



In accordance with California's Code of Regulation, Title 5 ARC's Academic Senate is the organization whose primary function, as the representative of the faculty, is to make recommendations to the administration of a college and to the governing board of a district with respect to academic and professional matters.

"Academic and professional matters" means the following policy development and implementation matters:

(1) curriculum, including establishing prerequisites and placing courses within disciplines;

(2) degree and certificate requirements;

(3) grading policies;

(4) educational program development;

(5) standards or policies regarding student preparation and success;

(6) district and college governance structures, as related to faculty roles;

(7) faculty roles and involvement in accreditation processes, including self-study and annual reports;

(8) policies for faculty professional development activities;

(9) processes for program review;

(10) processes for institutional planning and budget development; and

(11) other academic and professional matters as are mutually agreed upon between the governing

Zoom- [Link](#) More information can be found at the end

Date of Meeting

3:00 P.M. to 5:00 P.M.



## Regular Meeting

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.

## Minutes :11/18/2021

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- I. **Establish Quorum and Acknowledge Alternates**
  - a. Quorum was established at 3:04 pm. No alternates were present.
- II. **Adoption of the Agenda**
- III. **Approval of Minutes from 10/24/2021**
  - a. Steven Estrada made the motion to approve the minutes. Liana Koepfel seconded the motion. The motion passed. Kathleen McAlister, Loyal Lebdeh, and Paul Paiement abstained.
- IV. **Public Commentary (3 minutes per speaker)**
  - a. Kathleen Reiland updated Senate on faculty prioritization. The four positions moving forward are Ethnic Studies, RAD Tech, Biology, and Psychiatric Tech. They still need to be board-approved. They are moving forward with the Dean positions. There are new opportunities for additional baccalaureate degrees programs. Applications are due on Dec 15<sup>th</sup>. AB 928 is recommending that we have common course numbering across the state. Liana Koepfel expressed the concerns of the Oral Communications Departments across the state regarding the new changes from AB 928.
- V. **Faculty Announcements and Invitations (2 minutes per speaker)**
  - a. Maha Afra invited everyone to attend the dance concert this weekend.
  - b. Daniel Pelletier made a proposal for FLEX on hiring committee practices. He is also willing to do an extra training before the Dean hiring committee start taking place.
  - c. Silvie Grote invited everyone to a community yoga class taking place on Friday the 19th.

The agendas for all Cypress College Academic Senate meetings can be found online [here](#). Agendas are physically posted in the CCC Complex, 3<sup>rd</sup> floor at Marc Posner's office. 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 Jaclyn Magginetti, Academic Senate Secretary, at 714-484-7010 or Damon De La Cruz, Academic Senate President, at (714) 484-6006 at least 48 hours prior to the meeting to inform us of your particular needs so that appropriate accommodations may be made.

- d. Damon de la Cruz announced a Thanksgiving food drive and you are still able to adopt a family to help our students on campus.

## VI. Faculty Issues – Unfinished Business

## VII. Faculty Issues – New Business

- a. Student Housing (10 minutes) Damon de la Cruz/President Schilling  
Dr. Schilling presented a proposed student housing proposal. The State released funding requirements for student housing on October 12<sup>th</sup>, it was discussed at PAC on October 14<sup>th</sup>, and the deadline to submit with on October 29<sup>th</sup>. There is 300 million going to community colleges for student housing, but 1.2 billion worth of proposal were submitted from community colleges around the state. The proposal is for half of lot 6 to be turned into two/three-story dorm-like housing. The project would be built and managed by Jamboree Housing. The criteria for the grant is 30% of 50% of the market value of a unit in your county. That would put the price at \$900 for Orange County. 18% (36 units) will be single units, 64% (120 units) would be suites, and 18% for family units. This proposal is for \$40 million. We also have a doner who is committed to student housing in Cypress and is proposing that we supplement rent for students who cannot afford the \$900 a month.

- b. Starfish Presentation (20 minutes) Damon de la Cruz/Lisa Gaetje  
Lisa Gaetje, Ruth Gutierrez, and Gisela Verduzco gave Senate a demonstration on Starfish. Starfish was paid for by Guided Pathway funding. This program should make it possible for counselors and faculty to communicate efficiently. You can use it to warn and reward students' progress. Starfish will also help with cohort building in sports and other academic programs. The team is still in the early phases of the project, including role-building. They will be expanding the teams to include an IT leader and researchers to help move the project forward. The completion teams from Guided Pathways will pilot it next semester and are looking forward for recommendations. Additional features Starfish can provide will be discussed in the future based on of recommendations from the pilot teams and faculty.

