

# President's Consultation Council Meeting Notes

Date | time 09.04.20 | 10:30 AM

## 1. Last Meeting Notes

- Approved.

## 2. dl.staff.all

- Dr. Chong proposed the following for feedback on dl.staff.all:
  - In light of recent events, Dr. Chong has reviewed the dl.staff.all and other communications policies. After consulting with cabinet and board of trustees as well as numerous emails from staff requesting action, he has made the decision to put dl.staff.all on hiatus from 5:00 pm today.
  - This decision is made not to curtail free speech but to maintain civility and allow staff to perform their tasks and continue with college business.
  - There will be a process to accommodate announcements to the college community. In the short term:
    - Nobody will be able to reply to dl.staff.all emails.
    - Access to dl.staff.all will be provided to constituent leaders.
    - Other alternatives will be reviewed and developed as appropriate.
- Comments included:
  - There is a need for a pause to reflect and discuss how best to move forward.
  - All constituent groups appreciate the conversation and patience shown around dl.staff.all. There is a shared understanding that something needs to be different. A temporary suspension in the first instance is a welcomed approach. A recommendation is made that the district wait for the larger conversation on solutions/alternatives to happen in-person.
  - Specifics of the temporary suspension arrangements are working condition issues and need to be negotiated with the unions.
  - A staff member should not be prohibited from reaching out to the entire college community should they have a legitimate grievance.
  - As long as there is an alternative forum/a detailed substitute in order to conduct business, dl.staff.all hiatus is not a huge concern.
  - Students are asking administration to reprimand/fire the sender of the original email. Dr. Chong and Pedro Avila responded that employees are represented by unions and there are processes that must be followed which is under the purview of HR as a personnel and legal issue.
  - A request that Dr. Chong reconsider this decision and instead repeat the June email asking the college community to be civil would be more appropriate.

- A request for HR to make a clear statement about what our grievance policies are and how they are put into effect.
- Trustees are concerned and want action taken. They would like to see dl.staff.all used in an appropriate manner and allow employees to perform the work they need to perform.
- There is value to everyone receiving dl.staff.all emails and the views of our colleagues. There is a recommendation to change the platform to a message board which staff can log into to access/read messages.
- Defaming and libelous remarks have been made and this is not protected. Has the district taken proactive response to contact those in violation of policy 2.17?
  - Sarah Hopkins has confirmed it is being addressed in an appropriate manner.
- A replacement to dl.staff.all should consider all the functions for which staff use dl.staff.all. It benefits our community as a whole to see harassment and racism; we can better emphasize. There should be consideration given to what the levers are for dealing with this kind of a situation (harassment, racism, abuse) in addition to the confidential HR processes.
- The conversation on dl.staff.all led to colleagues' sharing their descriptions of legal definitions. There is a recommendation that the district fill that void.
- Those who have past experience know the district engages in low level and high-level disciplinary investigation and processes. Those who have no experience of this feel distrust and there should be a conversation on how to restore trust in these processes.

### 3. PSPS Planning

- Dr Chong introduced the discussion on how fires and PSPS planning impact remote learning and working. There will be conversation with bargaining units as we move forward.
- Comments included:
  - The district should consider decarbonizing its entire operations in the next ten years.
  - During remote learning, students are impacted severely when power is out and there are evacuations. What are the student thoughts?
    - Not having a stable WIFI is a big challenge. Are more hotspots available?
      - Pedro Avila confirmed 100 more hotspots have been purchased and ready to be distributed. More will be purchased as needed.
  - Faculty response and leniency with students during these difficult times hasn't been consistent across the board.
  - There are concerns over recording lectures and privacy.
    - Several comments from faculty on recording classes. Jane Saldana-Talley commented she is delighted Dr. Chong made the announcement early for online learning in Spring 2021 which allows more time for collaborative work and clarity in schedule of classes.
  - In the last fires (Walbridge Fire) part of the county was evacuated and part wasn't. there was a lack of equity therefore on the response from the district. With those evacuated or

otherwise impacted, online classes should have been suspended. What are the measures used, while we are remote learning, for deciding when to suspend online classes?

- Jane Saldana-Talley thanked for these comments as Cabinet is asking exactly for this kind of input.

#### **4. PRT Visit**

- Dr. Chong reminded the group of the first PRT visit on October 19<sup>th</sup> and their contribution in the visit.