

<b>ACADEMIC SENATE OFFICERS</b>		<b>Present</b>
<b>President:</b>	Craig Goralski	
<b>President-Elect:</b>	Damon de la Cruz	<b>Damon-4:45 Class</b>
<b>Secretary:</b>	Julia Cherney	<b>Julia Cherney</b>
<b>Treasurer:</b>	Liana Koeppel	<b>Liana Koeppel</b>
<b>Curriculum Chair:</b>	Silvie Grote	<b>Silvie Grote</b>
<b>Senators: Please indicate departure time if you leave before adjournment.</b>		
<b>Academic Senators</b>		<b>Signature and time of departure</b>
<b>Business/CIS 1</b>	Peter Molnar (T1, Y2)	<b>Peter Molnar</b>
<b>Career Technical Education 1</b>	Amanda Gargano (T1, Y1)/ Jeremy Peters	<b>Jeremy Peters</b>
<b>Career Technical Education 2</b>	Russ Bacarella (T1, Y1)	<b>Russ Bacarella out 5:33</b>
<b>Counseling 1</b>	Sarah Coburn (T1, Y2)	<b>Sarah Coburn</b>
<b>Counseling 2</b>	Daniel Pelletier (T1, Y1)	<b>Daniel Pelletier</b>
<b>Fine Arts 1</b>	Katalin Angelov (T2, Y2)	<b>Katalin Angelov 3:56pm</b>
<b>Fine Arts 2</b>	Paul Paiement (T3, Y2)	<b>Paul Paiement 5:00pm</b>
<b>Health Science 1</b>	Michael Faraci (T1, Y1)	<b>Michael Faraci</b>
<b>Health Science 2</b>	Lori Collins (T1, Y2)	
<b>Health Science 3</b>	Julia Cherney (T1, Y2)	<b>Julia Cherney</b>
<b>Language Arts 1</b>	Liana Koeppel (T1, Y2)	<b>Liana Koeppel</b>
<b>Language Arts 2</b>	Alison Robertson (T1, Y1)	<b>Alison Robertson</b>

<b>Language Arts 3</b>	Kathleen McAlister (T1, Y1)	<b>Kathleen McAlister</b>
<b>Library/Learning Resource Center 1</b>	Leslie Palmer (T1,Y2)	<b>Leslie Palmer</b>
<b>Kinesiology:</b>	Sergio Cutrona (T1,Y2)	<b>Piero “Sergio” Cutrona</b>
<b>Science/Engineering/Math 1</b>	Alma Castro (T3, Y2)	<b>Alma Castro</b>
<b>Science/Engineering/Math 2</b>	Christina Plett (T3, Y2)	<b>Christina Plett</b>
<b>Science/Engineering/Math 3</b>	Victoria Castle (T1, Y2)	<b>Victoria Castle</b>
<b>Social Science 1</b>	Steven Estrada (T1, Y2)	<b>Steven estrada</b>
<b>Social Science 2</b>	Jaclyn Magginetti (T1, Y2)	<b>Jaclyn Magginetti</b>
<b>Adjunct Faculty Senator 1</b>	Layal Lebdeh (T1, Y2)	<b>Layal Lebdeh Out 5:00</b>
<b>Adjunct Faculty Senator 2</b>	Cynthia Acosta (T1, Y1)	Cynthia Acosta In: 3pm Out: 5pm
<b>Adjunct Faculty Senator 3</b>	Chrystal Johnson (T1, Y1)	<b>Chrystal Johnson</b>
<b>Liaisons</b>		
<b>Associated Students</b>	Nicolette Garcia	<b>Nicolette Garcia</b>
<b>Diversity, Equity and Inclusion</b>	Maha Afra	<b>Maha Afra out 5:29</b>
<b>Campus Technology</b>	Peter Maharaj	
<b>CC Foundation:</b>	Damon de la Cruz	<b>damon</b>
<b>Program Planning and Review</b>	Bryan Seiling	<b>Bryan Seiling</b>
<b>Professional Development</b>	Michael Brydges/ Ruth Gutierrez	<b>Michael Brydges</b>
<b>United Faculty</b>	Christie Diep	<b>Christie Diep</b>
<b>Student Equity and Achievement Committee</b>	Alison Robertson/ Gisela Verduzco	<b>Alison Robertson</b>

