

GROSSMONT COLLEGE
Classified Senate
Thursday, August 5, 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 Roster

| EXECUTIVE OFFICERS | SENATORS | SENATORS |
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| <input checked="" type="checkbox"/> Michele Martens-President | <input type="checkbox"/> Alexis Lytle | <input checked="" type="checkbox"/> Joel Bakker |
| <input checked="" type="checkbox"/> Rochelle Weiser-Vice President | <input checked="" type="checkbox"/> Andrew Hellier | <input type="checkbox"/> Nadia Almaguer |
| <input 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 checked="" type="checkbox"/> Danielle Feliciano | <input checked="" type="checkbox"/> Ryan Cline |
| | <input type="checkbox"/> Diana Barajas | <input type="checkbox"/> Shardai Zaragoza |
| | <input checked="" type="checkbox"/> Graylin Clavell | <input checked="" type="checkbox"/> Victoria Rodriguez |
| Guests: Alison Haertjens Dawn Heuft Della Elliot Lisa Brlas | Guests: Kathleen Flynn Jeanine Spraul Reyna Torriente Theresa Apodaca | |

Routine Business

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| 1. Welcome | Michele welcomed the group and thanked everyone for attending. |
| 2. Public Comment | No public comments were made. |
| 3. Additions/Deletions to Agenda | No additions or deletions to the agenda were made. |
| 4. Approval of 7/15/21 meeting minutes | The meeting notes from 7/15/21 were unanimously approved. |

New Business

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| 5. Swearing In New eBoard and Senators | <p>Michele sworn in Rochelle Weiser as the Classified Senate's Vice President.</p> <p>Michele also sworn in Senators Danielle Feliciano, Graylin Clavelle, and Victoria Rodriguez. Senator Nadia Almaguer was absent.</p> |
| 6. Feedback about Courtnee's presentation – Tie into goals/survey | <p>Michele asked for feedback on Courtnee Mack's presentation from last meeting. Highlights included:</p> <ul style="list-style-type: none"> • Her presentation was empowering and inspiring. • She identified steps that anyone in any role can take to lead. You can lead from any position! • Kirstyn shared that after hearing Courtnee speak at CLI, it motivated her to apply for the master's program and was accepted. • Michele acknowledged Courtnee's comment on being student focused. If you aren't here for the students, you should find another job. • You have to be bold and courageous in supporting our students. • If leadership isn't for you, it's your choice. • Read higher education periodicals. • Find positivity and joy in your work. Each person has the ability to influence the feeling in the room. • Join a committee. • Learn your boss' job. • Mentor student leaders! • Take classes and finish your degree. • Be humble and kind in your leadership role. • The best bosses know they don't know everything. <p>Michele added that Courtnee Mack presented at no charge as she does not charge her peers to present.</p> |
| 7. Virtual folders, eBoard and Senators' roles | <p>Michele emailed the virtual folders to the Senators and eBoard members and asked if there were any issues accessing it. Included in the virtual folders were the 2021-23 Senate roster, Senate constitution, Senate Bylaws, meeting dates, resolutions,</p> |

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| | <p>the Participatory Governance handbook, Classified Senate Governance Committee Communication plan, thinking points, Senator Duties, and Senate and CSEA roles/responsibilities. The eBoard’s responsibilities can be found in the bylaws. As a heads up, one of the eBoard’s goals is to update the constitution and bylaws. The eBoard will also be working on updating the communication plan. Training will be provided to Senators and classified professionals who serve on committees. Michele asked the Senators to review the folder and to jot down any questions they might have as we will start unpacking this at the next meeting.</p> |
| <p>8. Discuss District Senate becoming part of the GC Classified Senate family</p> | <p>Michele stated Grossmont’s eBoard met with the District eBoard for a discussion on them becoming a part of GC Classified Senate. She noted that the District is where Grossmont was at two years ago. They have the same people serving on the eBoard doing the work which is not sustainable. There was discussion about them joining us and participating as Senators but some concerns were shared with them. In particular, one big concern was with our participatory governance. If we seat district personnel on our governance committees then the handbook needs to be changed and this would get real sticky. It was agreed for the time being, that the district will keep their framework on paper but will not have any officers serving on their Senate. In turn, the district is working on identifying a liaison who will come to our meetings to gather information and share out information about the district. It was reiterated that all classified professionals are welcome to attend Grossmont Senate events, meetings, and professional development trainings. Michele added that we hope we can help the District get their Senate back on its feet. The Chancellor is talking about changing their structure into a governance body and it will be important for their Classified Senate to be intact so they have a voice on their committees. The District is working on including representation from all constituent bodies on their committees. Della added that they had representation on some committees and taskforces, but it’s been informal. The Chancellor wants to solidify the process and make it more formal.</p> <p>Bryan asked if our goal here is to discuss the proposal, however, Michele noted that the discussion already happened with the District eBoard. The result from that meeting was that they are going to leave their structure in place but not have active eBoard members. They are working to identify a liaison to come to our meetings to be well informed of trainings and opportunities.</p> <p>Bryan added that four years ago, we were one Senate which was then split into three Senates. It is important for the District to know that they have a voice at the table and if the Chancellor is correcting their governance, it would be important for them to have a seat at the table. He added that we need to help District Services so classified professional’s voices are heard. Rochelle</p> |

