

GROSSMONT COLLEGE

Classified Senate

Friday, October 16, 2020

1:30 pm – 3:00 pm

<https://cccconfer.zoom.us/j/98356319390>

NOTES

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.

EXECUTIVE OFFICERS	SENATORS	SENATORS
<input checked="" type="checkbox"/> Cindy Emerson-President	<input checked="" type="checkbox"/> Bryan Lam	<input type="checkbox"/> Kirstyn Verdugo
<input type="checkbox"/> Graylin Clavell-Vice President	<input type="checkbox"/> Colleen Parsons	<input checked="" type="checkbox"/> Iliana Garcia
<input checked="" type="checkbox"/> Michele Martens-Secretary	<input checked="" type="checkbox"/> Diana Barajas	<input type="checkbox"/> Nadia Almaguer
<input checked="" type="checkbox"/> Dana Mints-Treasurer	<input type="checkbox"/> James Cho	<input type="checkbox"/> Pat Murray
Guests	<input type="checkbox"/> Indira Saldana-Warren	<input type="checkbox"/> Rochelle Weiser
Raul Rios	<input type="checkbox"/> Keith Turner	<input checked="" type="checkbox"/> Ryan Cline
Ruth Ramirez	<input checked="" type="checkbox"/> Shardai Zaragoza	<input type="checkbox"/> Alexis Lytle
Joel Bakker		
Ondrea Mesquita		
Dean Baldwin		
Carolyn Fisher		
Debora Curry		
Lisa Brlas		
John Stephens		
Caitlin Aragon		
Jamie Rodriguez		

Routine Business	
1. Welcome	Done.
2. Public Comment	None.

3. Additions/Deletions to Agenda	In an effort to ameliorate the separation anxiety many of us are feeling, Carolyn shared that the Tutoring Center will be hosting a virtual Fall Celebration. We will be celebrating the season of diversity, enjoying one another's company, and developing a sense of camaraderie. This celebration is on October 23 at 3:00. She will forward the flyer to Michele who will send to our members.
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DISCUSSION OF PRIOR AGENA ITEMS/ OLD BUSINESS

4. <u>Anti-Racism Call to Action</u>	<p>Cindy shared information from the President's Antiracism Task Force. From the entirety of the Task Force smaller workgroups were created to address specific issues within the antiracist call to action. The groups created include: Anti-racist Culture; Professional Development; Curriculum; Human Resources. Each will address very specific issues related to their workgroup. Cindy shared the breakdown and membership of each workgroup that includes their assignments. This sheet will be sent out with the minutes.</p> <p>Cindy also mentioned that Academic Senate will be voting on a resolution that addresses support of Black Lives and antiracism. Cindy is hopeful that Academic Senate will pass this resolution and we, Classified Senate, will also begin work on a similar resolution in support of Black Lives and antiracism.</p> <p>Iliana is concerned that students are not included in these antiracist workgroups; the student population is probably the group most affected by racism. Specifically, Iliana would like to see student reps on the Curriculum and Culture workgroups. Cindy asked Iliana to put her thoughts in writing and send to Cindy to look over. Cindy would like to present these thoughts to the leadership on the President's Antiracism Task Force. John Stephens said we should consider whether or not our Senate should be bringing this type of concern to the Task Force as it is not part of the shared governance process. Iliana addressed John's concerns by sharing that there are other non-governance committees/task forces on campus that ensure student voices are included in discussions that may affect them in the end. Michele suggested we move forward with drafting and submitting our concerns to the President's antiracist workgroups and let them decide how to address our concerns.</p> <p>Diana Barajas mentioned that there are few Classified Professionals included in these workgroups. Cindy shared that the President Nabil handpicked members for the Task Force. It is from this membership that volunteers agreed to participate in the workgroups.</p> <p>Alexis shared that USC created and distributed a survey that went out to students to assess their thoughts and experiences with racism. Cindy said that Grossmont and Cuyamaca will be included in the survey results and this information will help us meet our students' needs. As participants in this project, our colleges will</p>
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	<p>receive training on how to change our culture and become allies in the fight to eradicate racism. In the chat, Cindy shared the link to USC's project description: https://rossier.usc.edu/community-colleges-unite-with-usc-against-racism/ The survey is the first step in the plan to foster social justice and enact change. Carolyn shared her admiration and gratefulness to our hardworking and caring Student Success coaches, Alexis and Shardai.</p> <p>Action Item: Cindy to send Michele the President's Antiracism workgroup sheet to include with the minutes.</p> <p>Action Item: Iliana to draft a note about our concerns and send to Cindy who will work with Michele to draft the final memo to the antiracism task force leadership.</p> <p>Action Item: Cindy to share feedback received from the President's Antiracism Workgroups/Task Force about our concerns.</p>
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New Business	
5. Classified Senate Elections	<p>Cindy informed all that Classified Senate elections will happen in early December. She encouraged every Classified Professional to consider running or nominating someone for an eBoard seat or a Senator seat. You can nominate yourself or other Classified Professionals. While elections occur in December, the terms for these positions begin July 1, 2021 and run through June 30, 2023.</p> <p>Current eBoard members shared their thoughts on what they do in their positions. These included Graylin Clavell, VP, Michele Martens, Secretary, and Dana Mints, Treasurer.</p>
Updates/Announcements	
6. GC Named #55 Nationwide for A.S. Degrees Awarded to Hispanics Graylin	<p>Graylin shared that during the 2018-2019 academic year, Grossmont College awarded 2,561 Associate degrees. Of these, 817 were earned by those students who identify as Hispanic or Latinx. Alexis asked how many colleges were included in this ranking and Graylin said the survey included 100 schools.</p>
7. SERP Update Michele	<p>Michele reported that Chancellor's Cabinet will share their recommendation to move forward with the SERP to the Governing Board. The number of retirees include 24 Classified Professionals, 7 Faculty, 3 Supervisors, and 1 Classified Manager. The Board will meet on October 27 and, if they approve, these employees will officially retire as of December 18, 2020 with their retirement benefits commencing February 1, 2021. Chancellor's Cabinet is currently working on plan to address the operational impacts of all these retirements.</p>
8. Food Distribution, Gizmo's Drive-Thru Announcement Dana	<p>Susan Berry, our Student Engagement Coordinator, has organized a drive-thru to supply students with food. This will happen on Tuesday, October 20th from 12:30-2:30 and is open to currently enrolled students and current GC employees.</p> <p>There will be food distribution drive-thrus in November and</p>

