

00:32:16 Mark Lewis: Motion to amend the agenda for possible action on
ethnic studies issue

00:32:23 Star Louis Steers: Yes

00:32:25 Cameron Bluford: yes

00:32:25 Dr. Adrianna Simone (ella/s, she, her/s): Yes

00:32:26 Janice Townsend: Yes

00:32:36 Estelle Davi: Estelle: Abstain

00:32:39 Julie Von Bergen: yes

00:32:47 Paulette Imperial: Yes

00:32:47 William Cruz: Yes

00:32:55 Alex Sample: abstain

00:33:08 Maria: yes

00:33:16 James Clark: yes

00:34:17 Marci she/her: Yes

00:34:41 Luis Zuniga: yes

00:34:52 Igiambattista: abstain

00:34:56 Kurt Crowder: abstain

00:36:22 Camille Santana (she/her/siya): Are people aware that abstain=No in
last vote?

00:36:31 Mark Lewis: Vote to accept the agenda

00:36:36 Igiambattista: Yes

00:36:39 James Clark: Yes

00:36:40 Julie Von Bergen: yes

00:36:40 Estelle Davi: Estelle: Yes

00:36:40 William Cruz: yes

00:36:40 Kurt Crowder: Yes

00:36:41 Jennifer Saito: Yes

00:36:43 Maria: yes

00:36:44 Star Louis Steers: yes

00:36:47 Alex Sample: yes

00:36:48 Cameron Bluford: yes

00:36:49 Janice Townsend: no

00:36:54 Dr. Adrianna Simone (ella/s, she, her/s): No

00:36:56 Marci she/her: Yes

00:39:33 Mark Lewis: Motion to approve the minutes.

00:39:38 Kurt Crowder: Abstain

00:39:38 Igiambattista: Yes

00:39:40 Star Louis Steers: yes

00:39:42 Jennifer Saito: yes

00:39:43 James Clark: yes

00:39:43 Julie Von Bergen: yes

00:39:44 Cameron Bluford: yes

00:39:47 Alex Sample: yes

00:39:48 William Cruz: yes

00:39:49 Marci she/her: Yes

00:39:53 Maria: yes

00:39:54 Janice Townsend: yes

00:39:58 Estelle Davi: Estelle: Yes

00:40:02 Dr. Adrianna Simone (ella/s, she, her/s): Yes

00:44:08 Julie Von Bergen: Would the HR representative on hiring

committees also now vote?

00:44:30 Lucy Snow: This is very restrictive especially for small departments

00:44:31 Eileen Valenzuela: The HR Rep is the EEO and does not vote.

00:45:23 jguerrero506: What was the impetus for having non-voting members on hiring committees?

00:45:33 Lucy Snow: What Janice is saying. Yes

00:45:40 Morgan Lynn: Here are additional explanations of upcoming regulatory changes:

<https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/General-Counsel/Pending-Regulatory-Action>

00:46:57 Julie Von Bergen: @jguerrero506 one function was for the non-voting member to be the tutoree in the interview, I believe I was this person on your lab coordinator committee

00:47:57 jguerrero506: Yes you were. And that explains the Subject Lab Coordinators. But not all other positions.

00:48:51 jguerrero506: Why would we need a faculty member on a hire for janitorial staff? Not saying I don't like it.... but why?

00:49:40 Kurt Crowder: You wouldn't need faculty to hire a custodian. You might need faculty for hiring a lab coordinator.

00:50:10 jguerrero506: @Kurt: But is that the only reason? Just for the subject Coordinators?

00:50:42 Kurt Crowder: That's the only example I can think of right now.

00:52:01 jguerrero506: I would push to make the Subject Coordinators faculty positions across the board. For the majority of these positions, it requires some form of faculty knowledge and responsibility.

00:52:08 Julie Von Bergen: Classified and students also have served on faculty hiring committees as non-voting members

01:28:56 Morgan Lynn: Info on Faculty Leadership Institute:
<https://www.asccc.org/>

01:29:54 Morgan Lynn: This homepage also will connect you to various state-wide initiatives, task forces, (in particular part-time task force which is being very active right now). It's a great time to get involved at the state-wide level.