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

- a. **Associated Students - Sydney Pike**  
AS are proposing a community garden that will help the college community for food pantry sustainability, volunteer hours, stress relief for students, and possible classroom sciences uses. Many clubs have already shown interest in participating and maintaining the garden.
- b. **United Faculty Christie Diep**  
The next negotiations on the 29<sup>th</sup> for the covid MOU and the 30<sup>th</sup> for the normal negotiations.
- c. **AdFac Chrystal Johnson**  
No Report
- d. **Professional Development Michael Brydges/Ruth Gutierrez**  
Flex proposals for Spring 2022 are due by Dec 3<sup>rd</sup>. It will be a joint zoom Flex day with Fullerton College.
- e. **Curriculum Committee Silvie Grote**
  - Curriculum Committee has met twice since last Senate meeting. Cypress has 27 courses and 17 programs remaining to approve for Fall 22. Pre-launch for Fall 23 ends February 1, 2022 and we are to start review for the upcoming cycle.

- CPL Coordinator is working with divisions that have courses listed under credit by examination in college catalog so faculty can identify appropriate methods of evaluation and therefore improve transparency and provide more detailed information in the catalog. CPL subcommittee meets on Dec 7<sup>th</sup> for the first time.
- Chair attended ASCCC Fall Plenary: major points of discussion at the Plenary were Distance Ed and new legislature such as AB 1111 and AB 928. Common course numbering across all California Community Colleges expected to be in place by 2023, although probably not attainable. Also, unification of IGETC and CSU GE transfer pathways. Both state academic senate presidents, from CSU and UC, were present and shared their sentiments.
- Additional discussions that took place: ESL faculty came to speak in support of ESL 109C revision (fourth revision to address articulation comments, this time specifically comments from UC reviewers). More conversations were to take place to inform ENGL faculty as to how the proposed revision of ESL 109C aligns with the current version of ESL 109C which is also prerequisite for ENGL 100 and ENGL 101. As a follow up, committee discussed the nature of the ESL/ENGL discussion at the last meeting, that is, whether that discussion was, in any way, hostile.

**f. Academic Senate Treasurer's Report Liana Koepfel**

No Report

**g. Cypress College Foundation Damon de la Cruz**

The Golf Classic was postponed to Jan 17<sup>th</sup>, 2022 due to weather. There has been some big donates in the last few weeks. \$50,000 for food insecurities and \$40,000 for Aviation and SEM.

**h. Student Equity and Achievement Committee Alison Robertson/ Gisela Verduzco**

SEA Report: SEA meets Tuesday, Dec. 7 3:30pm to 5pm. To get a Zoom link to the meeting or request funding for an equity related proposal, contact Gisela Verduzco or Alison Robertson.

**i. Outcomes Assessment Jennifer Coopman**

- The Fall 2021 eLumen data load was completed but the majority of assessments are missing from eLumen. The development team at eLumen is trying to resolve the issue and recover the missing assessments. I have been adding assessments in eLumen when requested by Faculty due to the completion of 8-week or 9-week courses. I will be sending an email to all Faculty regarding CSLO assessment soon (hopefully eLumen can recover the missing assessments soon). If eLumen is unable to recover the assessments, an assessment for each course will need to be created.
- In progress of writing SLO summaries and comments for the six programs that presented their programs to the Program Review Committee on November 8 and November 15.
- Updated eLumen with the new Public Health Science CSLOs and created assessments for the new courses.
- The SLO Accreditation Steering Subcommittee met November 8, 2021, and discussed Student Service Learning Outcomes and such.
- Updated the Cypress College SLO website with revised documents (including FAQ).
- As a reminder, Fall 2023 will be the first semester that the Degree and Certificate PSLO component will be included on the Instructional Program Review Form. This means programs going through Fall 2023 program review should pre-launch Degree and