<b>Student Learning Outcomes</b>	Jennifer Coopman	<b>Jennifer Coopman</b>
<b>AdFac United</b>	Tonya Cobb/Layal Lebdeh	<b>Chrystal Johnson</b>
<b>Accreditation</b>	Liana Koeppel	<b>Liana Koeppel</b>
<b>CTE Liaison</b>	Amanda Gargano/Jeremy Peters	
<b>Distance Education</b>	Kathleen McAlister	<b>Kathleen McAlister</b>
<b>Basic Skills</b>		
<b>Council on Budget and Facilities</b>	Craig Goralski	
<b>GUESTS</b>		
<b>Print Name:</b>	<b>GUESTS</b>	
<b>Deidre Porter, Title V</b>		
<b>Janet Owen Driggs, FA Peer Coach</b>	J. P. Owen Driggs	
<b>Daniel Lind</b>	Ethnic Studies Dept.	
<b>Ziza Delgado Noguera</b>	RJEC	
<b>Jolena Grande</b>	Faculty, Health Science	
<b>Jenelle Herman</b>	ESL/LGBTQ+/RJEC	
<b>Medha Dave</b>	FIT intern	



## ACADEMIC SENATE

Minutes for 3.11.21

Place: CCC – 414 (Zoom) 3:00 pm to 5:00 pm

Members of the public may address the Senate regarding items on the agenda as these items are taken up by the Senate, according to the rules of the Senate. Members of the public wishing to address matters not on the agenda will be invited to do so under “Public Commentary” at the beginning of the meeting. The Senate reserves the right to change the order of the agenda items as the need arises.

### AGENDA:

- I. **Establish Quorum and Acknowledge Alternates**
  - A. Establishment of quorum at 3:04pm
  - B. Crystal Johnson alternate for Tonya Cobb
  
- II. **Adoption of the Agenda**
  - A. Motion to adopt the agenda as written made by Steven Estrada. Motion seconded by Alison Robertson. The motion passed unanimously.
  
- III. **Approval of Minutes from 2.25.2021**
  - A. Motion to adopt the minutes 2.25.2021 was made by Steven Estrada. Motion seconded by Kathleen McAlister. Motion was passed unanimously.
  
- IV. **Public Commentary** (3 minutes per speaker)  
No public commentary.
  
- V. **Faculty Announcements and Invitations** (2 minutes per speaker)  
No announcement or invitations
  
- VI. **Faculty Issues – Unfinished Business**
  
- VII. **Faculty Issues – New Business**
  - A. Title V Grant – Fine Arts Presentation (10 minutes) Paul Paiement, Janet Owen Driggs, Michael Brydges  
Janet Owen Driggs (Peer Coach) and Michael Brydges (Data Coach) presented a brief overview of the Fine Arts Title V Completion Team projects. Senate discussion and comments on the project.
  
  - B. Agenda Item UF RJEC (10 minutes) Steven Estrada  
Ziza Delgado introduced the United Faculty’s Racial Justice and Equity Committee, its mission and vision, some of the current efforts being worked on and invited any suggestions for ongoing collaboration with Cypress College Academic Senate. RJEC Committee Chair and available committee

members were introduced. Senate discussion on the mission of the committee.

C. Ethnic Studies Requirement and Cross-listing Policy (10 minutes) Steven Estrada

Cypress College Ethnic Studies faculty, Daniel Lind and Steven Estrada discussed the upcoming Ethnic Studies CSU Requirement (AB1460) and the recent distribution of the memorandum presenting a district-wide cross-listing policy. Senate discussion and questions on the details of the requirement. Motion to extend discussion by five minutes made by Steven Estrada. Motion seconded by Damon de la Cruz. Motion was passed unanimously. Senate discussion on impact of enrollment from this requirement. President Goralski advocated for discussions to take place in Division meetings on this issue and for an additional agenda item to be brought to senate around the end of the semester.

