calling her robot.

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02:22:51.840 --> 02:22:57.330

Sean Martin: A robot is something that you're at liberty to dismantle to unplug that destroying

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02:22:58.530 --> 02:23:01.020

Sean Martin: And then, and then that last point about

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02:23:01.590 --> 02:23:04.290

Sean Martin: You know, sweet nightmares or whatever that

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02:23:04.620 --> 02:23:13.860

Sean Martin: Crazy super creepy i i would i would say that that's a credible threat to the safety of the recipient.

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02:23:14.940 --> 02:23:16.320

Sean Martin: And now.

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02:23:16.410 --> 02:23:16.830

I mean,

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02:23:18.150 --> 02:23:18.450

Sean Martin: Yeah.

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02:23:18.600 --> 02:23:18.930

Sean Martin: Yeah.

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02:23:18.990 --> 02:23:19.290

Sarah swhyllly@santarosa.edu: I don't

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02:23:19.380 --> 02:23:26.640

Sarah swhyllly@santarosa.edu: I don't mean to interrupt you, but really quickly. I just wanted to interject I. One of the things I really disturbing was kind of the, the, the

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02:23:28.230 --> 02:23:40.590

Sarah swhyllly@santarosa.edu: It seemed this joint. Some of the stuff that was being said that's the thing about being godless and then saying, I don't believe in God, like all of that just seemed like it. It didn't seem coherent.

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02:23:40.830 --> 02:23:50.310

Sarah swhyllly@santarosa.edu: 30%, you know, and that's, I mean, I don't want to use that kind of language because I feel like that mischaracterizes people who who are mentally don't engage in, you know, threatening behavior.

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02:23:50.520 --> 02:23:57.780

Sarah swhyllly@santarosa.edu: Although there are definitely people out there who are schizo frantic who lose control themselves and behave in violent ways, and that's not

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02:23:58.410 --> 02:24:04.410

Sarah swhyllly@santarosa.edu: Always a product of their own free will. Right. I definitely think that that I agree with that. Um, but I

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02:24:05.040 --> 02:24:16.020

Sarah swhyllly@santarosa.edu: Worry about how disjointed. It seemed that incoherent that really did come from a faculty member, it raises questions about whether or not this

person like actually might be having a problem.

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02:24:16.350 --> 02:24:16.590

Eric Thompson: Yeah.

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02:24:17.550 --> 02:24:18.750

Sean Martin: Oh, they're having problems.

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02:24:19.170 --> 02:24:34.590

Eric Thompson: Yeah. And so, and in fact we because of everything that was just said, I think, is the problem that we face, and this was expressed multiple times is that it's hrs responsibility.

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02:24:34.950 --> 02:24:42.570

Eric Thompson: Yes, it shouldn't be the Senate's this kind of a response to threatening.

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02:24:44.070 --> 02:24:45.120

Eric Thompson: Emails like that.

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02:24:46.380 --> 02:24:53.850

Eric Thompson: That HR should be doing something about it it's it's if that is out of the ethics committees bailiwick.

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02:24:54.540 --> 02:24:58.230

Eric Thompson: And and the problem we have is that we have an HR that won't

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02:25:00.960 --> 02:25:04.920

juliethompson: Yeah, long history of it and and at the same time.

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02:25:06.720 --> 02:25:09.480

juliethompson: Well, anyone want to go there. I mean, just based on

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02:25:10.890 --> 02:25:16.170

juliethompson: What the district does go after his speech, they don't like. That's the problem.

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02:25:16.380 --> 02:25:16.980

juliethompson: Thank you.

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02:25:17.010 --> 02:25:22.860

juliethompson: They can do an investigation and hold people accountable. But it's never because of

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02:25:23.700 --> 02:25:30.120

juliethompson: Why shouldn't say never, but man, I should not have an experience of them having my back. You know when I've gone forward with

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02:25:30.450 --> 02:25:45.540

juliethompson: Sexual harassment claims. I know other women who have had the same experience the person that I filed a complaint against I mean word on the street. I don't know this firsthand. But, um, numerous women went forward and

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02:25:45.870 --> 02:25:46.980

Eric Thompson: I said about

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02:25:48.270 --> 02:25:49.650

Eric Thompson: Women have told me that

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02:25:50.670 --> 02:25:51.240

juliethompson: Yeah.

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02:25:51.990 --> 02:25:53.190

Eric Thompson: I know what you're saying is true.

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02:25:53.490 --> 02:26:06.180

juliethompson: Yeah, so, um, I think the word on the street is that HR is like the last place that you go because you have no other options. And you're probably not going to get helped

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02:26:08.160 --> 02:26:12.630

Sean Martin: So this is why I'd be I'd be fully behind

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02:26:14.220 --> 02:26:18.930

Sean Martin: The Senate making a resolution demanding HR

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02:26:20.010 --> 02:26:29.970

Sean Martin: Have a firewall is to be severed from oversight by the president's office that they have independence.

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02:26:31.080 --> 02:26:40.620

Sean Martin: In their employment and also in their processes so that the questions about liabilities to the district, financial or otherwise.

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02:26:41.190 --> 02:26:48.540

Sean Martin: Would be removed because as it stands, every time you know that Vice President of HR

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02:26:49.230 --> 02:27:06.810

Sean Martin: brings an issue to the President for consideration. It's impossible to separate the President's concerns with the financial liability with their own political liabilities from the issue at hand. And that's the way I perceived it over and over again.

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02:27:07.830 --> 02:27:08.220

juliethompson: You know,

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02:27:09.570 --> 02:27:11.100

Eric Thompson: Go. Um, yeah.