Certificate PSLOs in CurricUNET by the Spring 2023 pre-launch deadline. All programs (not just programs going through Fall 2023 program review) can begin pre-launching Spring 2022 (February 1st is the deadline). I will be emailing the department coordinators the Degree and Certificate PSLOs template document. The document includes the following language: "Degree and Certificate PSLOs are designed to reflect the fundamental knowledge and skills students should obtain as a result of receiving a degree/certificate offered by instructional departments at Cypress College. To meet Accreditation standards, the College must regularly assess "learning outcomes for courses, programs, certificates and degrees using established institutional procedures." (IIA3) Departments should write one or more PSLOs that reflect the core competencies for each degree or certificate. Initially, the Degree and Certificate PSLOs will be assessed annually via the Associate Degree and Certificate Assessment Plan (ADCAP) Student Survey. The results of the annual ADCAP survey will be evaluated every four years as part of the Department's Program Review Report. Departments should discuss the Degree and Certificate PSLO assessment results in order to evaluate their programs for continuous improvement." The document also includes sample language for Degree and Certificate PSLOs, including examples for various programs. Please consider using future flex days as a time to write Degree and Certificate PSLOs!

- Corresponded with various Faculty regarding SLO related topics, such as CSLOs, CSLO assessments, PSLO mappings, and Degree and Certificate PSLOs.
- In progress of updating the SLO Handbook.
- Updates have been made in eLumen. As a note, it is quite challenging to maintain eLumen since CurricUNET and eLumen do not communicate directly.
- When CurricUNET updates with a new course or with new/revised CSLOs for an existing course, the CSLO to PSLO mapping needs to be done/redone in eLumen for that course (even if the course had been mapped previously). Best practice is to do this mapping as the updates are made in CurricUNET. Departments should also update PSLO Mappings to reflect any CSLO mappings to Equity. Updating the PSLO Mappings in eLumen is a great department activity for Flex Day.
- The next SLO Committee meeting is scheduled for November 29, 2021.

**j. Program Review and Department Planning Bryan Seiling**

They have completed nine and have two more to go. It is always good to see what everyone is doing with equity, and some amazing work has been done. There have also been some interesting reviews that will be addressed in the annual report. We may need to address DEI in Senate again as a Senate position.

**k. District Council on Budget and Facilities Damon de la Cruz**

In presidents report

**l. ACCJC Self Study Liana Koeppel**

This Friday is the 2024 kickoff cycle accreditation training. Please everyone who may want to be involved go to this training. They are still looking for the next Accreditation Faculty Co-chair. Please respond to the Climate Survey that has been sent out. We need to, as a campus, start talking about how we are going to offer classes in the future as a whole.

**m. CTE Liaison Jeanette Jones/Douglas Sallade**

No report.

**n. Distance Education Kathleen McAlister**

Distance Education conversations focus on the new trend or movement in distance education competency-based education and its impact on Title V, and some of the language focused on regular and substantive interaction. They are working on plans for what happens after moving out of the emergency context for the classes currently offered online in an emergency compacity. They also need to plan for more faculty training.

**o. Diversity, Equity and Inclusion Committee Maha Afra**

DEI-Initiatives Update (Dr. Schilling)

Please see attached document for more details Appendix 1.a

- Closing the equity gap started in 2017 through training, PD, A2MEND, Puente and Legacy Programs
- 2019-2021 changing the mission statement
- Equity centered core values
- DEI activities, retreats, guest speakers, equity walks, joining the Equity Leadership Alliance, Connected DEI with SEA
- 2019-2020, increase in Black and Latinx students' degrees and certificates
- Guided Pathways: CC Equity Leadership Alliance workshops. Training for administrators in equity
- Extensive Professional Development training
- Equity retreat
- BLM oversight task force
- Veterans, Legacy and Puente spaces created
- Wellness Center
- LGBTQAI Coordinator, Jenelle Herman
- Student Resource Guided

10 Steps to Addressing Anti-Racism (Document attached) Appendix 1.b

- We had a robust discussion regarding creating a suggestion box, a physical one or an on-line one, for employees who experience racism on campus. That we need a system of accountability. A suggestion was to explore the possibility of the FSA's as a safe reporting place for employees and AS for students. We tabled the discussion for the next meeting.

Wellness Mission Statement

- Sam Gould asked for the committee feedback regarding the statement

DSS Presentation

- Accessibility Workgroup is on the college webpage

2021 Equity Champions/Aspen Prize Invitation

- Celebration November 16, 2021/10-11:30

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

**Appointments/Call outs:**

- a. Dean SEM – Nov 29, 2021
- b. Dean Health Sciences – Nov 29, 2021

c. Dean Student Services – Nov 29, 2021

**Committee and Meeting Report Outs:**

Here is a summary of the main topics discussed in the various committee and other meetings since the last Senate session. I am happy to answer any questions regarding the report out.