01:30:59 Morgan Lynn: Again: HUGE thanks to our curriculum committee members, and if you know a member or can remember to give your rep some props soon, I think they would really appreciate it

01:32:13 lgiambattista: Yes

01:32:20 Mark Lewis: Approval of GE committee report and charges

01:32:26 Dr. Adrianna Simone (ella/s, she, her/s): Yes

01:32:32 Estelle Davi: Estelle: Yes

01:32:33 Star Louis Steers: yes

01:32:33 Cameron Bluford: yes

01:32:34 Maria: yes

01:32:34 Jennifer Saito: yes

01:32:35 James Clark: Yes

01:32:36 Julie Von Bergen: yes

01:32:38 Kurt Crowder: Yes

01:32:38 Alex Sample: yes

01:32:39 William Cruz: yes

01:32:40 Janice Townsend: yes
01:32:52 Marci she/her: Yes
01:33:41 Camille Santana (she/her/siya): It doesn't need to be controversial.
01:36:56 Jeffrey Bui: Hello everyone!

My name is Jeffrey Bui and I'm the LMCAS President-elect at LMC! I joined today's meeting because I want to emphasize the importance of ethnic studies in education and the utility it provides to broaden the perspectives of students.

As a person of color, it is important to me and other marginalized communities to receive representation and teach others about our culture and history. To promote not only the ever-increasing diversity of our country, but also the diversity in knowledge and thought.

01:36:59 Jeffrey Bui: Additionally, I want to emphasize the creation of APIDA ethnic studies courses and curricula. As someone in the APIDA community, I have noticed a lack of APIDA representation at LMC. Not to say that LMC is exclusive in this aspect and to also acknowledge the work that has already been made to represent the APIDA community, but the lack of inclusion as a whole have left an impact on my place within LMC. It is essential that all students, no matter their background, know that they are represented in their community and education.

01:37:39 Jeffrey Bui: I'm also a Student at LMC since Spring 2021

01:38:28 Shellie: As a student of color, I find it reprehensible that management continues to stall on a department and program that would contribute to the college and the people of color in this community. How can LMC tout their diversity without having a department that reflects the history and challenges of people of color.

01:39:37 Paulette Imperial: Hello everyone! My name is Paulette Imperial, & I am a first-year student at LMC! Please support & amplify student voices and our history by advocating for ethnic studies! Advocating for ethnic studies will strengthen the community of BIPOC students who discreetly & explicitly deal with oppression. Let us inspire and uplift our students in all aspects! Our history is your history! I am currently taking classes like Philippine classes at CCSF and I have a multitude of friends who would be interested in taking it if they had access and did not have to register elsewhere! Celebrate inclusivity & representation! We need and deserve an ethnic studies department now!

01:42:07 Camille Santana (she/her/siya): Thank you, LMC Students: President-Elect Jeffrey Bui, Shellie, and Paulette Imperial for speaking and highlighting STUDENT VOICE!!

01:42:08 iPhone: What kinds of an objection is that some people were "surprised"? Sounds like management will find any excuse that they can to delay.

01:44:21 Camille Santana (she/her/siya): Our students are ready. Our students have been ready. LMC can be ready. We need to prioritize student voice as we have also been prioritizing EQUITY for many years. Establishing Ethnic Studies is a way to SHOW concretely LMC's commitment to EQUITY on paper to PRACTICE.

01:44:32 Kyla N: Hello. My name is Kyla Nano, a first-year LMC student of color and to add on to what has been commented here in chat, I wanted to advocate for the addition of ethnic students to the curriculum. I feel strongly about this, as I have always wanted to feel inclusive with just taking the course but having to find it at another institution personally is not only costly and also reflects how inaccessible this is to students of color who want to feel included and seen and

heard.

01:44:34 LD Green (they/them): This process has been going on for years at LMC now, and from what I've witnessed there has been a lot of due diligence and collaboration with faculty. I don't understand why "fine tuning" is holding up when so much major work has been done. CCC has had an Ethnic Studies department for decades. Thank you to the students for being here and voicing your concerns, they are valued.

01:45:03 Camille Santana (she/her/siya): Many other programs at LMC has been support

01:45:32 Shellie: Can't course be added after the creation of the department? Isn't that how it works with new classes with established departments? Seems like faculty has had a lot of opportunities to do participate and comment but chose not to.

01:47:37 Camille Santana (she/her/siya): Many other programs at LMC has been supported and moved forward, building while we are going along (building the plane while we are flying it) this attitude and approach of moving forward does not seem to be applied to Ethnic Studies. Let's move together at LMC to push in solidarity to get Ethnic Studies off the ground ASAP. We can set the 1st Academic Senate meeting for this to be voted on. Please prioritize this in Fall 2022 if that's the earliest that things can move.

