

# OFFICIAL COPY

1



## CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES REGULAR MEETING

**MINUTES**  
**August 18, 2020**

### **PLACE**

Chabot-Las Positas Community College District, 7600 Dublin Blvd, Dublin Ca 94568. Due to the current pandemic and social distancing restrictions, this meeting was conducted through Teleconference, Zoom.

### **CALL TO ORDER**

Board President Maduli called the regular meeting to order at 5:30 p.m., Recording Secretary Debra Nascimento called the roll.

### **PUBLIC COMMENTS**

There were no Public Comments offered at this time.

### **CLOSED SESSION**

#### Motion No. 1

Motion made by Trustee Gin and seconded by Trustee Granger, the Board immediately adjourned to Closed Session at 5:31 p.m.

Motion carried unanimously, 6-0.

Motion carried by the following roll call vote:

AYES: Gin, Granger, Maduli, Randolph, Sbranti

NOES:

ABSENT: Heredia

ABSTENTIONS

Trustee Heredia joined Closed Session at 5:34 p.m.

**OPEN SESSION**

The Board re-adjourned in Open Session at 6:33 p.m. Recording Secretary Debra Nascimento called the roll.

**ATTENDANCE**

Members Present: Trustee Dr. Hal G. Gin  
Trustee Linda Granger  
Trustee Maria Heredia  
Trustee Mr. Edralin “Ed” Maduli  
Trustee Ms. Genevieve Randolph  
Trustee Mr. Tim Sbranti  
Student Trustee Mr. Frank Polanco  
Student Trustee Mr. Weixian Lin

Recording Secretary: Ms. Debra Nascimento

Managers Present: Mr. Ronald Gerhard, Chancellor  
Dr. Susan Sperling, President, Chabot College  
Dr. Dyrell Foster, President, Las Positas College  
Dr. Jamal Cooks  
Dr. Theresa Fleischer Rowland  
Mr. Wyman Fong  
Mr. Bruce Griffin  
Ms. Guisselle Nunez  
Dr. Stacy Thompson  
Dr. Jeanne Wilson

Others Present: Ms. Sarah Thompson, President, Las Positas College Faculty Senate  
Mr. Miguel Colon, President, Chabot College Faculty Senate  
Ms. Noell Adams, President, Chabot College Classified Senate  
Mr. David Rodriguez, President, Las Positas College Classified Senate  
Mr. David Fouquet

**REPORT OUT: ACTION TAKEN IN CLOSED SESSION**

No action taken.

**1.5 PLEDGE TO FLAG**

Trustee Granger led the pledge.

**1.6 PUBLIC COMMENTS**

No comments were made.

**1.7 APPROVE CONSENT ITEMS (cc)**

Motion No. 2

Trustee Gin made a motion, seconded by Trustee Sbranti, to approve the Consent Calendar.

Motion carried unanimously, 6-0.

Motion carried by the following roll call vote:

AYES: Gin, Granger, Heredia, Maduli, Randolph, Sbranti

NOES:

ABSENT:

ABSTENTIONS

The following items were approved on the Consent Calendar:

**3.0 PERSONNEL**

- (cc) 3.1 Management Personnel

**4.0 EDUCATIONAL SERVICES**

- (cc) 4.1 Approval of Agreement for Off-Site internship training between American Medical Response (AMR) – Contra Costa County, and Chabot-Las Positas Community College District, Las Positas College
- (cc) 4.2 Approval of Cooperative Agreement No. 20-PUENTE-CC-04 between The Regents of the University of California Puente Project and Chabot-Las Positas Community College District, Chabot College
- (cc) 4.3 Approval of Memorandum of Understanding (MOU) for the Hypothesis Learning Management System Pilot Program, Chabot-Las Positas Community College District, Chabot College and Las Positas College
- (cc) 4.4 Approval of Memorandum of Understanding (MOU) between Tri-Valley Nonprofit Alliance and Chabot-Las Positas Community College District, Las Positas College
- (cc) 4.5 Approval of Memorandum of Understanding (MOU) Renewal, California Career Pathway Trust Partnership Agreement between San Jose-Evergreen Community College District and Chabot-Las Positas Community College District, Las Positas College

**5.0 BUSINESS SERVICES**

- (cc) 5.1 Approval of Commercial Warrant Registers
- (cc) 5.2 Approval of Payroll Warrant Registers
- (cc) 5.3 Approval of the Creation of an Additional County Fund to Account for Economic Development & Contract Education Prepayment Funds
- (cc) 5.4 Approval of District Participation in the 2021 Chancellor's Office Tax Offset Program (COTOP)
- (cc) 5.5 Approval of the Memorandum of Understanding (MOU) between the Alameda County Office of Education (ACOE) and Chabot-Las Positas Community College District, Las Positas College to enable the Las Positas College Early Care and Education Program to Leverage California Department of Education (CDE) Inclusive Early Education Expansion Program Grant (IEEEP) funds
- (cc) 5.6 Approval of Agreement Amendment—Stanford Health Care – ValleyCare and Chabot Las Positas Community College District, Las Positas College

**6.0 FACILITIES PLANNING AND DEVELOPMENT (No Items)****7.0 ECONOMIC DEVELOPMENT/CONTRACT EDUCATION**

- (cc) 7.1 Approval of Grant Agreement, City of Dublin Career Services, District – Economic Development, Tri-Valley Career Center
- (cc) 7.2 Approval of Grant Agreement, City of Dublin Volunteer Income Tax Assistance, (VITA), District-Economic Development, Tri-Valley Career Center
- (cc) 7.3 Approval of Agreement, City of Pleasanton Housing and Human Services, District-Economic Development, Tri-Valley Career Center
- (cc) 7.4 Approval of Grant Agreement, City of Pleasanton Volunteer Income Tax Assistance (VITA), District - Economic Development, Tri-Valley Career Center

**8.0 INFORMATION AND DISCUSSION ITEMS (No Action)**

- 8.1 Informational Personnel Reports
- 8.2 First Reading of New, Reviewed, or Revised Administrative Procedures AP 4050 Articulation