- **Board of Trustee Meeting (11.09.2021):**
    - The Board approved the December 14, 2021 as the date of its Organizational Meeting
    - The Board approve revised policies in Chapter four. This included administrative procedures.
    - The board approved the individuals appointed to serve on the Citizen's Oversight Committee.
  - **Council On Budget and Facilities (CBF):**

Onetime fund allocations to offset the 10.7Mil fraudulent students  
Spending the Phase 3 HEERF funds.  
Facilities update  
    CC SEM Grand Opening  
    Move FA into old SEM Building  
    Plant enhancement plans
  - **District Consultation Council (DCC):**
    - DCC has not met since our last meeting
  - **Planning and Budgeting Committee (PBC):** Meeting is joint prior to Senate Meeting. See bellow.
  - **President's Advisory Committee (PAC):** Meeting is joint prior to Senate Meeting. Ruth, Gisela and Lisa presented an over view of Starfish. AP3580 Approval for sustainability on campus. AB 361 Virtual Meeting. The Board has voted for all governing bodies in the District. Senate needs to vote whether or not they want to fall under the boards umbrella or vote (resolution) on a monthly. The BOT is planning on in person meetings at the end of January. Sydney Pike presented about a planned student/ community garden.
  - 
  - **Classified Positions Hiring Prioritization linked to Program Review.** CBF budget discussion, structural deficit, use of onetime funds at district and college level. AS students would get priority registration.
  - **Faculty Prioritization**

The college is well over the FON  
Cypress: 488.07  
Current faculty 546.00  
58 over
- Cypress will be able to hire 4 positions this year (FC had 3)
1. Ethnic Studies
  2. Radiology Technology

3. Biology Microbiology
4. Psychiatric Technology

**Other Senate Business:**

Thanksgiving food drive – Wed November 17/Monday

Adopt a family, Adopt and Angel AnnMarie Ruelas Monday Nov 15, Wed Dec 1

q.

**IX. Adjournment**

**CC ACADEMIC SENATE SPRING 2021**

<b>ACADEMIC SENATE OFFICERS</b>		
<b>President:</b>	Damon de la Cruz	<b>Damon De la Cruz</b>
<b>Past President:</b>	Craig Goralski	<b>Craig Goralski</b>
<b>President-Elect:</b>		
<b>Secretary:</b>	Jaclyn Magginetti	<i>Jaclyn Magginetti</i>
<b>Treasurer:</b>	Liana Koeppel	<b>Liana Koeppel</b>
<b>Curriculum Chair:</b>	Silvie Grote	<b>Silvie Grotee</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>	Kathleen Troy (T1, Y1)	<b>Kathleen Troy</b>
<b>Career Technical Education 1</b>	Doug Sallade (T1, Y1)	
<b>Career Technical Education 2</b>	Jeanette Jones (T1, Y1)	<b>Jeanette Jones 3pm Jeanette Jones - 4:45pm</b>

<b>Counseling 1</b>	Cassie Rodriguez (T1, Y1)	<b>Cassie Rodriguez</b>
<b>Counseling 2</b>	Daniel Pelletier (T2, Y2)	<b>Daniel Pelletier</b>
<b>Fine Arts 1</b>	Janet Owen Driggs	<i>Janet Owen Driggs</i> . 4:00 FA Division meeting
<b>Fine Arts 2</b>	Paul Paiement (T5, Y3)	<b>Paul Paiement</b> 4:15 FA Division meeting
<b>Health Science 1</b>	Michael Faraci (T2, Y1)	<b>Michael Faraci</b>
<b>Health Science 2</b>	Lori Collins (T3, Y1)	
<b>Health Science 3</b>	Julia Cherney (T3, Y1)	<b>Julia Cherney</b>
<b>Language Arts 1</b>	Liana Koeppel (T3, Y1)	<b>Liana Koeppel</b>
<b>Language Arts 2</b>	Alison Robertson (T2, Y2)	<b>Alison Robertson</b>
<b>Language Arts 3</b>	Kathleen McAlister (T2, Y2)	<b>Kathleen McAlister</b>
<b>Library/Learning Resource Center 1</b>	Leslie Palmer (T1, Y1)	<b>Les</b>
<b>Kinesiology:</b>	Sergio Cutrona (T3, Y1)	<b>Piero "Sergio" Cutrona</b>
<b>Science/Engineering/Math 1</b>	Joel Gober (T1, Y1)	<b>Joel G</b>
<b>Science/Engineering/Math 2</b>	Christina Plett (T1, Y1)	<b>Christina Plett</b>
<b>Science/Engineering/Math 3</b>	Garet Hill (T1, Y1)	
<b>Social Science 1</b>	Steven Estrada (T3, Y1)	<b>Steven Estrada</b>



