



GROSSMONT COLLEGE
Professional Development Committee
October 21, 2020
2:00 p.m. – 3:30 p.m.

MEETING NOTES

Join Here: <https://cccconfer.zoom.us/j/99465424965>

Purpose The Professional Development Committee carries out planning and evaluation of professional development programming which enhances the college's readiness to achieve its strategic goals and mission. It also supports the institution's continuous improvement and its diverse personnel. The committee identifies emerging trends from annual unit plans and program review to inform professional development.

CO-CHAIRS (Voting Members)	ASSOCIATED STUDENTS OF GROSSMONT COLLEGE (Voting Members)	ADVISORY (Non-voting members)
<input checked="" type="checkbox"/> Lida Rafia, Chair	<input type="checkbox"/> Diego Osuna	<input type="checkbox"/> Marsha Gable
<input type="checkbox"/> Maite Valladolid, Faculty Co-Chair	<input type="checkbox"/> Javier Covarruvas	<input checked="" type="checkbox"/> Marshall Fulbright
		<input type="checkbox"/> Bill McGreevy

ACADEMIC SENATE (Voting Members)	CLASSIFIED SENATE (Voting Members)	ADMINISTRATORS' ASSOCIATION (Voting Members)
<input checked="" type="checkbox"/> Christen McGaughey-Gilreath	<input checked="" type="checkbox"/> Ryan Cline	<input checked="" type="checkbox"/> Agustin Albarran
	<input checked="" type="checkbox"/> Rachel Benson	<input checked="" type="checkbox"/> Veronica Romero

EX-OFFICIO (Voting Members)	RECORDER (Non-Voting Member)
<input checked="" type="checkbox"/> Sharon Sampson / <input checked="" type="checkbox"/> Taneisha Hellon	<input checked="" type="checkbox"/> Bernadette Black
<input checked="" type="checkbox"/> Brian Rickel	
<input checked="" type="checkbox"/> Lorena Ruggero	
<input checked="" type="checkbox"/> Rochelle Weiser	

ROUTINE BUSINESS	
1. Welcome / Public Comments	Lida welcomed the group. Michael Copenhaver and Juan Carlos Reyes were in attendance as guests.
2. Additions/Deletions to Agenda	No additions or deletions to the agenda were made.
3. Approve Meeting Notes – 9/16/20	The notes from 9/16/20 were approved.

NEW BUSINESS	
4. Other	

DISCUSSION	
5. President’s Taskforce on Anti-Racism	<p>Lida stated that the State Chancellor put out a Call to Action memo for institutions to work on dismantling racism by acknowledging it, recognizing it, and doing something about it. The six action items included:</p> <ol style="list-style-type: none"> 1) A System-wide review of law enforcement officers and first responder training and curriculum. 2) Campus leaders must host open dialogue and address campus climate. Lida stated that PD is offering listening sessions at the college - one on COVID-19 and the other on racism -- to build community, understand where we are, and to get people’s insight so in the spring we can offer programming that meets the needs of college employees. 3) Campuses must audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum. 4) District Boards review and update Equity plans with urgency. Lida stated that there will be a board report in November to talk about what we have done to address anti-racism. Lida added that this taskforce is led by district HR. 5) Shorten the time frame for the full implementation of the Diversity, Equity and Inclusion Integration Plan. 6) Join and engage in the Vision Resource Center “Community Colleges for Change”. <p>Lida stated that Nabil put together a taskforce on anti-racism which included administrators, classified staff, faculty in areas of influence, and Cabinet members. The taskforce meets bi-weekly. They had a brainstorming session on what action items the college needs to address. The taskforce was grouped into categories which then created subcommittees. The categories included:</p> <ul style="list-style-type: none"> • Culture – Antiracist Culture • Professional Development • Faculty Purview • Curriculum • Human Resources <p>Lida asked the committee to bring this back to their constituent groups to see if anyone is interested in participating on one of the subcommittees. She also requested that someone from each subgroup to give an update to the PD committee and would like to get an update at next month’s meeting.</p>
6. Climate Survey	<p>Lida stated that Grossmont signed an agreement with the USC Race and Equity Center, and with that comes three surveys over the course of three years on campus climate; the first survey is to students, second survey to staff, and third survey to faculty. The survey for students will be administered October 27th and will be open through November 12th. The focus is on racial climate. We hope to get an analysis of the results by spring semester so we can understand how we are doing and what the implications are of our own behaviors. This will position the college into thinking about long-term planning and a vision for campus climate and culture. Lorena added that she worked with Joan Ahrens on the email that will be sent to the students informing them about the upcoming survey from NACCC; that email to students will also be shared campuswide. Lida stated that faculty and staff should encourage students to take the survey as students are more likely to complete a survey when they personally know the person who is sending them the survey. Brian stated that a lot of racial climate is by face-to-face and felt that we might miss out with first time students. Lida stated that a lot of questions will be around if students feel valued. Lorena added that the survey will take approximately 15 minutes to complete. A random drawing for Amazon giftcards will be held for those participating in the survey. This survey will help us understand the experience of our students so that we can understand how to do better in policies, practices, and procedures.</p>
7. Vision Resource Center Update	Item not discussed.