**9.0 OTHER ACTION (No Items)****10.0 REPORTS- SENIOR LEADERSHIP AND TRUSTEES**

- 10.1 Presidents of Chabot College and Las Positas College
- 10.2 Chancellor
- 10.3 Recognitions
- 10.4 Trustee Reports and/or Official Communications

## **GENERAL FUNCTIONS**

### **1.8 APPROVAL OF MINUTES OF JUNE 21, 2020 REGULAR MEETING**

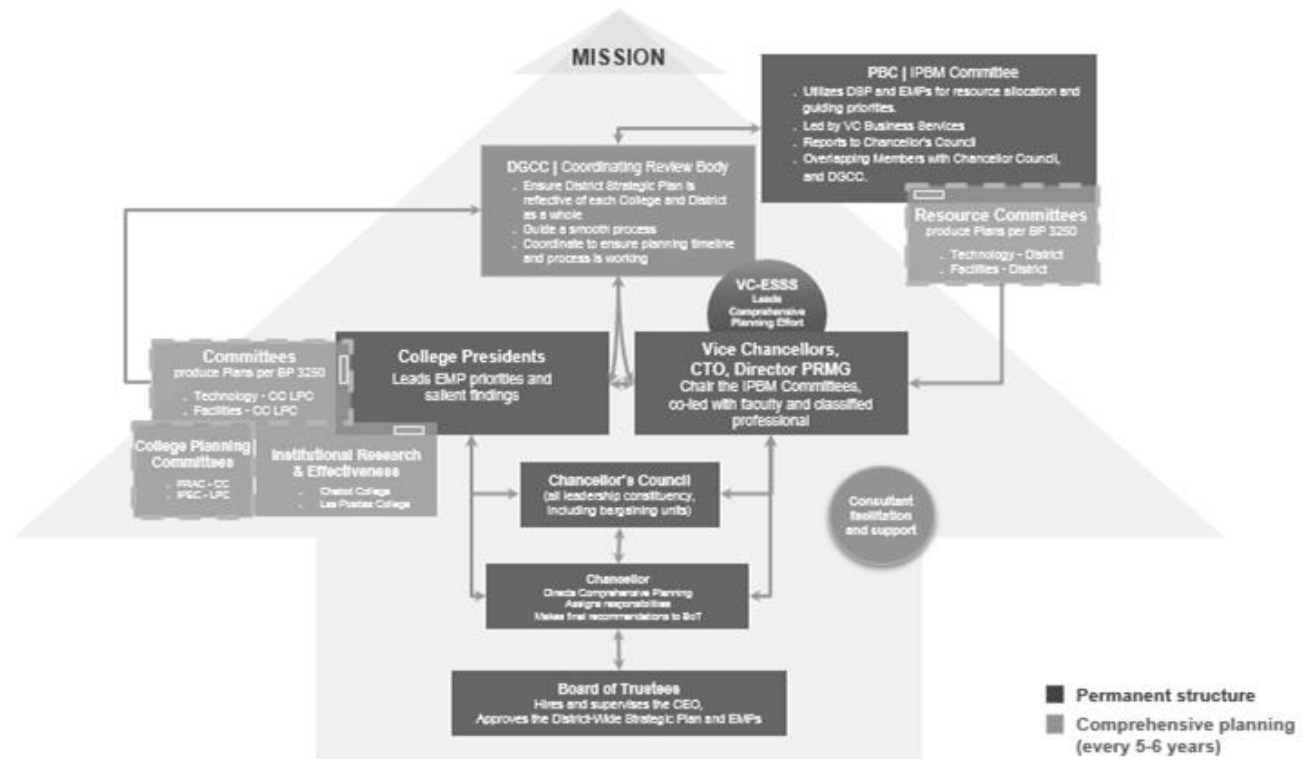
#### **1.9 PRESENTATION: STRATEGIC PLANNING**

Chancellor Gerhard introduced Vice Chancellor Dr. Theresa Fleischer Rowland, Director Ms. Samantha Kessler and Director Mr. Rajinder Samra who gave the following presentation:

#### **REDEFINED PLANNING FIVE YEAR PLANS 2021-2026**

- Redefined process for 2020: authentic, intentional, quality
- Ensure progress consistent with the quality expectations and end goals identified by District-wide leadership
- Consistent with Board Policy
- Consultant group Signature Solutions with flexibility to meet College needs to develop authentic EMPs
- Four Documents, include (1) District-wide Environmental Scan, (2) College EMPs, (1) District-wide Strategic Plan (DSP)
- DSP priorities will reflect the student-centered goals and priorities of the College EMPs and District Support Centers

## DISTRICT-WIDE COORDINATION CHANCELLOR/COLLEGE PRESIDENTS/VC ESSS



## DISTRICT-WIDE COMPREHENSIVE PLANNING GUIDANCE AND COORDINATING COMMITTEE (DGCC)

- Chancellor established representative membership to guide and coordinate
- Thoughtful and deliberate, salient insights to inform process
- Spring 2020
  - Adapted planning timeline considering pandemic priorities; Informed the external stakeholder outreach plan
- Fall 2020
  - Contribute to District-wide Strategic Plan (DSP) development; Inform coordination of four documents: DSP, 2 EMPs, Environmental Scan