D. Establishing Rules for Executive Committee Meetings (15 minutes) Bryan Seiling

The Senate was asked to consider creating more defined guidelines for Senate Executive Committee Meetings. An example of how such meetings were handled previously was provided for discussion and comparison. Senators were asked to take the issue back to their divisions for consideration. President Goralski welcomed conversations to happen at the Division levels and for senate to have discussions at a future meeting on their opinions and perspectives of what to allow and what to not allow for the Senate Executive Committee Meetings. Senate questions and discussion on this issue. Motion to extend discussion by five minutes made by Steven Estrada. Motion seconded by Russell Bacarella. Motion was passed. Daniel Pelletier voted no. Senate discussion of past practice of Senate Executive Committee Meetings. Senate is asked to take this to their constituents for a discussion on this at a later date.

E. Senate Diversity, Equity, and Inclusion Plan (15 minutes) Bryan Seiling

There is great work being done across the campus to promote diversity, equity, and inclusion. This work has received strong support from the Senate, but the Senate itself does not have an official statement or policy on diversity. The Senate was asked if it supports drafting one and ways to begin creating the structure and process for doing so. Senate discussion on forming an ad hoc committee for the purpose of drafting a diversity statement to be brought before the senate. Motion to table the discussion until the equity framework is created and then the senate can respond. Motion seconded by Daniel Pelletier. Senate discussion on the time frame of the next meeting on the

equity framework and concerns of tying this to that process. Motion was rejected. Vote count 14 no and 4 yes. Motion to move to refer this to a subcommittee and have a subcommittee work on the wording and bring it back to the next meeting made by Liana Koeppel. Motion seconded by Steven Estrada. Motion was passed unanimously. Senate discussion on who would be on the committee. Motion made to direct President Goralski to gauge senate interest in participating in the subcommittee and come back with names so that we can create the subcommittee and a future meeting. Motion seconded by Alison Robertson. Senate discussion on this motion. Motion is amended to also do information sharing with the senate to let them know what they're getting into. Motion was passed unanimously.

**VIII. Special Reports (3 minutes per Report)**

**A. Associated Students**

Nicolette Garcia

1. The candidates from the special elections have been elected unopposed and have been instilled with voting rights.
2. DEI survey from last semester was shared with DEI committee and the information will be shared with other governance committees.
3. Members and The Vice President of Campus Activities have been working with Steven Estrada and Arturo Ocampo for the anti-racism campaign.
4. Senators working with Sam Gould for the Wellness Collaborative.
5. Senate questions and updates on the Smoke-Free campus initiative.

**B. United Faculty**

Christie Diep

1. UF has met with the district and working on the framework for the 75<sup>th</sup> percentile and lab/lecture parity to create a framework to help with negotiations next semester.
2. A survey has been sent out regarding the academic calendar.
3. MOU negotiations will begin soon to address the summer and fall of this year.
4. Have had discussion with the district concerning California residency and working for the district.
5. Had a REP council meeting regarding benefits.

**C. AdFac**

Chrystal Johnson

1. AdFac is entering into negotiations with the district. Members will receive a survey to provide input to extend the contract.
2. Upcoming member event Solidarity night is on March 24 at 5:30 and RSVP on the Google form that went out to adjunct faculty and is also on the AdFac homepage.
3. Leadership changes with Tonya Cobb appointed President and Crystal Johnson appointed Treasurer.
4. Next board meeting March 19 at 1:30.

