

GROSSMONT COLLEGE

Classified Senate

Thursday, July 15, 2021

1:30 – 3:00 am

<https://cccconfer.zoom.us/j/97869104163>

Meeting Summary

Classified Senate Code of Ethics: The Senate recognizes its responsibility and obligation to the classified membership. It serves and is committed to conducting its business with honesty, integrity, and professionalism to achieve the established mission and vision as described in the Senate Constitution. To that end, Senate is committed to accountability and transparency.

The Senate Code of Ethics applies to all employees of the Classified Senate. Classified Senate members share the fundamental responsibility to always act with integrity and in a manner that reflects the best interests of the Grossmont College Senate and its membership. Executive Board members of the Senate shall conform their conduct to the following Standards of Ethics:

Equitable access to participatory governance for all classified employees • Advocating for all classified employees with impartiality • Make every effort to ensure the stance taken at the site, or District wide, consensus of the majority of the Senate Executive Board • Professionalism that builds confidence and trust in both the classified leadership and classified membership that serve this District.

2021-2023 Classified Senate

EXECUTIVE OFFICERS	SENATORS	SENATORS
<input checked="" type="checkbox"/> Michele Martens-President	<input checked="" type="checkbox"/> Alexis Lytle	<input checked="" type="checkbox"/> Joel Bakker
<input type="checkbox"/> Rochelle Weiser-Vice President	<input checked="" type="checkbox"/> Andrew Hellier	<input type="checkbox"/> Nadia Almaguer
<input checked="" type="checkbox"/> Bernadette Black-Secretary	<input checked="" type="checkbox"/> Bryan Lam	<input checked="" type="checkbox"/> Pat Murray
<input checked="" type="checkbox"/> Kirstyn Verdugo-Treasurer	<input checked="" type="checkbox"/> Dana Mints	<input checked="" type="checkbox"/> Ruth Ramirez Ruiz
<input type="checkbox"/> Cindy Emerson-Past President	<input type="checkbox"/> Danielle Feliciano	<input checked="" type="checkbox"/> Ryan Cline
	<input checked="" type="checkbox"/> Diana Barajas	<input checked="" type="checkbox"/> Shardai Zaragoza
	<input type="checkbox"/> Graylin Clavell	<input type="checkbox"/> Victoria Rodriguez
Guests: Alison Haertjens Courtnee Mack, Guest Speaker Dawn Heuft Debora Curry Maryam Rastvan Stephanie Rodriguez Theresa Apodaca Vaunette Allen Veronica Rosales		

Routine Business

1. Welcome	Michele welcomed the group and noted that our keynote speaker, Courtnee Mack, will be arriving around 1:40pm.
2. Public Comment	There were no public comments.
3. Additions/Deletions to Agenda	There were no additions or deletions to the agenda.
4. Approval of 7/1/21 meeting minutes	The 7/1/21 meeting minutes were approved.

New Business

5. Swearing In New eBoard and Senators (10 minutes)	Dana Mints swore in the new eBoard members, Michele Martens, president, Kirstyn Verdugo, treasurer, and Bernadette Black, secretary. Rochelle, vice president, will be sworn in at the next meeting. Kirstyn Verdugo swore in the new Senators.
6. Guest Speaker: Courtnee Mack, Outreach Specialist, Sacramento City College (40 minutes)	<p>Michele welcomed keynote speaker, Courtnee Mack. Courtnee was also the keynote speaker at Classified Leadership Institute back in June. It was an incredible presentation and that is what inspired the eBoard to seek her out asking her to present to Senate. Courtnee currently serves as the Outreach Specialist and STEM success coach at Sacramento City College. Courtnee provided her background information which included being past president for Classified Senate. She has been in higher ed for 8 years, 6 years with Los Rios Community College District. She has been promoted three times in four and a half years. She was also nominated to the 2020 State Classified Employee of the Year and the 4CS Area C representative. Courtnee's presentation today focused on leading from where you are at or get to where you can lead. She emphasized the importance of the classified voice and recommended the following mottos to follow to be success in your position:</p> <ul style="list-style-type: none">• Think students first and then decide• Be bold and courageous• Am I allowing myself to shine?• Bring joy to the room <p>Courtney emphasized the importance for classified to be bold and courageous. She also noted that people feed off your energy so it's important to bring joy to the room. Courtnee stated that education has drastically changed her life and if you can change one person's life, it's the best feeling in the world.</p> <p>Courtney highlighted key action items that one can take to lead in a nonsupervisory role. Those include:</p> <ul style="list-style-type: none">• Take on more responsibility;• Bring up new ideas;• Read higher education periodicals and scholarly journals;• Find the positivity in your work;