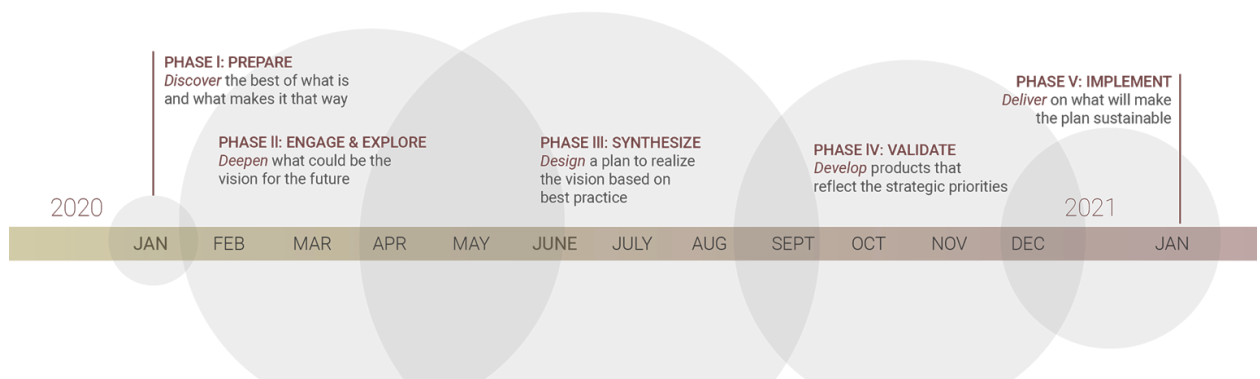
## ENVIRONMENTAL SCAN- SUMMARIZES KEY DATA TO INFORM FIVE-YEAR PLANNING

- Internal and external environmental data to inform EMPs and DSP
- Offices of Institutional Research at Chabot and Las Positas Colleges produced quantitative
- data

- Other data integrated
  - Trustee interviews
  - External stakeholder surveys- identifying sources
  - Mission-driven content e.g. Vision for Success, Guided Pathways Plan, District Student Housing Market Demand Study, Perkins V Local Needs Assessment, District Economic Impact Report
  - College EMP Task Forces coordinate college-wide discussions

## TIMELINE

- **August-** Begin review of College EMP priorities; draft Environmental Scan Report
- **September-** Develop DSP priorities; final Environmental Scan Report
- **October/November-** Draft EMPs, District-wide review of DSP



## PROGRESS UPDATES

- District webpage
- College EMP webpages
- Newsletter updates

## CHABOT COLLEGE EMP UPDATE- PROGRESS AND SIGNIFICANT ACCOMPLISHMENTS

- Established structure for EMP work with regular meetings and report outs:
  - Planning Resource Allocation Committee (PRAC): steering committee
  - EMP Taskforce: workgroup
- EMP Website
- Mission/Vision/Values Review
  - College-wide Flex Day Session- Spring 2020
  - Review, approval, and recommendation by campus committees and senates
  - (In collaboration with LPC) Environmental Scan data collection and presentation development

- Review and synthesis of existing plans and key documents
  - Initial drafting of plan structure and key components
  - Initial drafting of college priorities
- Mapping and planning fall 2020 campus-wide engagement opportunities:
  - Environmental Scan Forums
  - Collaborative Draft Days
  - Plan draft vetting, review, and finalization

### **CHABOT COLLEGE EMP UPDATE- NEXT STEPS**

- August- September: Outreach to the external community (high schools, adult schools, industry and community partners)
- September: Environmental Scan Forums
- October: Draft Days to set priorities, objectives, and strategies
- November: EMP draft development and review

### **CHABOT COLLEGE EMP UPDATE- SIGNIFICANT ACCOMPLISHMENTS**

- Reviewed and updated the College Mission, Vision and Values Statements
- Formed EMP Task Force in December 2019 and began meeting in January
- Determined in January how to best approach the EMP process
- Gathered feedback on goals and strategies from the existing EMP at the face-to-face March 2020 Town Meeting and eight face-to-face college discussion sessions
- Updated EMP goals and strategies based on College feedback
- Reviewed College plans to determine alignment with EMP goal and strategies
- Presented environmental scan data and gathered feedback at the May 2020 virtual Town Meeting and four virtual college discussion sessions
- Continued to update EMP goals and strategies based on data and other developments
- Began writing the Educational Master Plan
- Presented and received feedback regarding updated EMP goals and strategies on College Day, August 2020

### **LAS POSITAS COLLEGE EMP UPDATE- NEXT STEPS**

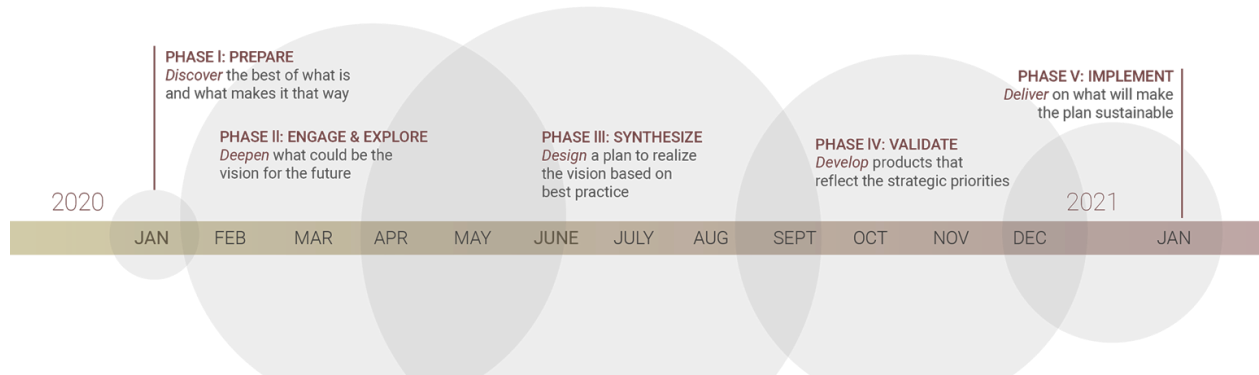
- Outreach to external stakeholders in order to gather additional data and feedback that will help inform the EMP
- Continue to gather feedback from the College community as the EMP develops
- Provide draft of the entire Educational Master Plan in October for review by the College community

### **TIMELINE**

- **August-** College review of EMP priorities; draft Environmental Scan Report
- **September-** Develop DSP priorities; final Environmental Scan Report



- **October/November-** Draft EMPs, District-wide review of DSP



### Questions:

Trustee Gin thanked the presenters for their thorough presentation. He asked with COVID- 19 how has that changed your priorities and planning. VC Fleischer Rowland stated overall because the institutional planning is such a big lift and we want it to be a genuine process across the District and colleges we had to slow it down. She stated the DDGC in February and May helped inform that work and guide it to discuss the adjustments we needed. She stated that the data has shifted in regards to unemployment and the labor market in what it is doing in our region’s economy.