01:49:25 Abigail Duldulao: It's #1 and #2 in our EMP GOAL 20220-2025; #1 To strengthen a culture of equity, diversity, inclusion, and racial justice. #2 To increase and maximize equitable opportunities for students to successfully complete courses and programs. Our Call to Action: #4, Review and update Equity plans with urgency and #5 "Shorten the time frame for full implementation of the Diversity, Equity, and Inclusion Integration Plan."

01:53:09 Kurt Crowder: Why have we not received board and state approval yet? Can this be done over the summer?

01:53:20 Dr. Adrianna Simone (ella/s, she, her/s): It should be coming soon

01:53:54 Janice Townsend: Plus there are already social justice degrees already1

01:54:17 Dr. Adrianna Simone (ella/s, she, her/s): Approval will be quick once it goes through. Our program is aligned with the upcoming ADTs in Ethnic Studies and the transition will be seamless.

01:54:55 Janice Townsend: I would like to extend time and make a vote for this!

01:55:30 Camille Santana (she/her/siya): Thank you, LMC Student Kyla Nano for your comments and all LMC Students speaking about the strong support and student need for Ethnic Studies.

01:55:32 Janice Townsend: I mean a vote to extend time

01:55:41 iPhone: "supportive" is when you say you support something and then you refuse to implement it apparently

01:56:03 Kurt Crowder: Thanks, Milton.

01:56:33 Morgan Lynn: Mark: we need a clear report in writing from cabinet/management/president about what the problem is and what next steps need to be taken: per title 5 and collegial consultation

01:56:43 Shellie: Institutional racism is prevalent in our schools and management. Janice is not wrong.

01:57:18 iPhone: Milton you just said you were disaspoinetd in the ethnic

Studies' faculty response to this so let her respond.

01:57:55 Natalie Hannum: Abby- please send me the chat transcript so I can make sure all voices are expressed as I take this to Cabinet.

01:58:25 Abigail Duldulao: Will do Natalie! Thank you.

01:59:06 Shellie: LMC is letting their students and community down by not having an Ethnic Studies department.

01:59:25 Morgan Lynn: I'm also not aware of any courses having any problems in curriculum committee this year

01:59:31 Janice Townsend: It is a morale killer not to have an Ethnic Studies for Adrianna. It isn't fair that she is doing all of this work, and not being respected by having a department!

01:59:35 iPhone: I have only heard one person called out personally, by name, in any of these comments and it was the Ethnic Studies faculty and then she was not allowed to respond.

02:00:14 Daniel Acosta Elkan (he/him): Where are those faculty? We're right here.

02:01:39 Kyla N: Building ethnic studies does so much more by creating safer and inclusive spaces for poc students and faculty. Stalling it and even cross-listing it not only does create an unfulfilled requirement for gen-ed requirements for transfers, but it also reflects on the reluctance of the management to add ethnic studies to the curriculum - I'd also like to add that this topic does not have to be controversial either. Institutional racism is also a term mainly used for the processes (much like the management), regulations, and/or organization not towards the individual. It's the denial of these resources and opportunities.

02:02:42 Camille Santana (she/her/siya): To be clear, bottom-line, Ethnic Studies Department is FOR the students AND the community. It is not for Adrianna. I want to ABSOLUTELY center the student desire, voice and needs.

02:03:36 Natalie Hannum: @Ryan- thanks for clarifying.

02:03:41 Abigail Duldulao: AB101, Chapter 661: requires HS students to take Ethnic Studies course for 1 semester before graduating. Having a program to support our HS students can increase FTES for taking those courses at LMC via dual and concurrent enrollment. Students demands will rise and we need to be ready to respond.

02:04:35 Camille Santana (she/her/siya): @Abbey GREAT idea!

02:04:40 Daniel Acosta Elkan (he/him): Apologies if I misspoke regarding classes being offered. We need a department to provide more comprehensive support for our students, however. And that's before we get to the point Kyla raised- we need an environment that supports equity for our students of color.

02:05:03 Morgan Lynn: Natalie: can we have a written report? Thank you!

02:07:11 Dr. Adrianna Simone (ella/s, she, her/s): Great point made, Abbey, about our HS students and the feeder schools. I agree a written report is needed, Morgan.