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02:27:11.340 --> 02:27:11.910

Eric Thompson: But will

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02:27:11.970 --> 02:27:16.680

Eric Thompson: We have our executive. Do we have visitors to our exact meaning that we've established our

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02:27:17.190 --> 02:27:18.510

Anne Donegan: I think we're just coming



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02:27:19.470 --> 02:27:20.520

Eric Thompson: Okay, I

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02:27:20.970 --> 02:27:22.020

juliethompson: didn't hear what you said.

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02:27:22.920 --> 02:27:24.990

Eric Thompson: Oh, George, George just coming to exact tomorrow.

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02:27:25.050 --> 02:27:27.360

juliethompson: Yeah, George and Michael Aparicio right

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02:27:27.480 --> 02:27:30.750

Eric Thompson: Oh, good. I will see you there tomorrow, I gotta go now go

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02:27:31.050 --> 02:27:31.410

juliethompson: Okay.

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02:27:31.440 --> 02:27:32.100

juliethompson: See, Eric.

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02:27:32.220 --> 02:27:34.020

juliethompson: I piece by

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02:27:35.700 --> 02:27:42.960

Sean Martin: For the first hour tomorrow, but I'm a meeting with attorneys at two o'clock to discuss this and some other matters.

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02:27:43.500 --> 02:27:44.700

Anne Donegan: Okay, thank you, Sean.

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02:27:45.120 --> 02:27:57.780

Sarah swhyly@santarosa.edu: Really quickly, I just really quickly. And I know that like I sent an email earlier today because I was pissed but and I hate to like keeping the strong, but I'm I was really pissed about rooms email about Eric

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02:27:57.870 --> 02:27:58.620

Sarah swhyly@santarosa.edu: Yeah, and they

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02:27:59.100 --> 02:28:02.970

Sarah swhyly@santarosa.edu: Stop it was there was more responses to it. During the senate meeting I

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02:28:03.870 --> 02:28:06.840

Sean Martin: I will be addressing that with our attorneys as well.

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02:28:07.860 --> 02:28:08.160

Sarah swhyly@santarosa.edu: Okay.

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02:28:08.820 --> 02:28:09.150

Sarah swhyly@santarosa.edu: I

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02:28:09.480 --> 02:28:23.820

Sarah swhyly@santarosa.edu: I don't want to see anybody's character in that way. And to me, know what rooms doing is little better than than what somebody who's attacking our colleagues is doing. I just don't really understand how wrong couldn't see the difference like that these two things.

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02:28:24.030 --> 02:28:25.500

Anne Donegan: Seemed parallel. Yeah.

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02:28:25.560 --> 02:28:25.950

Yeah.

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02:28:27.840 --> 02:28:36.060

Sean Martin: As Laura Aspinall was making her comment. I was thinking in my mind. Better watch what you wish for. Laura because

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02:28:37.140 --> 02:28:45.300

Sean Martin: It seems to me that she violated those rules and committed an atrocious act.

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02:28:45.630 --> 02:28:49.980

Sean Martin: And how cause that cause harm to Eric and also fear too many others.

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02:28:51.810 --> 02:28:52.260

Sean Martin: So,

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02:28:52.650 --> 02:28:53.760

Anne Donegan: Cat on the pot.

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02:28:54.120 --> 02:28:54.450

Yeah.

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02:28:56.790 --> 02:28:59.130

Sean Martin: What coming around shall go with around

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02:29:00.180 --> 02:29:00.540

Sean Martin: All right.

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02:29:01.320 --> 02:29:01.860

Academic Senate: Hey, man.

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02:29:04.230 --> 02:29:04.890

juliethompson: He's trying to come

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02:29:05.400 --> 02:29:10.740

juliethompson: After you jump off Sean I'm going to shoot me a text just about your. Are you talking to Besser David tomorrow.

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02:29:11.070 --> 02:29:13.800

juliethompson: David, David. Okay. I haven't just haven't asked

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02:29:14.100 --> 02:29:17.520

Sean Martin: Please, yeah. Okay. All right. That's Thanks you guys

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02:29:18.000 --> 02:29:21.420

Sean Martin: Daddy admirable job in impossible circumstance.

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02:29:22.140 --> 02:29:23.880

Anne Donegan: Great presidents report, Julie.

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02:29:24.450 --> 02:29:24.990

juliethompson: Oh, thank

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02:29:26.130 --> 02:29:30.150

juliethompson: You. I am having the hardest time following Monica's logic.

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02:29:30.300 --> 02:29:30.780

Oh,

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02:29:31.920 --> 02:29:32.850

juliethompson: I just can't. I

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02:29:34.410 --> 02:29:35.010

juliethompson: Er,

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02:29:35.250 --> 02:29:37.800

Anne Donegan: That's what bogged down the meeting. I was like,

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02:29:38.130 --> 02:29:50.910

Sean Martin: Yeah, I am growing increasingly frustrated Monica john they don't have a capacity for basic, basic propositional Roger

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02:29:51.180 --> 02:29:52.320

Anne Donegan: Yeah yeah

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02:29:52.860 --> 02:29:56.580

Sean Martin: Not logically cultural different claims cannot stand

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02:29:58.620 --> 02:29:58.980

Sean Martin: Okay.

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02:29:59.040 --> 02:29:59.880

Anne Donegan: Thank you. We only

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02:30:00.330 --> 02:30:04.230

Anne Donegan: Have one or the other. Yeah, okay. The same thing to all right, everybody.

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02:30:04.500 --> 02:30:10.020

juliethompson: Thanks, everybody. Okay, I'm Amanda. Thanks for hanging out and make keeping the meeting going while we were gossiping.

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02:30:10.680 --> 02:30:11.670

juliethompson: Or not gossiping.

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02:30:11.760 --> 02:30:13.890

juliethompson: We were debriefing okay

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02:30:15.210 --> 02:30:15.780

Academic Senate: Okay, bye.