Trustee Granger stated as a self-proclaimed process person she appreciated the update on the process they are going through to develop the Educational Masterplan. She asked what steps are being taken to utilize a process that is developing the Educational Masterplans through an equity lenses. Ms. Kessler stated the inclusion of their campus and representation on their teams and taskforces was critical to begin considering their equity lenses. She stated that they are not reinventing the wheel, they are utilizing their previous planning documents and part of the includes student equity and achievement plan that focuses on equity that is being weaved into their Educational Masterplan as they project forward. She stated the work that is being done with 10x10 project will also be embedded into their plan.

Mr. Samra stated they have been disaggregating data and having discussions around equity. He stated they added a new goal; equity and anti-racism. He stated they have also revised their mission statement by including “equity focus”.

VC Fleischer Rowland stated that they are looking at things that can be changed that are in their spear of influence of policies and procedures.

Trustee Heredia asked how will the refined process be helpful this time around in coordinating the final plan. VC Fleischer Rowland stated they were intentional in the early planning stages. She stated they identified a consultant group that is flexible in meeting their needs and are responsive to the culture.

Ms. Kessler stated throughout the process inclusion, engagement and transparency is the foundation of this work. She stated following Flex Day, colleagues shared with her their appreciation to be a part of the planning.

Mr. Samra stated they are building on their plan and will be constantly reviewing the goals and strategies to confirm they align with the mission and values.

Trustee Randolph thanked Ms. Kessler and Mr. Samra for their leadership. She asked if the Environmental Scan will include data sensitive to changes occurring now because of the pandemic. VC Fleischer Rowland stated they are looking at external factors, unemployment, labor markets, the economy and how are demographics changing. She stated the consultants are actively collecting information to think of ways to continue to regularly do surveys and follow-up on the priorities that emerge in our plan.

Trustee Sbranti thanked the presenters and stated he is interested in hearing from Chabot Student Trustee Polanco since he was a part of the committee. He asked what the external engagement is in terms of the process and engaging industries. He stated the key part of the masterplan is that we align the needs of our industry partners within the District. He asked how the masterplan aligns with other internal key documents; facility masterplan, technology masterplan guided pathways and strong workforce and how it will be embedded with external partners. He also asked what the performance goals are over the next five years and are there targets that can be measured.

VC Fleischer Rowland stated they have been working on the external outreach plan with the consultants. She stated seven categories of stakeholders we identified, elected and policy leaders are one of the seven stakeholders. She stated the Trustees were interviewed to gather data and will be a part of the environmental scan informing as the plan emerges. She stated they are trying to assess these natural places the colleges and District interact with stakeholders and identify what kind of data is already being gathered and then mapping those opportunities.

Ms. Kessler referenced the educational masterplan being similar to a quilt as there are several intersection points. She stated the Vision for Success, SCFF and AB705 have metrics and goals built into them that are a part of this work. She stated at a macro level they can use those metrics with the data and progress that is being made as a way to evaluate their educational masterplan.

Ms. Samra stated there are certain plans that inform the educational masterplan and there are plans that are informed by the educational master plan. He stated currently there are a lot of performance goals, and they need to determine how they will fold them into the educational masterplan.

President Maduli stated the educational masterplan guides what kind of building we are planning to build in the future. He asked how do we inform the facility masterplan and the Bond program with the results of the educational masterplan. VC Fleischer Rowland stated we have three facility masterplans, one at each college and a District-wide facility masterplan.

Ms. Kessler stated we are in an opportunistic position with our institutional effectiveness partnership initiative work to create a strong linkage and allow the educational masterplan to guide planning at the program and area level.

Mr. Samra stated the facility master plan currently is advocating for creating spaces for learning communities and that can address the needs of underserved populations. He stated they will continue to analyze that information that shows support for spaces for students.

President Maduli and Chancellor Gerhard thanked VC Fleischer Rowland, Ms. Kessler and Mr. Samra for their efforts in leading this effort and providing a thorough presentation.

### **1.10 PRESENTATION: DIVERSITY, EQUITY AND INCLUSION**

Chancellor Gerhard introduced President of Las Positas College Dr. Dyrell Foster who gave the following presentation.

President Foster thanked Chancellor Gerhard and the Board for the opportunity to share the conversations that have been taking place at the colleges. He recognized the Board's collective commitment to the work that is being done.

### **OUR CALL TO ACTION**

#### **Presidential Task Force**

As result of the dialogue from the Campus Forum, a Presidential Task Force was developed how to help formulate a call to action for our college.

On July 2<sup>nd</sup>, 45+ members of our campus community that make up the Task Force met with the charge of identifying best practices and otherwise making recommendations to the President on how to college can address systemic and institutionalized racism to obtain racially equitable student outcomes in access, persistence/retention, and completion.