D. Professional Development

Michael Brydges/  
Ruth Gutierrez

1. March 19 – Branding Workshop with Marc Posner and Marcie Kagawa
2. March 22 – Courageous Conversation with Frank Harris – Campus discussion on Race and Racism
3. April 5th – Final Conference Funding is Due by 12 Noon
4. April 9th – Follow up debriefing session for the Equity Retreat held on March 5th, which was a follow up from the Fall Semester Equity Retreat.
5. April 9th – LIFE Program: Liberating Scholars Educational Training from 1 – 4 PM
6. April 23 Strategic Planning Retreat

E. Curriculum Committee

Silvie Grote

1. A call was sent out for curriculum chair
2. Minutes and agenda for the next meeting just came out, which include a list of courses that are currently past pre-launch and heading towards out of compliance. Senate is encouraged to open the document and review.
3. Have a task group working on what would it look like if we were possibly to align the native graduation requirements with those with CSU. Reps have been asked to inquire with their constituents for feedback.

F. Academic Senate Treasurer's Report  
No report

Liana Koeppel

G. Cypress College Foundation

Damon de la Cruz

1. The nomination process is open for Alumnus of the Year and we encourage faculty to nominate worthy Alumni.
2. The Scholarship process will open for students next week.
  - a. The Foundation will send an e-mail to all students and the campus community promoting the scholarship process.
  - b. Please ask faculty to encourage students to apply.
  - c. We will also be seeking scholarship application reviewers and to contact Rachel Ghatikar if they are interested.
  - d. Please also let faculty know that they may get one or more students seeking letters of recommendation through the software system. They will receive an e-mail to complete an online recommendation form.
  - e. There is also still time to contribute to an existing scholarship or fund a new scholarship. Please contact Rachel right away to help.
  - f. The Scholarship Awards Ceremony will be Tuesday, May 18 at 5:30 pm.
3. The Cypress College Yom HaShoah Holocaust day of Remembrance event will be April 15 and we encourage faculty to also participate in this event.
  - a. The event is supported by the foundation and led by retired faculty Cliff Lester and current faculty member David Halahmy.

4. Americana was a huge success and we thank faculty for their participation in the livestream, auction and the Yamaha drawing. Their support made a tremendous difference in the event for our students
- H. Student Equity and Achievement Committee Alison Robertson/  
Gisela Vurduzco
1. The SEA committee met on March 2 and approved the following requests:
    - Math Side Kicks (video DLAs)- a continuing project
    - Math OER for full time faculty to pilot in Fall
    - Trans Day of Awareness Speaker- Alex Billings-Date TBA
  2. NCORE planning continues.
    - NCORE registration has not yet opened.
    - We have begun to send inquiries to Cypress faculty and staff about their interest in participating in the year's NCORE, but we haven't yet finished this part of the process.
    - Dr. Schilling made a request to the District asking for District funding for the BLM Taskforce group's NCORE registration. We have not yet received a response from the District.
    - We are happy to announce that we will be able to fund student participation in this year's conference.
    - Last year's conference presented some obstacles to student travel, including chaperones and the per diem issue, which led us to previously recommend students go to the Board to push for a change to the student Per Diem rate. The rate for students is significantly lower than what faculty get, so much so that the rate is an equity issue for students who want to participate in events that require travel. The SEA committee continues to recommend that students go to the Board to push for an adjustment to the Per Diem rate for Students. Even though we are remote, students should begin to do this work so that it is equitable when the time for travel comes around again.
  3. Our next SEA committee meeting will be held Tuesday, April 6 from 3:45 to 5pm on Zoom. For a link, please email Gisela Vurduzco or Alison Robertson.
- I. Student Learning Outcomes Assessment Jennifer Coopman
1. The Spring 2021 schedule has been uploaded to eLumen. Spring 2021 CSLO assessment scorecards are now viewable in eLumen.
  2. The SLO Committee met March 1, 2021. Part of the meeting focused on discussing the SLO component of program review. The issues with the Canvas NextGen integration were also discussed.
  3. Viewed an SLO Talk, hosted by Jarek Janio. The focus was SLO assessment and professional development. Here is the link to the recording if anyone is interested:  
<https://www.youtube.com/watch?v=W71Y4CVIp9A>