<b>Social Science 2</b>	Jaclyn Magginetti (T2, Y1)	
<b>Adjunct Faculty Senator 1</b>	Layal Lebdeh (T1, Y2)	<i>Layal Lebdeh</i>
<b>Adjunct Faculty Senator 2</b>	Cynthia Acosta (T1, Y1)	
<b>Adjunct Faculty Senator 3</b>	Chrystal Johnson (T1, Y2)	
<b>Liaisons</b>		
<b>Associated Students</b>	Sydney Pike	<b>Sydney Pike</b>
<b>Diversity, Equity and Inclusion</b>	Maha Afra, Therese Mosqueda-Ponce, Ph.D.	<b>Maha Afra</b>
<b>Campus Technology</b>		
<b>CC Foundation:</b>	Damon de la Cruz	<b>Damon de la Cruz</b>
<b>Program Planning and Review</b>	Bryan Seiling	<b>Bryan Seiling</b>
<b>Professional Development</b>	Michael Brydges/ Ruth Gutierrez	
<b>United Faculty</b>	Christie Diep	
<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>	Chrystal Johnson	
<b>Accreditation</b>	Liana Koeppel	<b>Liana Koeppel</b>

<b>CTE Liaison</b>	Jeanette Jones /Doug Sallade	
<b>Distance Education</b>	Kathleen McAlister	<b>Kathleen McAlister</b>
<b>Basic Skills</b>		
<b>Council on Budget and Facilities</b>	Damon de la Cruz	
<b>GUESTS</b>		
<b>Print Name:</b>	<b>Department:</b>	
<b>Kathleen Reiland</b>	Interim VPI	Kathleen Reiland
<b>Lisa Gaetje</b>	Dean	<i>Lisa Gaetje</i>

# Appendix

## 1.a

### Diversity, Equity, and Inclusion Initiatives Cypress College

***Goal #5 of the Vision for Success: Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups. Reduce equity gaps with the goal of cutting achievement gaps by 40 percent within 5 years and fully closing those achievement gaps within 10 years.***

In response to the CCCC Vision for Success commitment to Diversity, Equity, and Inclusion Cypress College has been working continually towards reducing the opportunity gaps faced by many of our students. We understand we cannot meet these important goals without making dramatic changes to our learning environment, our hiring practices, and the support we provide first generation students and students who may struggle with financing college.

Cypress College has committed to being an equity-minded and anti-racist campus since at least 2017, when we initiated an Equity Institute for faculty, led by Dr. Veronica Neal. This cohort of fifteen faculty and staff received focused training that has since broadened the kinds of activities and workshops we provide at the college. We have also been focused on diversifying our employee ranks through the training of hiring committees, have supported attendance at the National Conference on Racial Equity (NCORE) each year, become an A2MEND campus (in support of African American males), expanded our Legacy and Puente programs, and created new equity spaces on campus and were recently named a 2021 Equity Champion of Higher Education for support of our Latinx students.

From 2019-2021, the following is some of the work we have implemented to support the diversity of our faculty and students, and to intentionally focus on embedding equity and anti-racism in all we do.

In 2019 we reorganized our DEI Committee and began work on creating a DEIA Framework. We started by adding Equity as a Core Value, placed Equity at the center of all our values at Cypress. Below is our Core Values logo:



#### **DEI Committee – provides oversight for all DEI activities on campus**

- Reviewed and changed our goals and purpose in 2019, changing our name from the Diversity Committee to DEI. (***see attached committee mission and purpose***)
- Hosts DEI activities on campus, including the Common Book Reading, Equity Walks, Equity Retreat, guest speakers for DSS week, LGBTQ events, mental health week, Hispanic Heritage Month, Black History Month, Women’s History Month, etc.
  - Common Books Series: *White Fragility* (2019), *Distance Between Us* (2020), *Caste* (2021)
- Provides oversight for the Equity Leadership Alliance (choosing participants, overseeing the projects, assessing their success, promoting and sharing on campus)
- Equity Alliance sub-committee with representatives of all constituent groups working on equity issues (***see DEI -SEA Flow chart***)