#### **EQUITY-MINDENESS**

- Evidence Based
- Race Conscious
- Institutionally Focused
- Systemically Aware
- Equity Advancing

#### **CURRENT AND ON-GOING ACTIVITIES**

- Including a goal and strategies for addressing equity and anti-racism as part of our college's Educational Master Plan
- Reviewing and updating Student Equity & Achievement Committee's Equity Statement
- Working collaboratively to develop a joint equity statement to include on all job postings
- Exploring Chabot College's 10x10 model

## **THEMED UNDER THE FOLLOWING CATEGORIES**

- Disaggregated Data & Inquiry
- Campus Climate & Communication
- Instruction & Curriculum
- Programs & Support
- Professional Development

### **DISAGGREGATED DATA & INQUIRY**

- Develop and administer a campus racial climate survey to students and to employees to better understand our students' and employees' experiences
- Conduct listening sessions with our current Black students to better understand their experiences and needs
- Disaggregate data on student access, persistence/retention, and completion to reveal hidden patterns of racial inequity within all programs and disciplines
- Provide demographic student success data (to include race/ethnicity) to each instructor, at their request, for their class sections to monitor their own progress on student equity

### **CAMPUS CLIMATE & COMMUNICATION**

- Create and support a highly functioning Black Cultural Resource Center
- Identify and display African American art on campus
- Be inclusive in our student images/publications/videos to include Black students on website and marketing materials
- Implement a Culture of Care and Empathy to ensure that Black students matter
- Develop a proactive outreach plan to connect with and communicate to current and prospective Black students

### **INSTRUCTION & CURRICULUM**

- Develop and implement a cultural curriculum audit to engage faculty in a collaborative process to redesign their courses focusing on developing culturally responsive and engaging materials, equity-mindedness, and high impact teaching practices
- Review existing coursework and develop new curricula to advance racial and social justice, anti-racism and cultural diversity across the curriculum
- Develop and implement a plan to reimagine Public Safety Training at LPC

### **PROGRAMS & SUPPORT**

- Continue to identify and support the specific needs of Black students arising from the COVID-19 pandemic
- Support and fund as needed centralized equity work on campus to oversee the current Black student success initiatives happening on campus

### **PROFESSIONAL DEVELOPMENT**

- Initiate a monthly President's Speaker Series for faculty, classified professionals, students, and administrators on anti-racism, anti-blackness, cultural competencies, culturally relevant pedagogy, and unconscious/implicit bias

- Develop employee learning communities, workshops, and ongoing professional development in anti-racism and anti-blackness

### **NEXT STEPS**

- Recommend a lead individual or group who will be responsible for each action and its implementation
- The lead individual or group would be consulted and tasked with developing measurable goals and objectives, identifying resources needed, and estimating a timeframe in which the work will be completed

Dr. Foster stated he is excited and motivated regarding this topic and the work at Las Positas is encouraging. He stated he appreciates the high level of commitment from across the colleges and is looking forward to achieving outcomes for the students.

President Sperling stated she appreciates the work President Foster is doing around these issues. She stated they have wanted to expand the success that they have seen over the years with Umoja and Striving Black Brothers to their Black students. She stated she is deeply excited about the work of VP Thompson, Dr. Jeanne Wilson and Dr. Cooks on the formulation of a brilliant plan.

VP Thompson stated a group of black minds and allies were convened by President Sperling in response to the murder of Mr. George Floyd. She stated this sparked a movement and set the stage for what has happened in our country. She stated their goal today is to share the Black excellence college 10x 10 villages and provide everyone with the opportunity to share the vision and participate in the creation of something innovative and focused that will enhance Black student success.

A video on the 10x10 village was shown.

### Questions:

Trustee Sbranti thanked the presenters stating the work that is being done is inspiring. He agreed that the onboarding process is critical and asked if there is an opportunity in incorporating that as part of the onboarding project.

Dr. Wilson stated they have not thought about the outreach but are focusing on the in reach. She stated one hundred people have volunteered for the academic year to be a part of the movement to help black students. She stated it is time to institutionalize the work that has been done. She stated it is time to do great things for not only four to six hundred of our black students but also all two thousand of them.

Trustee Sbranti stated he loves the inclusive nature of the model and the 10x10 village and believes it can be a national model. He asked what effort is being made to get the stop out students back.

VP Thompson stated one of the villages is for onboarding.

Trustee Randolph congratulated everyone for putting this together in such a short amount of time. She stated connections are important for the success of our students.

Trustee Heredia congratulated everyone and the call of action is unbelievably amazing. She asked how implicit racial regressions is addressed.

VP Thompson stated the past two years the white allies have been building relationships and having conversations about racial regressions with other white students.

Dr. Wilson stated professional development is a part of the 10x10 village and each will be given \$25,000.

Trustee Granger thanked both colleges for their efforts in addressing racial equity issues.

Trustee Gin thanked and congratulated both college presidents. He thanked President Sperling for agreeing to the 10x10 village. He asked of the 200 students, how are they identified to what village they will be joining and how will you monitor their success. He also asked what timeframe is our students committed too.

Dr. Wilson stated the students will be divided alphabetically within the ten villages. She stated each village's outcome will be tracked to see which one was more successful.

Dr. Cook stated they are in the process of identifying what those markers will be how they will be used to measure those successes. He added two students will be at each village.

Trustee Gin stated he appreciated the information and looks forward to a year-end report.

## **2.0 REPORTS, FACULTY, CLASSIFIED AND STUDENT SENATES**

### **2.1 PRESIDENTS OF CHABOT AND LAS POSITAS COLLEGES FACULTY SENATES**

**Las Positas College Academic Senate President, Ms. Sarah Thompson provided the following report:**

#### Beginning of the Semester Bumps and Bruises, But Ultimately Excitement

We are starting the semester in an enrollment deficit (LPC at 6%), following the state and nationwide pattern. It may be that many students are opting for a gap semester, and if our national trends continue, we may see an enrollment increase in the spring for those student's/families sick of "gapping". However, we may not. The student enrollments nationwide that are lagging are those from traditionally marginalized populations, which suggests we need to double down on outreach and support.

The first two days of remote classes have been slightly rocky with technical difficulties (mostly with synchronous classes), but both faculty and students have rebounded so far.

### Outcome of first Academic Senate Training

I'd like to welcome my new Vice President, Craig Kutil, onto my Eboard. He joins second year treasurer, Ashley Young, and second year secretary, Bill Komanetsky.