4. Met with Jarek Janio, the Santa Ana College Outcomes Assessment Coordinator, on March 10, 2021 to discuss CSLOs and PSLOs and how to make more meaningful connections.
  5. Met and corresponded with various Faculty regarding CSLO assessments and PSLO mappings. I will be sending emails soon to department coordinators with programs up for program review in Fall 2021, regarding the CSLO to PSLO mapping to be done in eLumen.
  6. Working on revising ISLO/PSLO catalog verbiage due to ISLO/PSLO revisions.
  7. The next SLO Committee meeting is scheduled for April 12, 2021.
- J. Program Review and Department Planning Bryan Seiling
1. The IPRC met this past Monday to discuss responses from the departments who have received their IPR Summaries. Those receiving recommendations related to CSLO completion rates were asking for help in getting their adjunct faculty involved in the process. There are various resources that currently exist, and the committee is committed to helping the departments become compliant regrading CSLOs.
  2. The committee also continued work on writing the Annual Report and revisions to the *Department Planning and Program Review Handbook* and IPRC Meeting Bylaws. All three documents will be presented to the Senate in meetings in April and May. For the next two Mondays, the committee will review the seven Specialized Instructional Program remaining from the initial review cycle began last spring.
- K. District Council on Budget and Facilities Craig Goralski  
Report is included in the president's report.
- L. ACCJC Self Study Liana Koepfel
1. The First Draft of the Midterm Report was sent to the Accreditation Steering Committee members on March 10 to be reviewed before the Steering Committee meeting scheduled for March 17th from 3:00-4:30pm
  2. The First Draft of the Midterm Report will be presented to the campus for feedback after revisions from the Steering Committee input are made.
  3. Campus feedback can be provided by using the feedback link once the First Draft is posted to the College website. Look for an email from Liana and Eileen coming soon!
- M. CTE Liaison Jeremy Peters  
Russell Bacarella spoke regarding fall semester course scheduling.
- N. Distance Education Kathleen McAlister
1. DE Committee met on March 4 and discussed the following:

- DE was able to use CARES funding to extend subscriptions for Lockdown Browser/Respondus Monitor, Proctorio (for limited use), ALLY, and Pronto.
  - We encouraged committee members to consider applying for the OER liaison position and we discussed a proposal drafted by the Fullerton College OER work group. They wish to clarify criteria for ZTC (zero-textbook cost) classes and establish an additional designation for LTC (low-textbook cost) for classes with materials under \$40.00.
  - The DE committee reviewed and approved the DE Program Review report; we are focusing on a few important goals in the next few years—establishing a permanent source of funding/line-item budget to cover the entire cost of the DE program (LMS, necessary applications, staff, costs associated with POCR and CVC), joining the CVC and establishing cross-enrollment in the exchange, supporting faculty in the development of fully online degrees and certificates, and assessing/adapting the support model for the increased need including the addition of instructional design support—not only for DE, but all modalities and to support accessibility/508 compliance.
  - Five faculty have complete POCR training, and by the end of semester we should have a complete “team” for peer-online course review.
  - The DE Plan will go to the Budget and Planning Committee for approval next week.
  - The Online Teacher Training Spring cohort will begin March 22.
2. TCC (Technology Coordinating council): TCC meets on 3/16. At the last meeting there was a proposal to replace TCC with DTC. Here is a summary of this item from the meeting minutes:
- Cherry Li-Bugg presented the group with the NOCCCD IT Governance Framework, Policy and Proposed Revisions document for review. She said that District Technology Committee (DTC) would be the first layer and would be a smaller group than the Technology Coordinating Council (TCC). The purpose of DTC would be to serve in an advisory capacity to faculty, staff and administrators on matters pertaining to instructional, administrative and student services computing, telecommunications, and other technologies. The committee will develop and support the strategic technology plan, policies, procedures and standards for the District and colleges. The committee is responsible for researching, planning, and providing technology solutions to meet the needs of the North Orange County Community College District. A sub-committee of DTC would be the Technology Impact Committee (TIC). The purpose would be to aggregate progress, identify challenges, and coordinate solutions for active and pending DTC approved projects.
  - The original proposal indicated that there would be 1 faculty member from each college serving on the committee. It was also suggested to

have 2 faculty members instead of 1 as currently suggested. Cherry will be taking this back to DCC for approval around March.