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| | <p>added that was pretty much the conversation the two eBoards had during the meeting. She also felt strongly that the Senates were in place for a purpose and that they needed to maintain their Senate. There was discussion about mentoring the District and Bryan offered his assistance and Dana Mints offered to help mentor as well as provide historical data. Michele added that the eBoards talked about going from one Senate to three and what it would mean if they disbanded. Our goal is to nurture the District, mentor them, and help them grow.</p> <p>Dana added that she also agreed that keeping the Senates separate made the most sense, however, she was saddened to hear that the District Senate wanted to dissolve. She asked how the decision would affect the Coordinating Council that is supposed to represent the three Senates. Michele responded that there has been no discussion about that. She added that there was discussion about having the district liaison be an actual eBoard member but that didn't make sense either. We haven't flushed everything out yet. The District reached out to someone and we are waiting to see if they are going to accept as their point of contact. That person would also be present at the Coordinating Council. The goal is to mentor this person in hopes for them to be president for the District Senate.</p> <p>Dawn added that it's nice to hear this conversation and noted that four years ago, the table was turned, and the district had a good team so things are cyclical. They have a tough environment and a lot of empty positions. It was suggested doing some outreach and encouraging them to attend meetings. Michele added that it was helpful for Grossmont, pre-pandemic, when members searched out individuals and personally inviting them to attend Senate meetings. There are significant differences between the college and district personnel so hopefully they can find some leadership within their ranks to put forward interest.</p> |
| <p>9. Discuss survey results about members' goals for the upcoming year</p> | <p>Kirstyn shared the summary and key points of the survey results. One question asked staff why they aren't attending the Senate meetings and a majority of people who responded indicated that they had a nontraditional schedule, it was due to workload issues, or not having equipment to be able to attend. As far as goals, most responses revolved around professional development. There was one response related to raises, however that is CSEA and not Classified Senate's jurisdiction. This also brought to our attention on who should be attending our Senate meetings. Per our bylaws, there is one non-voting seat allocated to each of the following: CSEA, Professional Development department, Student Association, Academic Senate, and Administrator's Association so the eBoard will be working on that relationship. Another goal is our continued work on antiracism. We will talk about ways to implement these goals at a later date.</p> |

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| | <p>The personal goals revolved around professional development and leadership. Rochelle noted that the PD office just offered the Leadership Lunchbox and stated that there will be more opportunities for leadership building. PD offered two sessions for Lunchbox Leadership this week. It was a great partnership between Rochelle Weiser, Shardai Zaragoza, and our PD specialist at the district, Nashona Andrade. The workshop was put together around the idea of leadership and building a leadership toolbox with the premise that you do not have to be a manager or supervisor to be a leader. Positionality does not matter when it comes to being a leader; rather, it's initiative and using the gifts and skills you have. There will be more sessions scheduled throughout the semester that will focus on leadership and things that support leadership. There was talk about the idea of the imposter syndrome when going into meetings so some sessions will focus on that particular topic. She added that there's a group of Senators currently working on our Governance 101 training as well.</p> <p>The survey also showed results on how the eBoard can support our members and classified professionals. One response included bringing back Classified Appreciation Day which is typically done in the spring time. Pre-pandemic, we actually had Classified Professionals week so hopefully once we are back on campus, we will be able to continue this annual event. Michele added that one item that stood out to her in the goals was the comment on wanting a collegial relationship with the Senate and CSEA. She stated that she had dinner with Kathleen Flynn and Patty Sparks (both CSEA reps) and had a good discussion on working together. Kathleen added that she would like to have a joint eBoard meeting between the Senate and CSEA and will be sharing that at the next CSEA meeting.</p> <p>If anyone wants a copy of the survey results, please email Michele or any of the eBoard members.</p> |
| <p>10. Summarize Equity institute</p> | <p>Rochelle stated that PD offered the Equity Institute (four days) back in June. It was a collaborative effort in terms of facilitation. They partnered with faculty members Maite Valladolid, Julio Soto, and Raymundo Quezada, and two classified professionals, Shardai Zaragoza and Victoria Rodriguez. At the institute, they dove into identity, privilege, and talked about education in terms of institutional barriers. It was a small group that did a deep dive into these discussions. They established safety in the room so people felt comfortable in sharing answers to challenging questions. They worked on a project called Sacred Cajita where they had to examine who they were and to dive into their own identity. Theresa Apodaca attended and noted that it was amazing to learn about individual backgrounds and their history. Victoria Rodriguez agreed, noting that it was nice to get to know everyone. She added that she hasn't collaborated with faculty before so she found it fun to pull something together with them.</p> |

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| | Rochelle stated that the goal is to host this annually, usually in June right after graduation. |
| 11. Fall 2021 Convocation – August 9 th | Rochelle reminded the group that Convocation is scheduled at 9:00am next Monday. Bernadette sent out an invite earlier today. She reminded people to register with VRC. Convocation will be livestreamed on YouTube. This will be a great opportunity to meet our new president and learn about her goals and vision. The Vice Presidents will also provide updates in their areas. Student poets will be joining us to provide their experience as a student throughout COVID. The president is making Convocation inclusive by inviting all constituent groups to provide a welcome. |
| <p>Next Classified Senate Meeting is Friday, August 20, 2021</p> <p>Classified Senate Antiracist Book Study, Wednesdays at 4:00 pm <u>All</u> are welcome!</p> <p><u>Click for Antiracist Book Study</u></p> | |