#### **Degrees and Certificates**

In 2019-2020 Cypress College awarded more degrees and certificates than at any time in our history and this was especially significant for our Black and Latinx students who saw an increase of 76% and 54% respectively as opposed to the previous year. In 2021, our degree and certificate awards to our Black

students continue to rise by 11% from the previous year, whereas our awards to Latinx students saw a small 4% decrease, but still at an historic high. The small decrease was likely due to the challenges posed by the pandemic. This year, Cypress College was acknowledged by the Campaign for College Opportunity as a 2021 Equity Champion of Higher Education for our exemplary work in awarding Associate Degrees for Transfer (ADT) to Latinx students on our campus.

### **Guided Pathways Title V Grant**

This 2.8 million grant, awarded in October 2019, has allowed us to refocus and ground our Guided Pathways work in Equity. The focus of this grant is building completion teams for every meta major with specific goals of increasing the success of Latinx and African American students. The structure of this work will certainly assist all students, but special attention is being paid to the achievement gaps experienced by our students of color. In fall 2020, Cypress was chosen to present on our Guided Pathways model at the statewide Pathways to Equity Conference. *(see Guided Pathways and Equity charts)*

### **Community College Equity Leadership Alliance member**

In 2020, Cypress College joined 50 other community colleges) as a charter member of the Equity Leadership Alliance, hosted by USC's Center of Race and Equity. As part of our membership we implemented a student survey on race and equity in November 2020 (results to be shared spring 2021) and 12 monthly e-convenings for 5 participants each month. Each participant is required to host a workshop, training, presentation, or otherwise share their knowledge with the campus and currently this has resulted in 2 FLEX Day presentations on equity and a development of an Implicit Bias Tool which was shared in every divisions on Opening Day. A total of 60 employees and students will participate in 202-2021 in these e-convenings. *(See e-convening topics and schedule)*. We decided not to join the alliance this year due to not receiving the support we thought we would, but our training and DEIA focus will continue.

### **6-week Equity Trainings for Campus Leadership**

From July 2020-September 2020, 40 campus employees participated in a 6-week training, also hosted by the USC Race and Equity Center. The Cypress Executive Team, Academic and Student Services Deans, and Academic Senate Executive Team all participated in a training series, and the Peer and Data Coaches who are leading our Completion Teams, participated in another 6-week training. These trainings assisted our campus leadership support a better understanding across our campus to promote, support, and engage in race conscious leadership and equitable goal setting

### **Professional Development**

The Cypress College Professional Development committee has been tireless in ensuring our focus for staff development is focused on increasing awareness and supporting DEIA initiatives on our campus. Topics focused on stress, anxiety, wellness and mental health have been emphasized, support for grading for equity, culturally sensitive learning environments, and national leaders in anti-racism and equity such as Angela Davis, Kane Smego, Anthony Ray Hinton, Frank Harris, Janet Zadina, and Loretta Ross are just some of the guest speakers the college has hosted.

### **Equity Retreats/Strategic Planning**

Over 120 campus employees participated in 3 equity workshops from November 2020 to April 2021, in order to lay the groundwork for the development of a Cypress College DEI Framework. This work is continuing and will be presented in December 2021 to the campus. This Framework will provide the basis to align our DEI work with the 2021-2024 Strategic Plan to ensure our goals and resource allocation is grounded in Equity.

### **Black Lives Matter Oversight Taskforce**

In July 2020, as a response to the social unrest in June 2020, we held focus groups with our black employees and students. This led to the formation of the BLM Oversight Task force and BLM Recommendations (*see Recommendations attached*). Dr. Schilling or senior leadership met monthly through May 2021 with this taskforce to review progress on the plan and timeline for implementation. An update on progress is attached.

### **Creation of Equity spaces on campus**

- In fall 2018, the campus opened a new STEM(2) Center on the first floor of the Fine Arts Building in support of underrepresented students in the SEM fields
- In spring 2021, the campus completed work on a new Legacy space and Puente space, both located on the first floor of the Humanities Building, to support our Legacy and Puente programs. To be opened when we are back on campus in fall 2021
- New Veterans Center and International Students Center- opened in fall 2021
- Creation of a Meditation space. This was at the request of various interfaith groups, specifically the Muslim Student Association, and Christian Alliance, who asked for a private place on campus to practice their faith. This is located on the first floor of the Business Building and is available throughout the day by appointment.
- Planned creation of a new Wellness Center on campus – to begin construction Summer 2022.