COMMITTEE REPORTS

8. Classified Advisory
Committee

Rochelle stated that the Classified Advisory committee will be meeting this Friday. There will be discussion about Lunchbox Leadership and possibly hosting one in November and December in follow-up to the two Learning Sessions. There will also be discussion about the possibility of hosting another Classified Institute. The Classified Institute was a weeklong, half day event where there was discussion about equity. Rochelle stated that approximately 25-30 staff people participated. The institute started with shared language about equity and unconscious bias and identifying our own privileges. Then, they talked about the history of institutional racism. They also had the opportunity to hear from students and their engagements with the campus community. It was then wrapped up by how to move forward. Rochelle added that they also held a Mediation Institute and the Classified Advisory committee hoped to have this as an annual training so everyone has the opportunity to participate. Lida noted that there were additional discussions about hosting a Faculty Institute. One stated that the Faculty Institute should be the faculty onboarding process. It was also suggested creating a Canvas shell to provide the training and resources for faculty.

<p>9. Faculty Professional Development Committee (curriculum updates, Academic Senate resolution)</p>	<p>Lida stated the resolution on Black Lives Matter was approved unanimously by the Academic Senate. She shared that resolution with the committee. Sharon Sampson, Tate Hurvitz, and Raymundo Quezada were acknowledged for putting that document today. Sharon stated that Cuyamaca already passed a resolution and ASCCC is working on a similar resolution based on the State Chancellor's Call to Action. She added that they modeled that resolution and used some of the language from Cuyamaca as well as researched other resolutions from community colleges. The resolution was presented to the Senate officers last Friday and approved by Senate on Monday. The resolution has an actionable item that stated for the spring, the college would institutionalize the goals set forth and to come up with strategies to make sure our culture is inclusive. The resolution also contained language about professional development. Sharon noted that ASCCC is holding a Plenary session on anti-blackness for the entire state and that she is a presenter.</p> <p>Lida asked how we collectively, as an institution, support this effort. How do we envision working together? Some items in the resolution are things we had already started at the college but then stopped due to lack of support or interest. Rochelle asked if there is a way we can express support for this resolution so that it feeds into the governance system. Lorena asked if other constituency groups pass resolutions, and if so, perhaps they can pass a resolution on to the Office of the President and Cabinet. One noted that it seemed odd for administrators to come up with a resolution when it is our job to serve institutional goals. We need to build strong partnerships and trust among colleagues. Brian noted that as he gets more involved in governance, he is hearing a lot of constant mistrust between faculty, staff, and administrators. He suggested that PD address the power dynamics head on. He added that power dynamics come from union strength. It was also noted that addressing power struggle is complex and needs to be addressed in a way that would be productive and efficient. Also, it was noted that what also contributes to power dynamics is the notion of ownership.</p> <p>There was discussion about rebuilding a foundation that people trust and respect each other. We need to acknowledge where our challenges are and what we need to work on. There was also discussion about the role of the PD committee and tackling PD outside of flex week on a bigger scale as we move into spring. It was suggested looking at ideas for long-term professional development by developing a Professional Development plan for the college.</p> <p>Faculty Professional Development Committee Update: Brian stated that they had a conversation with ASCCC and they are reopening their professional development college. The FPDC approved ASCCC courses and anything they offer for professional development credit. They also offered approval for the monthly Community of Practice meetings. The committee did not offer blanket approval to specific campus events as they want to leave that to the external process. They also had discussions on how to implement the work we are talking about in professional development. The call for flex proposals for spring will come out shortly; the goal is to have the proposals approved at their meeting on December 4th. Brian stated that they are asking to further conversations on DEI work and anti-racism and how its implemented in the classroom and on campus. The other flex proposals they are asking for are for people who have attended conferences to come back and present during flex week. Lastly, they are asking for people with experience in moderating difficult conversations to help with codifying this work. Brian hopes to get this out by next Monday.</p>
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FOR CONSENSUS

10.

FOLLOW-UP

Who	Item	Timeline
Committee members	Share with their constituency groups about the opportunity to serve on a sub-committee of the President's Taskforce on Anti-Racism.	

NEXT MEETING: Wednesday, November 18, 2020 @ 2:00-3:30

Zoom information:

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/99465424965>

Or iPhone one-tap (US Toll): +16699006833,99465424965# or +13462487799,99465424965#

Or Telephone:

Dial:

+1 669 900 6833 (US Toll)

+1 346 248 7799 (US Toll)

+1 253 215 8782 (US Toll)

Meeting ID: 994 6542 4965

International numbers available: <https://cccconfer.zoom.us/j/99465424965>

Or Skype for Business (Lync):

SIP:99465424965@lync.zoom.us