- O. Diversity, Equity and Inclusion Committee Maha Afra
1. The meeting was on 3/9/2021, 3:00 pm.-4:30 pm
  2. DEI Book Discussions (Caste)
    - March 23<sup>rd</sup> at 11:30-12:45 and March 24<sup>th</sup> at 4:30-5:45/Virgil Adams will lead both discussions.
    - April 27<sup>th</sup> at 11:30-12:45 and April 28<sup>th</sup> at 4:30-5:45
  3. Equity Alliance and e-Convenings
    - Received more applications for March and have enough participants including a student.
    - Already received a new application for the April one. It is about equity and AB 705. Will be having a more targeted outreach, depending on the subject matter of the e-convening. The April one with reach out to Eldon Young, David Vakil and the Chairs of English, Math and ESL.
    - Greatly more diverse participation.
    - Attendants of the February 2021 e-Convening shared a summary. Some of the highlights is that we need to be mindful at Cypress to address concealed acts of racism. Have a strategic plan to protect Asians/Asian-Americans from acts of racism. The summary highlighted the efforts we are doing at Cypress to address equity and social justice. A survey will be sent out after the Town Hall on March 22<sup>nd</sup>. (copy attached at the end too)
    - [https://proxy.qualtrics.com/proxy/?url=https%3A%2F%2Fnocccd.qualtrics.com%2FCP%2FReport.php%3FSID%3DSV\\_4SlcUjiAYILxf5X%26R%3DR\\_AG6MrDba8oi52uJ&token=0r4QwZzm3GYwGiQCSw4DgmdPUnqNmXrr5OL6R%2Bg7xws%3D](https://proxy.qualtrics.com/proxy/?url=https%3A%2F%2Fnocccd.qualtrics.com%2FCP%2FReport.php%3FSID%3DSV_4SlcUjiAYILxf5X%26R%3DR_AG6MrDba8oi52uJ&token=0r4QwZzm3GYwGiQCSw4DgmdPUnqNmXrr5OL6R%2Bg7xws%3D)
  4. Associated Students DEI Survey (Nicolette Garcia and Ester Plavdjian)
    - They will be sharing the full report in the next Senate meeting.
    - Survey was implemented in November. 159 students responded. They asked about demographics, the students' sense of comfort at Cypress College, questions about discrimination and racism at the college, and short answer questions.
    - They used Canvas and RAS to advertise and collected the responses through Google docs.
    - The outcomes were mostly positive.
    - Treisa Cassens suggested that they be in the UCI research conference.
    - Dr. Schilling shared that USC implemented a survey at Cypress College. We do not have the results yet.
  5. Diversity, Equity and Inclusion Award
    - We reviewed the description.
  6. Funding Request

- We only had one that we will review and vote on by email.
7. RJEC (Jenelle Herman)
    - They are looking at the hiring practices for classified and faculty. Classified are diverse but not allowed to teach at the college. They are looking at adjusting the district's policy regarding the classified teaching at the college. Macie Kagawa applauded the recognition and that is important to find a pathway forward for the classified to teach at the college.
  8. Equity Retreat Follow Up (Gisela)
    - The retreat was March 5<sup>th</sup>.
    - Gisela, Michael and Ruth met to establish the next steps to finalize the DEI Framework. They are sending homework out to the participants. Participation was almost 100%.
    - April 9<sup>th</sup>, we will reconvene to discuss the framework before Tony Santa Ana comes back to campus.
    - Anne Marie Beck in working with Home Boy Industries to bring formerly incarcerated people in the industry to campus.
  9. Announcements
    - Virgil: Thank you for a stellar and student oriented BHM Celebrations.
    - Gisela: NCORE registration not open yet and BLM Task Force members were invited.
    - Dr. Schilling: Town Hall/Frank Harris March 22<sup>nd</sup> 12:30-2.
    - Jennifer Page: Debate Team, Diversity Stories on March 23<sup>rd</sup> and April 23<sup>rd</sup> at 5:00 pm. Looking for judges.
    - Dr. Schilling (for Gisela): Charger Experience Cohort of 2018, 53 applied to UCI and all got accepted. Overall 35% of Cypress applicants are accepted.
  10. February e-Convening Summary
    1. Name (first and last): Brittany Hamer, Maria Haro, Belinda Allan, Louis William(s)
    2. What e-convening did you attend and on what date?  
**Confronting Explicit Acts of Racism and Racial Violence on Campus** (Thursday, February 18, 2021 9am-Noon)
    3. What aspects of Anti-racism, Social Justice, or Diversity and Inclusiveness had the greatest impact on you as a result of attending this e-convening?
      - As the campus creates a phase-back plan for the fall semester we need to be mindful and intentional about creating a strategic plan to protect Asian/Asian American students, staff, and faculty from acts of racism
      - While many feel that California is a progressive and liberal state, it was eye opening to hear that our state has the highest number of racial incidents in the country
      - Understanding that acts of explicit racial violence to include course curriculum when framed around whiteness