### **LGBTQ Coordinator**

In 2019 the campus held multiple student forums to create awareness of the challenges our LGBTQ and transgender students face at the college. These discussions led to creating a faculty coordinator position which has, in turn resulted in the creation of Safe Zone training to support our LGBTQ students, the launch of the Chosen/Preferred Name program, which launched spring 2021. The College has tripled the number of all-gender restrooms across campus and all our new buildings, including the new SEM, VRC and Student Life and Leadership (SSLL), and the new planned Fine Arts building are, or will be equipped with prioritized all-gender restrooms.

### **Student Resource Guides**

In fall 2021, the college implemented three student resource guides- Black Student Resource Guide, Latin@ Student Resource Guide, and the APIDA Student Resource Guide. Plans are in the works to create a Veterans Student Resource Guide, LGBTQA Student Resource Guide and SWANA Student resource Guides. The guides provide support and resources for students through a culturally sensitive lens, to empower, welcome, and encourage traditionally

marginalized student populations to find the resources and support needed to succeed at Cypress College.

### **Student Housing**

Cypress College has continued to search for opportunities to provide affordable housing for our neediest students. In October 2021, we applied for a 40M grant to support building a student housing complex of 99 units supporting 186 students of mixed-use housing including 2 bedroom units, single units and family units. No student will pay more than \$500 per unit. We will find out if we are approved for this in March 2022 and building will be completed by fall 2024.

### **Hiring and Culturally Sensitive Learning Environments**

We have continued to prioritize diverse hiring committees and ensuring diverse candidates in our employee hiring. Each of our departments have been asked to create diversity plans on gender, race, ethnicity, recruitment, and other identifiable areas for ensuring we create a diverse employee workforce. Our Professional Development team has continued to provide DEIA training to support faculty and staff create a diverse and culturally sensitive learning environment. In 2021 we held two curriculum workshops for a total of 30 faculty who worked to revamps their course outlines and syllabi from a diverse lens and in the 2021-2022 we are conducting two additional diverse curriculum trainings.

### **Next Steps**

In order to continue to work to enhance continue improvement in our DEIA work, the DEI Committee is tasked with developing a comprehensive plan for our anti-racism work including developing an anti-racism statement, a DEI Plan, focusing on the 10 Actions to Address Anti-Racism, and developing a strong communication plans to support the efforts across demographic groups.

## **1.b**

### 10 Action Items to Address Anti-Racism on Campus

1. Acknowledge the Past and Resist a History of Anti-Blackness
  - a. Identify a taskforce
  - b. Conduct an audit of hirings, scholarships, funding, leadership roles
2. Lift Marginalized Voices
  - a. How can the college better support employees?
  - b. What is it like to be a Black, Latinx, LGBTQ, previously incarcerated, or SWANA student?
3. Racism in the Campus Culture
4. Examine Student Conduct/Discipline
  - a. Are black and brown students suspended/expelled more than others? *Our first audit did not reveal this to be true; will continue to do audits each semester*

5. Racism in School Policing
  - a. Audit campus arrest, citations data *first audit did not see any alarming trends; will continue to monitor*
  - b. Convene advisory board for discipline/suspension - Chat Team in place
6. Develop a Comprehensive Strategy for Addressing Racism
  - a. Add anti-racism statement to mission and values
  - b. DEI Committee
7. Resource Centers (Humanities/VRC, Gym II)
  - a. Dedicated space for black and brown students
8. Student Success Data to Address Racial Equity
  - a. student to faculty ratio
  - b. Transfer rate
  - c. Student government representation
  - d. Utilization of support services
  - e. Student Involvement in high impact programs
9. Administration messaging when racist events occur
  - a. Immediate messaging to express concern, unacceptable, will take action, awareness
10. Build a Culture of Eliminating Anti-Racism
  - a. Acquiring tools for change
  - b. DEI Committee
  - c. DEI Framework/Strategic Plan

Damon De La Cruz is inviting you to a scheduled Cypress College Zoom meeting.

Topic: Cypress College Academic Senate

Time: Sep 9, 2021 02:30 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://cypresscollege-edu.zoom.us/j/98305681363?pwd=akYwS3l0TjdkODFGRXN3QW9lZ3BEZz09>

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