

President's Consultation Council Notes

Monday, Jun 22, 2020

BLM at SRJC:

- Dr. C gave an update on BSU demands and District's response:
 - He is working with the BOT & Cabinet to listen, learn and do better. District sponsored and participated in BSU Rally on June 6.
 - Dr. Chong is meeting with the Black employee group this afternoon and has been in discussion with the Black and African American leaders in the college community
 - Cabinet is reviewing BSU Demands; Dr. Chong provided an update of where we are currently with these demands and recommendations of where we can go while respecting Academic Senate and union purview.
- Accurate and honest self-assessment is needed. We currently have services that are there to help and support marginalized students. Good place to start is to review these programs; how they are funded and how those funds are used, what is the most productive way to run these departments/programs.
 - The outcome of student programs supporting underrepresented students is reviewed/should be reviewed however we cannot focus just on these programs. We should be encouraged to look at our institution as a whole and look at how students navigate our very traditional approach in some areas. This is not just a program issue, this is an institutional issue.
 - We should have a greater integration of special programs with instructional programs which allows for a conscious effort to serve our students. We should measure outcomes more carefully. We can increase output/numbers without addressing real transformational excellence however we should find a way to track qualitative learning also.
- Looking forward to further discussion and more training on how to be an anti-racist.
- It is problematic that there is no Black or African American representation at leadership level leading the conversation.
- Some of the conversation on dl.staff.all distracts from the real issue with systemic racism which is resources. The discussion should be around who has the resources, who has access to them and how SRJC can support Black and African American students, employees and community members. We need to unify to demand more from Sacramento and Federal government.
 - Dr. Chong has followed up with the state legislators on the advocacy letters sent. There hasn't been a unified advocacy effort like this around funding at SRJC in the past. Without those letters there could have been 12 – 15 % cut to our general funds. As we get into election season, we can unify to advocate for resources that benefit us all.
- We should look carefully at hiring procedures and where we can make a difference to increase diversity. Part of the conversation would be with the Senate to make long term changes by reviewing the procedures closely.
 - Diversity statement in the application should be revised.

- Preferred qualifications discourage those who don't have them from applying, disproportionately impacting minority groups.
- We should have faculty that reflect our student body. Faculty hiring committee should be able to see which applicant is BIPOC. We should get rid of Prop 209.
- Legislature is preparing an opportunity for public to vote on this so we should be part of that effort to overturn Prop 209. UC voted to reinstate affirmative action and we can do something similar. If not directly in violation of the law, we could do something challenging and provocative enough i.e. instigate a court proceeding that stands as an exemplar for others.
 - i. In order to engage in civil disobedience like this, we would need to partner with other institutions and we shouldn't go it alone.
- Reality and experience of Black and African American people is fundamentally inaccessible to those who don't experience it directly. HBCU mission statements emphasize educational excellence and address these fundamental experiential problems. They achieve this by providing an atmosphere where students can abandon double identity and focus on their academic experience.
- We should consider compensating the students from BSU for the time they invest. They are meeting with a number of constituents, researching and doing a lot of work.
- In response to this historic moment, we need to be 'loud'. We should continue to put accomplishments in front of college community and students so they see real work and change.
- More periodic training opportunities as well as opportunities to listen to testimonials are needed.

DL.STAFF.ALL:

- Most are oftentimes hesitant to post on dl.staff.all which speaks to a bigger problem: that there isn't a welcoming of different perspectives. We should be asking for appreciation of different perspectives and a willingness to understand different perspectives as they are built of individual experiences.
- It is easy to misunderstand dl.staff.all emails as it isn't face-to-face. A platform that allows for face-to-face conversation without being afraid of attacks would be helpful.
- Moving forward with these important issues requires conversation which we cannot have when stonewalled by others. Diversity includes diversity of thought and perspective. Respectful disagreement doesn't happen on dl.staff.all; instead you get called out and ganged up on. This hurts the greater cause of coming together as a community as most choose not to contribute to the conversation as a result.
- Dr. Chong's assessment is that there are no standards to using dl.staff.all and any guidelines that exist aren't enforced as he wants to protect community's right to free speech. We should consider different forums to have different conversations where people choose to join those conversations:
 - Consider limit dl.staff.all to college business OR have forums for different conversations
 - Or both
- We should be careful and sensitive if we are discussing making changes to dl.staff.all.

- Imposing restrictions while the conversation is going on is complicated. Conversations metabolize and run their course and asking people to stop a conversation fuels the fire.
- We can consider building in mechanisms such as 'are you sure you want to send this' warning before a dl.staff.all message is sent out.
- We should empower our students by inviting them and showing them how policy, union, senate works.
- Once the conversation has run its course, periodic messaging on what the platform should be used for could be helpful. Ideas can be challenged, not people (i.e. do not attack.)
- Key facet of higher education is having open and honest conversations particularly with those we who do not agree with you and have different viewpoints. This is a key time to have those conversations about our institution. It is particularly hard to do when you open up and you are attacked. Forums are an option but we need to look at how we have these conversations at our institution. We need to consider what it means when we talk to each other like this and how this impacts our students.
- Dl.staff.all and the messages posted are reflective of our community and therefore a big indication of how far we have to go.
- Dl.staff.all has been a topic of discussion several times in the past and a committee was formed to review it.
- Majority of the conversation is between tenured faculty who have nothing to lose.
- RSS newsfeed is an option which you can opt into.
- We should educate those who post messages in the way they do in our leadership positions.
 - Leadership position doesn't guarantee they will listen.
- While there is no easy solution, we have to model the behaviors we want to see in others. We should consider the recommendation of 'policing our own'.