This year our priorities are:

- 1) Finalizing an educational program development process
- 2) Finalizing our remote process on academic honesty/ integrity
- 3) Responding to the immediate needs of faculty in terms of remote instruction
- 4) Educating and leading discussions in preparation for budget reductions
- 5) Addressing the issue of semester-to-semester retention to stabilize enrollments
- 6) Performing equity audits of all scaffolding documents (e.g. curriculum updates and proposals) as well as all Senate processes
- 7) Collaborating with the Faculty Association in terms of faculty diversification goals
- 8) Working with our Guided Pathways team on 20-21 goals of removing barriers to onboarding and persistence, as well as mapping programs to careers
- 9) Planning for accreditation
- 10) Evaluating the feasibility of an Audit option
- 11) Being an active participant in institutional goals towards transforming our college into the accessible and welcoming place we know we can be

## **2.2 PRESIDENTS OF CHABOT AND LAS POSITAS COLLEGES AND DISTRICT CLASSIFIED SENATES**

### **Chabot College Academic Senate President, Mr. Miguel Colon provided the following report:**

He congratulated Chancellor Gerhard, the District team, President Foster and the LPC team for hosting a great Convocation.

#### Convocation and College Day Awards

- Reed Buffington Award Recipient
  - Mireille Giovanola- Social Sciences
    - Instrumental in developing an Environmental Studies Program at Chabot
    - Lead Earth Week Events at Chabot
    - Climate Action Workgroup activities
    - Vital role in making Chabot more environmentally conscious
- Excellence in Part-Time Instruction Award
  - Shannon Lee- Math and Science
    - Outstanding teacher that brings tremendous energy to every class and every assignment
    - In astronomy, found and incorporated engaging hands-on collaborative activities, and then shared those with the full-time faculty
    - In physics, designed and led weekly extra- curricular workshops (“jams”) for all Chabot’s physics students- not just her own

- Academic Senate Priorities for 2020/21 Presented during College Day

- Campus Financial Literacy

First, I would like to see the Academic Senate make financial literacy a priority. However, whereas we talk about financial literacy for our students, I'd like to see this effort directed at our Faculty and the broader campus community. With the economic climate as uncertain as it is, we will need everyone as prepared as possible. Understanding the changing economics of higher education in general, but more specifically on our campus, will help everyone actively participate and be informed when the impending uncomfortable discussions are had.

I know some of you are thinking, why is this important? We've been through this before, in 2010 we... May I suggest this time it's different. Just to give you some scale, the Great Recession of 2009, which is the last data point we can reference, resulted in 4.9% decrease in GDP. Unemployment peaked at 10%. We don't have full data for 2020, because, well we're still living it. But, for the 2nd quarter of this year, which runs from April to June, GDP was down 32.9% and unemployment reached 14.7%.

We have never been through this type of economic decline. This decline has been rapid and destructive. And it's not over yet. It is my hope that more knowledge and understanding will lead to better discussions and debate. And ultimately, better decisions.

The financial literacy process will be collaborative and begin on September 10th when our Chancellor, Ron Gerhard, presents at our Academic Senate meeting.

- Support for Equity and Diversity work

Second, this semester the college will build upon its already impressive equity and diversity work and expand our services to further support our Black and African American students. As faculty, you have been invited and encouraged to participate in those efforts. I encourage everyone to get involved as we begin to address the generational inequity that impact our students today.

- Encourage adoption of the Equity Scorecard

And finally, I am grateful Kristen Land, Pedro Reynoso, Carmen Johnson and others for introducing the Academic Senate to the Equity Scorecard. It is my hope that the Academic Senate can encourage the adoption as the Equity Scorecard as a primary method of evaluating not just future programs and spending, but also current programs and spending. We will be better stewards of the public's money and trust when our programs and initiatives are accountable to clear and measurable goals.



## 2.2 PRESIDENTS OF CHABOT AND LAS POSITAS COLLEGES AND DISTRICT CLASSIFIED SENATES

**Las Positas College Classified Senate President, Mr. David Rodriguez provided the following report:**

Senate President Goals:

- Achieve sustainable participation of classified professionals in college governance by:
  - *Increasing Access to Information on College and District Matters*
  - *Developing our Voice...*
- Help develop classified leaders by connecting colleagues with opportunities and resources for professional and personal growth. Foster a supportive environment that encourages healthy participation.
- Advocate effectively for Classified Professionals by encouraging meaningful inclusion of classified perspectives and careful consideration for needs. Seeking to promote honest dialogue and develop inclusive solutions that enable us to better meet our institutional mission and goals.

Priorities for 2020-21:

- Support Classified Professionals' involvement in the college's work on Equity, Anti-racism, and Guided Pathways.
- Explore IEBC's Caring Campus Initiative/Model. *This initiative "uses an evidence-based coaching model to promote deep involvement of staff in student success". This initiative aims to integrate classified professionals in the work of reducing institutional barriers to success and increasing meaningful connections with students, thereby helping close achievement gaps. (IEBC stands for Institution for Evidence-Based Change)*
- Continue to support Classified Professionals' adjustment to the changes and challenges brought by COVID-19 pandemic.

Acknowledgements: I want to thank Dr. Foster, Sheri Moore, and Angelica Casarez, and all those who supported Las Positas College's hosting of Convocation in this virtual environment. I also want to thank our Chancellor, Ron Gerhard, and his staff for an engaging and streamlined Convocation Day program. I'd like to thank Noell Adams and Joanne Bishop for co-facilitating our joint session for classified professionals; it was great working with you both. I also want to thank Dr. Foster for inviting our College Day guest speaker, Jahmad Canley. His presentation along with the student panel and afternoon breakout session led to fruitful conversations and reflections. These institution-wide conversations continue to invite more people in, build on and sustain our work on equity, anti-racism, and institutional change to remove barriers to success. I appreciate your thoughtful and deliberate approach. (Special shout out to Shawn Taylor and Kristy Woods for their great contributions.) Lastly, I want to wish the best to the new CLIP cohort of classified professionals. Thank you to VC Wyman Fong, Chancellor Ron Gerhard, and our Board of Trustees for your continued support of this program, which aims to promote leadership development among classified professionals.