02:15:59 Julie Von Bergen: Many of our students have been at LMC for two years but never taken an in person class and don't know about college norms or locations on campus. I have talked with students who need more on campus orientation.

02:16:26 Camille Santana (she/her/siya): @Julie AGREE, there is definitely a transition to be mindful of.

02:18:04 Roseann Erwin: Yes, agree with Julie. We can't assume students know how to navigate a college campus even if they're not "new" students

02:20:25 Paulette Imperial: The pandemic has delayed me getting my driver's license, but I am working on it! I enjoyed the Summer Bridge program before I started my first-year because it allowed me to adapt to the campus easier. I think more students need to be more informed about these introductory programs, not only incoming high school students!

02:20:26 Dr. Adrianna Simone (ella/s, she, her/s): The student who I spoke with was a newer student. She said it was her first semester taking a F2F class.

02:20:51 Camille Santana (she/her/siya): Students in Counseling Sessions often cite one of the most important things faculty members can do to support their success is to treat them like a human being, being flexible and supportive of students because there are a lot of contextual barriers and challenges are navigating at this time (health, mental health, financial, housing, deaths in family, etc). We need to be open and give students room to be human, our support in positions of power to students means so much to students and is extremely powerful in making or breaking whether a student keeps going or quits. Accepting a late assignment occasionally needs to happen during these times for example.

02:21:14 Jeffrey Bui: I appreciate your insight, Jennifer! I 100% agree with you that the presence of faculty matters to students. It also makes me extremely excited and engaged when there are students on campus, especially for campus activities.

02:22:30 Roseann Erwin: Sorry, nvm!

02:22:48 Dr. Adrianna Simone (ella/s, she, her/s): You can share it in the chat, Roseann

02:23:00 Roseann Erwin: Really NOT liking Zoom rn!

02:23:09 Roseann Erwin: I have 1 minute...

02:24:08 Roseann Erwin: Just...our in-person services are under threat. Funding is being slashed because "not enuf students on campus." We're in a bad cycle already. Something to thing about.

02:24:10 Star Louis Steers: I can't unmute and speak because I have children screaming in the background (and I'm pretty sure I'd cry trying to explain this)...but.... I've been back full-time in person since last semester and I've seen the kind of distress that Adrianna describes, the general sense of confusion that Marci describes, and everything in between. What has worked (and not for everyone. Some of my courses really dwindled) works is a clear sense of purpose (i.e. in-person MEANS in-person), direct and open discussion of the mental and emotional health impacts of pandemic life on ALL OF US, lots of connection time built into classes (and even assignments) and then FLEXIBILITY.

02:24:15 Ryan Hiscocks: School for me was always a refuge

02:25:18 Camille Santana (she/her/siya): Same @Ryan, AGREE @Star

02:25:29 Maria: Time will tell

02:27:46 Star Louis Steers: I think folks will spare the time, I move to extend

02:28:02 Mark Lewis: Motion to extend discussion 10minutes

02:28:06 Dr. Adrianna Simone (ella/s, she, her/s): Yes

02:28:06 lgiambattista: Yes

02:28:07 Cameron Bluford: yes

02:28:08 James Clark: yes

02:28:08 Kurt Crowder: Yes

02:28:09 Jennifer Saito: Yes

02:28:10 William Cruz: yes

02:28:10 Star Louis Steers: yes

02:28:12 Janice Townsend: yes

02:28:12 Maria: yes

02:28:13 Julie Von Bergen: yes

02:28:13 Alex Sample: yes

02:28:42 Marci she/her: Abstain

02:29:44 Jeffrey Bui: To me, being in an online class almost always made me feel emotionally and personally disconnected to the subject being taught. Additionally, being in an online environment removes all the beneficial aspects of in-person learning, such as community building and exploration. This disconnection, from my experience, makes it difficult to engage in the course material and compromises the enjoyment of education.

02:30:39 Dr. Adrianna Simone (ella/s, she, her/s): Thank you for sharing, Jeffrey.

02:31:09 Camille Santana (she/her/siya): STUDENTS: Paulette Imperial, Jeffrey Bui, Kyla Nano

02:32:27 Camille Santana (she/her/siya): Also want to lift up student voice of full-time working students: this voice is not here today and all very much prefer online courses asynchronous-- this is also shown in the fill rates of the online courses currently (very full) vs. in person (still very open)

02:32:59 Dr. Adrianna Simone (ella/s, she, her/s): Agree, Camille. I have a lot of working students, returning to school adults, etc. in my online classes.