- Take on a leadership position in your senate and/or union;
- Join a standing committee;
- Assist with hiring committees or search committees;
- Collaborate with other departments;
- Learn your boss' job;
- Mentor student leaders;
- Do more than just your job description; don't do bare minimum;
- Always advocate for our students; best way to be a leader!

Courtney further presented on becoming a supervisor. Those steps include:

- Take classes at your college
- Finish your degree at a local university
- Reach out to HR and inquire about education benefits
- Look for scholarships
- Sign up for free training online, especially on equity
- Sign up for leadership trainings
- Shadow someone doing the job you want
- Volunteer at another college

When leading from a supervisor role:

- Be humble and kind;
- Empower your team; trust them; get to know your people;
- Encourage professional development
- Assign tasks beyond their job descriptions

Courtnee further emphasized the importance of staying motivated. Why are you here? Why do you work in education? Do you love students? Do you love your job? Are you making a difference? Do you keep a positive attitude? Having a great attitude and how you make people feel plays a big role in being successful.

Courtney also stated to avoid pitfalls by getting rid of negative thinking. Stop thinking that you aren't qualified for a job, that they already know who they want to hire, or that they don't like you. Rather, keep that positive attitude.

In summary:

- Lead from where you are right now or get to a position to lead
- Be a fierce student advocate
- Get involved on campus and encourage others to get involved
- Stay motivated; a positive attitude goes a long way
- Get rid of your negative self-talk

	<p>Kirstyn stated that she attended the CLI session in which Courtnee presented and she motivated her to get her master's degree. Courtnee will email her presentation to Michele.</p>
<p>7. Think about goals (5-10 minutes)</p>	<p>The eBoard asked the Senators and classified professionals to think about their goals, whether for classified senate or personal goals, that they want to achieve. Michele stated to be on the lookout for a survey in the next week asking for their goals.</p>
<p>8. Antiracism – Follow up discussion (15-20 minutes)</p>	<p>Since time ran out at the last Senate meeting, there was further discussion on antiracism. Michele presented on why we needed to continue this work and talked about the incidents of George Floyd, Ahmaud Arbery, and Breanna Taylor. She stated that New York Times recreated what happened in Breanna's apartment and to email her if you wanted the link. The hate acts in the AAPI community were also acknowledged.</p> <p>Kirstyn stated that last year, after the murder of George Floyd, Graylin had reached out to a group of people asking what he can do. With that, they put together a list of resources (books, movies, people to follow on social media, etc), and that list was shared with senate and can be found here. https://www.grossmont.edu/faculty-staff/professional-development/equity-and-anti-racism.php</p> <p>This includes presentations, webinars, books, movies, TV series, and documentaries that can be used as resources for people. She also would like to compile a list of resources for Black owned businesses and asked Senate to send her any suggestions that can be added to that list.</p> <p>Kirstyn also stated that we have the antiracism book club and thanked Lisa and Joel for providing that resource. It was suggested for the next study, that we frequent a black owned bookstore in San Diego.</p>

Next Classified Senate Meeting is Thursday, July 29, 2021 @1:30pm-3:00pm

Summer Watercooler Wednesdays from 10:00-10:30 am

July 21; August 4

[Click for Watercooler Wednesday Link](#)

Classified Senate Antiracist Book Study, Wednesdays at 4:00 pm

All are welcome!

[Click for Antiracist Book Study](#)