**Chabot College Classified Senate President, Ms. Noell Adams provided the following report:**

**PRESIDENTIAL PRIORITIES**

- Engaging classified professionals in the decision-making process
- Supporting and strengthening professional & leadership development opportunities for classified professionals
- Providing and supporting opportunities for classified professionals to make an impact in our community

**RECENT CLASSIFIED SENATE ACTIVITIES**

1. On Convocation Day, Judy Wright was presented with the Linda and Robert Carlson Classified Professional of the Year award. This award was established in 2008 and is given each year to honor one classified or classified confidential employee for outstanding job performance and service to Chabot College and its community. This year's winner, Judy, has been a part of the Chabot College Admissions and Records family since 1987. We are very proud of Judy for receiving this recognition for her outstanding service to the Chabot and its community.

2. On Convocation Day, Classified Senate presidents David Rodriguez, Joanne Bishop, and I facilitated a session for classified professionals entitled "Embracing the New Academic Year." It was great to collaborate and role model with my fellow senate presidents across the district the intention of the workshop, which was to strengthen connections with colleagues across the district and work together to address the challenges that lie before us.

3. Classified Senate's Governing Council Retreat, held on July 30th, was a success. Per our post-retreat evaluation, all participants felt that the retreat was well organized, the facilitators and presenters were knowledgeable, and the material was presented in an interesting manner.

4. Following the murder of George Floyd, Classified Senate established the Addressing Anti-Black Racism Committee to explore and make recommendations on specific actions classified professionals can take to address systemic and institutional racism in order to create a more just and equitable environment for our students. Our work has been focused around:

- Consciousness raising
- Identifying and correcting practices in our work that have a negative impact on students of color, particularly black students
- Supporting and promoting black leaders in our classified ranks

Beyond this committee work, classified professionals have also stepped up into various leadership roles in our campus-wide work to address racism. Classified professionals have partnered with faculty to facilitate conversations about race, privilege, and equity in summer workshops and many have also volunteered to lead or support our Black Excellence Collective 10 x 10 villages.

### **2.3 PRESIDENT OF STUDENT SENATE OF CHABOT AND PRESIDENT OF ASSOCIATED STUDENTS OF LAS POSITAS COLLEGE**

#### **Chabot College Student Senate, Ms. Theresa Podesto reported on the following items:**

She reported the senate met with the Umoja students to discuss the Black Student Congress. She stated they also met to approve the revisions to the SSCC by-laws that include a restricting of the organization. She stated they have written a resolution in support of the International Students and will be sending it the other senates. She stated they assigned senators to shared governance committees. Lastly, she stated they are planning Gladiator Day and are trying out different virtual event platforms.

#### **Las Positas College Student Senate President, Ms. Saba Salehifar provided the following report:**

She stated the Market served more than 100 people today. She stated the next Student Government meeting is Thursday, August 20<sup>th</sup>. She stated that the senate is preparing for Constitution Day in collaboration with the financial aid office to assist them in getting students registered. Lastly, she stated student elections are underway until the end of the month.

### **GOOD OF THE ORDER**

#### **Ms. Rachel Ugale, Chapter President SEIU, provided the following report:**

I hope you will excuse my absence this evening. I'm with the chapter leadership team and our union siblings from other chapters as the Local has arranged a meeting with candidates for offices including our own Area 1 Trustee seat tonight. But I still wanted to provide you with a written report.

We had our annual Convocation Day general membership meeting via Zoom last week Thursday, which was a great way to kick off Convocation and get prepared for Fall semester. We had over 150 unit members register for our meeting where we gave a number of updates and had a lively Q&A session. Understandably, the biggest concerns from our unit members right now revolve around COVID-19 and worker safety.

With that said, I mentioned last month that we were working with management in our regular COVID-19 discussions to understand the protocol that is followed when positive or suspected cases are identified. I want to thank management for taking our feedback into consideration, knowing this work is really a moving target, given that guidance from the County, State and CDC is constantly changing. I appreciate the improved communication and swift response as these cases continue to be identified, and our thoughts are with those affected by the virus.

In other news, we are growing our stewardship with the help of the Local who recently rolled out their own online steward training in response to a continued need for training and education, even during this time of pandemic. The training is self-paced and available to all SEIU members. We've had a number of people reach out to us, excited to have completed their first module – Basic Steward training – with the Intermediate-level module due out in a few weeks.

And because we were successful in completing our contract ratification via online voting, the Local has chosen us to pilot chapter leadership elections using the online platform Election Buddy. We have tentatively set a date for our elections in late October, and I am working with the Local and the executive board on planning, with the hopes of making a formal announcement in the next few weeks.

Again, I'm sorry to miss the opportunity to be with you all this evening, but I do hope everybody is keeping safe and staying healthy!

**Mr. David Fouquet, President, Chabot-Las Positas Faculty Association, provided the following report:**

The District and FA signed an MOU last week to address which peer evaluations need to be completed this Fall. A group we can't defer, for example, is our untenured faculty for whom renewal decisions need to be made on a normal schedule. Several things still need to be sorted out, with regard to how these evaluations will be conducted virtually, so the FA can provide training for faculty evaluators. I'd like to express my appreciation to Wyman and other administrators at the district and college level, for the collaborative relationship we've had in getting these things done.

I attended the State Budget Workshop last Friday, which took place as a Webinar. I have to say, I didn't cull that much information this year of particular use to me; perhaps this is a testament to the level of information we've been getting from Chancellor Gerhard and Vice Chancellor Roberts. Through all the talk about the extension of the Hold Harmless, which is a good thing, it does feel somewhat surreal to remember that the SCFF itself allocates 20% of system apportionment based on financial aid utilization. Now seems like a good time to ring the bell the SCFF Oversight Committee Priority One Recommendations include a study of the Supplemental Allocation to be conducted during the 2021-21 Fiscal Year. For here we are; I'm just wondering about the degree to which the study might slip due to the Hold Harmless extension, and other redirection of our attention due to COVID-19. I'll just toss this question out there: what can we all do, acting in our own roles, to make sure the study doesn't get lost in the chaff?