02:32:59 Janice Townsend: My students say they feel connected in my online classroom. with me and their teammates. I do an anonymous course survey every semester for every course. I spend a lot of time providing feedback, I answer emails quickly 7 days a week, they do video work that they submit, which actually takes more time to grade. There are good ways to teach online. There is research on this.

02:34:27 Morgan Lynn: If we want to force them back on campus we should subsidize their gas.

02:34:30 Morgan Lynn: Free parking

02:34:36 Morgan Lynn: Free bus passes

02:34:41 Morgan Lynn: Courses at night

02:34:42 Janice Townsend: You also saw that we are masking for the summer

02:35:46 Kurt Crowder: Paying for their gas is unrealistic.

02:36:43 Mindy Capes: Parking is free

02:37:37 Kurt Crowder: I am back and happy. My students also are happy.

02:38:11 Jennifer Saito: Switching to my phone. But I'm here listening!

02:39:07 Camille Santana (she/her/siya): STUDENTS: Paulette Imperial, Jeffrey Bui, Kyla Nano, Shellie**

02:39:30 Kim Wentworth: I agree with Cindy! With so few students on campus, it still feels like a ghost town on campus. Also we don't have enough students to support basic services like the cafeteria.

02:42:18 Roseann Erwin: I think our students deserve a cafeteria. One way to make a college feel "normal" is to have a place where you can get a cup of coffee.

02:42:33 Camille Santana (she/her/siya): AGREE @Roseann

02:44:54 Nicholas Sessions: Hi Everyone, just to add a student

perspective, I don't think there is a cookie cutter solution. I believe there is fallacious reasoning in suggesting that just because one thing works for one student or is beneficial for one student that it will be effective for all students. I have been in both on campus classes and online and I have engaged with the content in both because there was a conscious effort by professors to engage with the class.

02:45:27 Dr. Adrianna Simone (ella/s, she, her/s): Thank you for your comments, Nick

02:46:03 Camille Santana (she/her/siya): Welcome Nick Sessions, LMC Student, former LMC Student Senate President- thank you for your comments

02:46:25 Marci she/her: Thanks, Nick!! Nice to see you here.

02:47:25 Jeffrey Bui: I appreciate all the support for students who need the flexibility! I didn't add in my initial comment, but it is important to have both options. I'm also a student who needs a flexible schedule. I work as a student ambassador and I try my best to participate with the LMC community as a student leader. Because student life is only available in small hours (mon-thu 10 am to 4 pm), having a flexible schedule is essential for me to perform my duties in both realms.

02:48:06 Janice Townsend: Mara teaches Math 120 online and my students think it is a great class and that they learn so much!

02:48:10 Jeffrey Bui: It is a hard issue to deal with since both modalities have their pros and cons. Like Nick said, there isn't a cookie cutter solution.

02:49:24 Janice Townsend: It takes more time for me to teach online rather than face to face as I work for that engagement.

02:50:05 Dr. Adrianna Simone (ella/s, she, her/s): Agree, Janice. To engage online requires more work of the faculty members.

02:50:07 Kyla N: Agreeing with @Roseann as well - I remember not having sufficient amount of food last semester and needed food. I also feel like adding the cafeteria would also retain the students' engagement, enhance social interaction, and may also battle food insecurities for some students.

02:50:07 jguerrero506: I thought there were going to be franchises in the new student union....

02:51:50 Jeffrey Bui: Having a cafeteria would be amazing. Although the LMC Bookstore provides some food options, they aren't the best and is frankly, quite pricey. Also, the limited options makes it difficult for students like me who have dietary needs or want a more fulfilling meal

02:52:47 Cindy McGrath: Mark, thank for your thoughtful and kind leadership[.

02:52:48 Kurt Crowder: Thanks, Mark!

02:52:49 Jeffrey Bui: Thank you

02:52:50 Camille Santana (she/her/siya): Thanks everyone! Great and important discussions today. Thanks for letting folks join in the conversations and see you August at the next meeting!

02:52:58 Kyla N: Thank you!

02:52:59 Paula Gunder: Thank you, Mark. Much peace!

02:53:01 Nicholas Sessions: Thank you all for having me, I would recommend having a town hall with students and hear and amplify their voices!! Have a great summer