



GROSSMONT COLLEGE
Professional Development Committee
November 18, 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 checked="" type="checkbox"/> Maite Valladolid, Faculty Co-Chair	<input type="checkbox"/> Javier Covarruvias	<input checked="" type="checkbox"/> Marshall Fulbright
	<input checked="" type="checkbox"/> Proxy: King Wong	<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"/> Niko Crumpton
	<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 type="checkbox"/> Brian Rickel	
<input checked="" type="checkbox"/> Lorena Ruggero	
<input checked="" type="checkbox"/> Rochelle Weiser	

ROUTINE BUSINESS	
1. Welcome / Public Comments	<p>Lida and Maite welcomed the group. The committee shared their feelings about the zoombombing incident on Monday. Members noted that this needed to be addressed immediately and cannot be taken lightly. Some felt that this did not feel like a random act and that we need to call out these racist acts as a community. The committee appreciated the emails that were sent out afterwards but stated that we need to address it at hand. Maite asked if we want to continue addressing systematic racism in our community. Do we want to process things here and do activities that get us reflecting on ourselves? Or do we want to discuss more ideas to take to our constituencies? We have had conversations about what our responsibility is within our influence and control on how to move forward. Sharon stated that AOJ has been vocal in sending language to AFT about becoming a police officer and now the department is silent. Marshall stated he is hearing that more should have been done publicly to acknowledge what happened and noted that administration had an emergency meeting within an hour of the incident on how to address the matter. We are working with IT to identity the email address. Perhaps we can offer some sort of counseling or healing circle for employees.</p> <p>Lida stated that one of the things we talked about is bringing an awareness to emotions. What are people’s responsibilities in normalizing difficult conversations? The Professional Development committee should build professional development to make sure everyone is comfortable enough taking this back to their groups. Rochelle suggested that training be provided in implicit bias or privilege and race. There was further discussion about equity and inclusion which is in all governance committee’s charge. Lida stated that the PD office has developed training that we can roll out which should be something mandatory for anyone who wants to serve on a governance committee.</p>
2. Additions/Deletions to Agenda	No additions to the agenda were made.
3. Approve Meeting Notes – 10/21/20	The 10/21/20 meeting notes were approved.

NEW BUSINESS	
4. Other	

DISCUSSION

5. Debrief of Listening Sessions: COVID and Race

The Professional Development office hosted two Listening Sessions – one on COVID and the other on race, and feedback was provided. Members noted that these spaces allowed open conversations and the opportunity to connect with people and build a community. It was a healing space which provided an opportunity to collaborate. It was noted however that we are seeing the same people in these spaces.

6. President's Taskforce on Anti-Racism

Lida stated that the President's Taskforce on Anti-Racism includes administrators, faculty and staff. The taskforce assigned members into the following subgroups: culture, professional development, faculty purview, curriculum, and HR. Lida asked if anyone was interested in participating in the subgroups to let her know. Lorena added that she took this back to Administrators Association and there were a couple of people who were interested in participating in the taskforce. Lida added that she wants to make sure that anyone who serves on the subgroups that they report out to the Professional Development committee. This will be helpful to be informed on what is happening. The PD committee agreed to have the subgroup report outs as a standing agenda item. Sharon stated she is part of the Culture subgroup and stated that they had their first meeting and came up with main themes and a mission. Lorena stated that she is part of the PD subgroup and they talked about the USC alliance and the work we want to do, along with creating common language around equity.

Lida indicated that Grossmont is part of the equity alliance with the USC Center for Race and Equity. As part of that alliance includes a series of workshops. The first workshop was held last week and was on anti-blackness. Lorena indicated five people attended: Sharon Sampson, Martha Clavelle, Keith Turner, Cindy Emerson, and herself. She stated they talked about antiracist actions and reviewed whether the college is already doing them or if they need further action. They also had small breakout groups. They looked at revisiting the history of institutional racism and doing a reconciliation of past practice. She will take this back to the taskforce to address the action items. The key items they want to address is creating shared language around equity, looking at thematic professional development offerings and making it continuous learning. The idea is to take the theme and plan for the year. Lida stated that one of the antiracist action items includes providing yearlong professional development. A year or two ago, the FPDC developed themes for flex week. This year, it was noted that the themes were too limiting. Lida noted that it is faculty's purview to accept the offerings, but flex guidelines require a committee to review the offerings, which should be this committee. Sharon stated that the flex week proposals have been approved and some of them are being kicked back for follow-up. Also, Brian Rickel is doing a call out for more LGBTQ themed workshops.

Sharon reported that the fall plenary session for ASCCC has concluded. The theme was antiblackness and every proposal's content aligned with that theme. She stated that she is on the committee for the spring's plenary session and stated the theme is sustainable equity and inclusion.

COMMITTEE REPORTS	
7. Classified Advisory Committee	Rochelle stated the Classified Advisory committee is working on hosting a Lunchbox Leadership in December and formulating the idea of it to support the two Listening Circles. They have received good feedback from those who participated in the Listening Circles. She added that it will be important to acknowledge the zoombombing incident that occurred this week and then to provide materials to continue with education. They also are working on a formal request for the Classified Equity Institute for the summer.
8. Faculty Professional Development Committee	No report.

FOR CONSENSUS	
9.	

FOLLOW-UP		
Who	Item	Timeline

NEXT MEETING: Wednesday, December 16, 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