**10.1 PRESIDENT OF CHABOT AND LAS POSITAS COLLEGES**

**Dr. Susan Sperling, President Chabot College reported on the following items:**

She stated she is excited to work with the black leadership on the 10x10 project.

She thanked the maintenance, operations and janitorial staff who have made it possible for their colleagues to maintain the work of teaching and learning in our community. She stated without their presence and beautiful work, the fall semester could not start.

Lastly, she thanked Chancellor Gerhard and the District leadership for having supported Chabot College in every possible way as they moved into the most extraordinary reopening of mostly virtual and distance learning.

**Dr. Dyrell Foster, President, Las Positas College reported on the following items:**

President Foster thanked the Board for the opportunity to present the great work that is taking place at our respective campuses. He stated the overall energy and equity around anti-racism in this District is inspiring and certainly necessary.

He stated he personally received positive feedback from faculty, classified professionals and administrators about how informative and closely relevant and engaging, even in this virtual environment and the conversations and the sessions were that took place during Convocation and College Day. He thanked Chancellor Gerhard for his leadership and everyone that tuned in from the District, Chabot and Las Positas.

**10.2 CHANCELLOR REPORT**

He stated we had approximately 600 participants that were streaming during Convocation. He thanked the President's office at LPC, President Foster, IT Department and Chief Technology Officer Mr. Bruce Griffin, Mr. Stephen Gunderson, Mr. Sherman Lyndsey, Ms. Christine Herrera, Ms. Kelly Costello, Ms. Debra Nascimento, Ms. Patty Russell, Mr. Mujeeb Dadgar and Ms. Guisselle Nunez and Channel 30. He also thanked Dr. Bush for his contributions for setting up the discussion on diversity, equity and Black Lives Matter. He also thanked both college presidents for their transformational leadership

He stated we are not likely to see an August revision however; there is still a good amount of uncertainty ahead of us. He stated in the interest of the federal level, much of the budget is as dependent or based upon trigger language in receipt of federal funds. He stated discussions are not expected to resume until early September. He stated we are optimistic there will be a deal for states that will get California 15 billion by the trigger deadline of October 15<sup>th</sup>.

He stated looking forward, something that is going to be in front of us in the November election is Proposition 15. He stated Proposition 15 is a modification of Proposition 13 in terms of amending the language to allow commercial property to tax payments or tax receipts will be based upon fair market value as opposed to sell value. He stated this is something that generally K-14 is in favor of as it is anticipated that it would bring in significant sums of ongoing money that will help K-14 education.

He stated in terms of multi-year forecasting there are four possible budget scenarios that are being considered. They are predicated on whether or not we are going to receive federal stimulus money October 15<sup>th</sup> and whether or not Proposition 15 will be passed. He stated one of four scenarios will be brought to the Board in October when we present the proposed final adoptive budget.

Lastly, he stated in September we will begin hosting a series of District-wide forums and town hall meetings to discuss more broadly our budget scenarios.

### **10.3 RECOGNITIONS**

Chancellor Gerhard recognized Acting Vice Chancellor Doug Roberts for his service to the District, students and Board the last 15 months. He thanked him for his budget wisdom and for stepping in during a difficult time.

### **10.4 TRUSTEE REPORT AND/OR OFFICIAL COMMUNICATIONS**

Trustee Gin thanked both colleges for addressing racism.

He thanked Chancellor Gerhard and Senior Leadership for a phenomenal convocation. He thanked everyone for their reports and stated the Board and colleges are coming together nicely.

Lastly, he wished everyone a successful academic year.

Trustee Granger thanked everyone at the colleges for the massive undertaking to transition to an almost 100% distance learning model so you can continue to support our student and provide services.

Trustee Heredia congratulated the Chancellor, presidents, administrators, faculty and staff, as it appears the District is running smoothly despite all the challenges.

She also congratulated everyone for a wonderful Convocation and responding to needed changes and building the 10x10 project.

Lastly, she stated she is very happy to be a part of the District and to continue working with everyone on behalf of the students.

Trustee Randolph echoed her colleagues by stating Convocation was very informative and well organized. She thanked both Presidents and staff for the work that is being done around social justice, equity and Black Lives Matter.

She wished everyone a great fall semester and thanked Acting VC Roberts for his service.

Trustee Sbranti thanked the staff for their amazing work under these difficult conditions. He recognized the students for their resiliency many of them are facing while still staying in school and advancing themselves.

He thanked the Board for the great Retreat where there was meaningful discussion on Accreditation and the Vision for Success. He thanked President Sperling for reminding us of specific circumstances students are facing.

Student Trustee Weixian Lin stated he attended the Community College League of California, CCLC Annual Student Trustee Conference. He stated he learned how to be a more effective Trustee and represent his college.

Student Trustee Polanco stated he is happy to represent and be the voice of the students.

He acknowledged the faculty and presidents for their dedication to the students during these unknown times.

President Maduli echoed the sentiments of his colleagues stating Convocation was great. He thanked everyone for their presentations and all the reports from the constituents.

He thanked Mr. Roberts on behalf of the Board for coming out of retirement and taking on the helm of Business Services the last year and half.

## ADJOURNMENT

### Motion No. 4

Trustee Gin made a motion, seconded by Trustee Granger to adjourn the meeting at 9:09 p.m.

Motion carried unanimously, 6-0.

Motion carried by the following roll call vote:

AYES:                   Gin, Granger, Heredia, Maduli, Randolph, Sbranti  
 NOES:  
 ABSENT:  
 ABSTENTIONS:

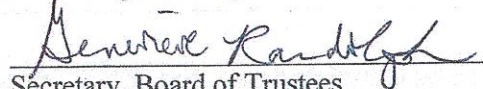
## NEXT MEETING

The next meeting of the Board is a Regular Meeting scheduled for September 8, 2020 at the District Office, Dublin.

Minutes prepared by:



Debra Nascimento  
 Recording Secretary



Secretary, Board of Trustees  
 Chabot-Las Positas Community College District