-Acts of racism aren't always out-front/"in your face" and work must be done to identify, avoid, and address concealed acts of racism (ex: euro-centric curriculum)

4. How will you incorporate this information in your current position (i.e., classified, faculty, administrator, or student) on a personal and professional level?

As a classified employee, I will be taking the information learned back to my office to share as well as to be spatially aware of potential issues around me. My office is located in a high-traffic area with many new students that get frustrated with the lines and lack of knowledge of procedures. This can lead to short tempers and microaggressions. Armed with the knowledge learned at this e-convening, being aware of the happenings in my immediate area and training my student workers to be aware, can prevent some of these racial incidents from occurring, or at the very least, give those that need protection an ally and safe space.

As a faculty member, counselor and instructor, I plan on taking a proactive approach as I continue to learn how to be a more equitable ally and social justice advocate. In the classroom, my goal will be to incorporate more conversations related to race, ethnicity, and social justice. By providing students with information and a space to hold difficult conversations, we will make great steps towards a more inclusive generation of critical thinkers. As a counselor, I would like to go back to my team and brainstorm how we can support our diverse students. This can be done by acknowledging through email or social media platforms the existence of racist or discriminatory events both locally and nationwide. Taking a public stance in support of our communities will contribute to the sense of belonging of our students. Through our events, we should aim at celebrating the various cultures and races of our students year round to let them know we welcome and support them while also providing all students the opportunity to learn about diverse populations.

5. Other resources you may need to complete your project:

While Cypress College provides opportunities for staff and faculty to attend equity related events such as Diversity, Equity and Inclusion in Curriculum, NCORE, and the equity retreat, after attending the UCS e-convening on the topic of "Confronting Explicit Acts of Racism and Racial Violence on Campus," we believe the key to sustaining our campus commitment to diversity and equity work requires a multifaceted approach that calls for a campus cultural shift. By creating a training program on how to respond to acts of racial violence and a campus cultural and social justice center, Cypress College can uphold its institutional responsibility to provide a safe environment that takes into account the emotional, relational, and physical safety of all on campus. Specifically, when it comes to training at Cypress College there should be a section that focuses on what to do if racist groups show up on campus or online virtually.

Training

Programs

In order to institute campus cultural change, it is imperative that Cypress College develop and implement a systematic approach to training students, staff and faculty on confronting and responding to acts of racial violence. Over the past 10 years, Cypress College and many of our neighboring colleges and universities have experienced egregious and disgusting displays of racial violence on their campuses that have made headline news and caused damage to their campus community. While the e-convening provided clear instructions on how administrators should handle explicit acts of racial violence once they have been committed on a campus, we believe that Cypress College can provide preventative training opportunities to educate students, staff and faculty through a bystander intervention training program. Prioritizing the safety and well being of people of Color and those that are historically marginalized, we believe that a campus wide bystander intervention training program can empower all members of our campus community to defend Cypress College against hate. This recommendation is even more timely as Cypress College develops a phaseback plan following the aftermath of COVID-19 and the xenophobic attitudes towards students, staff and faculty who identify and are perceived as Asian/Asian American.