	<p>December as well. If you'd like to help with these distributions, contact Susan Berry. If you'd like to receive supplies, simply go to the following document: https://docs.google.com/forms/d/e/1FAIpQLSfWdKt821jIE2Cu3sGvbFYdcOlfCAx1ZLR-FpMiJDjko16zwQ/viewform?vc=0&c=0&w=1&flr=0</p>
Committee Reports	
9. <u>Classified PD Advisory</u> - Shardai and Rochelle	<p>Shardai mentioned the next Watercooler is October 21st and she said these events are quite rewarding. President Nabil stopped by the last Watercooler to check in with Classified Professionals.</p> <p>The next Classified PD Advisory meeting is October 23 and this group is currently working on a newsletter that will streamline announcements, promote events, offer reminders, etc. Shardai said this committee is also planning a series of Listening Circles and there will be more information to come.</p>
10. Budget Ruth Ramirez	<p>Ruth shared that the Budget Committee discussed the CARES funding and how it is being distributed. There is \$3.1M earmarked for direct student aid at \$500 per award.</p> <p>We have ordered 100 laptops for student check outs and we may be ordering hotpots for check out as well. These hotspots will come with 2 free months of service and the option for students to retain them after the two months and pay a nominal fee of \$20 per month.</p>
11. Facilities	None.
12. Student Success & Equity Shardai	<p>At the last SS&E meeting, they reviewed the California Community Colleges Chancellor's Vision for Success goals. Each member of SS&E was tasked with sharing information on these goals with their departments and reporting back on how these departments are working to achieve these goals. SS&E is in a transition period and the responses to these guiding goals will help SS&E refine their work as a committee.</p>
13. Classified Staffing Prioritization Bryan	<p>Classified Staffing is working through the Annual Unit Plans (AUP) they received. In the AUP, departments request new positions. Thirty-four positions were requested and this resulted in a total of 20 presentations as some fall under the same title and can be combined. Classified presentations are slated for Friday, November 6.</p> <p>Bryan mentioned that Nabil visited the Staffing meeting and discussed the numerous Classified positions that may be vacated due to the SERP. Nabil shared that we may look in-house for Classified Professionals to work out of class.</p>

ANNOUNCEMENTS

- **Next Classified Book Club is Tuesday, October 20th at 3:00**
- **Fall Classified Meetings – 1st, 3rd, and 5th Friday between 1:30-3:00**
- **Watercooler Wednesday! Every other Wednesday at 10am—Next One is October 21th**
- **Next Classified Senate Meeting is October 30 at 1:30**

Zoom Connection Information:

Next Classified Senate Meeting

Friday, October 30, 2020 at 1:30 PM

<https://cccconfer.zoom.us/j/95659181175>

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/95659181175>

Or iPhone one-tap (US Toll): +16699006833,95659181175# or +13462487799,95659181175#

Or Telephone:

Dial:

+1 669 900 6833 (US Toll)

+1 346 248 7799 (US Toll)

+1 253 215 8782 (US Toll)

+1 301 715 8592 (US Toll)

+1 312 626 6799 (US Toll)

+1 646 876 9923 (US Toll)

Meeting ID: 956 5918 1175

International numbers available: <https://cccconfer.zoom.us/u/abydv4nf42>

Or Skype for Business (Lync):

SIP:95659181175@lync.zoom.u

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