Although the e-convening emphasized explicit acts of racial violence affecting the campus community as a whole, for instance, fraternity/sorority Blackface and ICE themed parties and increased recruitment efforts of white nationalist groups, taking into consideration our student demographics, the culture of our campus community, and the various roles we occupy, we believe that we are more likely to experience explicit acts of racial violence in our everyday roles than a large scale incident on campus. For almost all participants in the e-convening, it became apparent that everyone had experienced explicit acts of racial violence on their current college campus however, when confronted, a majority of participants did not know how to handle the situation at that moment. As such, a key strategy will be to implement a training program specifically designed for staff and faculty that provides actionable items and a toolkit for how to confront and respond to acts of racial violence in the classroom and within their service area. By collaborating with Dr. Shaun Harper and the USC Race and Equity Center, Cypress College can lead the way and create a framework for the California Community College system and develop a toolkit and training program.

Cypress College Cultural & Social Justice Center

To be agents of change and implement appropriate support for diverse students, it is important for Cypress College to prioritize the development and creation of a Cultural & Social Justice Center. Providing centralized support for students, staff, and faculty, the Cultural & Social Justice Center

would be responsible for facilitating campus-wide workshops, training, and developing campus-wide initiatives that institutionalize diversity as a part of the culture. Building upon program-specific cultural celebrations (ex. Black History Month celebrations hosted by the Legacy Program and Hispanic Heritage Month celebrations organized by the Puente Program) the Cultural & Social Justice Center would plan year-long programs that observe a variety of racial and/or ethnic identities. For instance, as a federally designated ANNAPISI, the Cultural & Social Justice Center at Cypress College would be responsible for creating programs that honor the vast diversity amongst the Asian/Asian American population on campus (i.e. lunar new year, Chinese new year, etc.) as a specialized program for this population does not currently exist.

**IX. President's Report and Committee Appointments (15 min.)**

- A. President Goralski discussed where we left off from our last meeting when we lost quorum. Senate discussion on the stipulations of the OER liaison position. Motion to allow the liaison to be a non-tenured full-time faculty made by Steven Estrada. Senate discussion on the motion. Motion withdrawn. Senate was advised that the motion that was voted on at the last meeting allows full time faculty who are non-tenured to serve in this position and should there not be interest then the position may be opened up to part time faculty.
- B. Senate discussion on the student services reorganization. Paul de Dios has proposed changing the registrar position to a director of admissions and records position and a reorganization of the student services side of the campus. A work group is being set up to review this proposal which includes three faculty members. This will be discussed at the next senate meeting to decide on what faculty would be interested in participating on this.
- C. President Goralski shared that the campus will receive CARES act money for direct student aid.
- D. COVID-19 ad hoc committee next meeting is Wednesday March 17<sup>th</sup>.
- E. ASCCC survey to be filled out will be shared with constituent groups.

**X. Adjournment**

Motion to adjourn made by Jaclyn Magginetti. Motion seconded by Daniel Pelletier. The motion passed unanimously. The meeting was adjourned at 5:42pm.

The agendas for all Cypress College Academic Senate meetings can be found on line at [www.cypresscollege.edu/facultystaff/senate](http://www.cypresscollege.edu/facultystaff/senate). Agendas are physically posted in the window of TE3, 2<sup>nd</sup> floor.

It is the intention of the North Orange County Community College District to comply with the Americans with Disabilities Acts (ADA) in all respects. If, as an attendee or a participant at this meeting, you will need special assistance, the NOCCCD will attempt to accommodate you in every reasonable manner. Please contact Julia Cherney, Academic Senate Secretary, at 714-484-7000 ext. 47292 or Craig Goralski, Academic Senate President, at (714) 484-7000 ext. 48374 at least 48 hours prior to the meeting to inform us of your particular needs so that appropriate accommodations may be made.