



DAS President Julie Oliver
 ARC President Alisa Shubb
 CRC President Scott Crosier
 FLC President Eric Wada
 SCC President Lori Petite

District Academic Senate Meeting - Minutes

Tuesday, September 21, 2021
 3-5 pm

Call to order 3:02 PM

Members Present (X = present)

Julie Oliver	CRC	District Academic Senate President	X
Alice Dieli	ARC	District Academic Senate Secretary	X
Alisa Shubb	ARC	Academic Senate President	X
Carina Hoffpauir	ARC	Academic Senate Vice President	X
Amy Gaudard	ARC	Academic Senate Secretary	X
Tressa Tabares	ARC	Academic Senate Past President	X
Scott Crosier	CRC	Academic Senate President	X
Lisa-Marie Mederos	CRC	Academic Senate Vice President	
Jacob Velasquez	CRC	Academic Senate Secretary	X
Greg Beyrer	CRC	Academic Senate Past-President	X
Eric Wada	FLC	Academic Senate President	X
Rose Giordano	FLC	Academic Senate Vice President	X
Lisa Danner	FLC	Academic Senate Secretary	X
Paula Cardwell	FLC	Academic Senate Past President	X
Lori Petite	SCC	Academic Senate President	X
Sandra Guzman	SCC	Academic Senate Vice President	X
Kandace Knudson	SCC	Academic Senate Secretary	X
Troy Myers	SCC	Academic Senate Past President	X
Rose Giordano	FLC	District Curriculum Coordinating Committee (DCCC)	X
Jena Trench	CRC	District Educational Technology Committee (DETC)	X
Bernadette Anayah	FLC	District Equity & Student Services Committee (DESSC)	X
Jason Newman	CRC	Los Rios Colleges Federation of Teachers (LRCFT)	X

Guests:

Teresa Aldredge
 LaQuisha Beckum
 Tamara Cheshire
 Mikhail Drobot
 Keith R. V. Heningburg
 Veronica Lopez

California Title 5 §53200 "10+1" 1. Curriculum, including establishing prerequisites 2. Degree and certificate requirements 3. Grading policies 4. Educational program development 5. Standards or policies regarding student preparation and success 6. College governance structures, as related to faculty roles 7. Faculty roles and involvement in the accreditation process 8. Policies for faculty professional development activities 9. Processes for program review 10. Processes for institutional planning and budget development 11. Other academic and professional matters as mutually agreed upon.

Kevin Lovelace
Janelle Pettler
Torence Powell
Sandi Thacker
Tyler Wyckoff

Preliminaries

- Call to order
- Land Acknowledgement
We are all on Native land and recognize that through our Land Acknowledgements included in these minutes.
- Welcome and Introductions
- Approval of the Agenda
Approved
- Approval of September 7, 2021, Minutes
Approved
- Public Comment (3 minutes per person as time permits)
No comments
- Consent Considerations
None

DAS President's Report (10 minutes)

Review of meeting notes and weekly recaps and answering of any clarification questions.

- Encourage viewing of the informative [Los Rios Vaccine Education and Training Presentation Recording](#)
- Highlights from the [LRCCD Board of Trustees \(BOT\) meeting on September 8](#) include the Bond Oversight Presentation and the adoption of the 2021-2022 budget. Board meeting Calendars, Agendas, Minutes, and Resources are posted on the [LRCCD Board of Trustees webpage](#). The BOT Retreat is scheduled for October 1-2; the next scheduled meeting is October 20.
- Attended the LRCFT Executive Board Mtg September 15; more information during the Agenda items.
- Approval to pilot a district equivalency process for three ethnic studies hires. Faculty selected from the council will serve as discipline experts with oversight from the DAS.

Decision Item - Brown Act and Passage of AB 361 - Required Special Findings

DAS discussed passage of AB 361 related to the format for open meetings during the current COVID-19 pandemic California state of emergency and the question of the continuing direct impact on the ability of DAS members to meet safely in person. [see Supplemental Materials]

In accordance with AB 361 which allows for the continuance of DAS meetings through Zoom teleconferencing with the capability for members of the public seeking to observe and to address the legislative body:

- DAS adopted a motion that in-person meetings present an imminent health and safety risk to attendees, and
- if the state of emergency remains active for more than 30 days, DAS will reconsider the motion to adopt findings by majority vote that the state of emergency continues to directly impact the ability of members to meet safely in person.

Action

Motion passes to continue to meet virtually because of imminent health and safety risk

Ayes-Beyrer, Cardwell, Crosier, Danner, Gaudard, Giordano, Guzman, Hoffpauir, Knudson, Myers, Petite, Shubb, Velasquez, Wada (14)

Nays-none

DAS agreed to place this as a consent item from this point forward every 30 days.

Discussion Items (15 minutes per item)

1. District Accessibility Plan Implementation Committee (DAPIC)

DAS President presented history of original District Accessibility Plan Implementation Committee, Co-chairs Kandace Knudson and Torence Powell discussed the final report of DAPIC and shared proposed next steps to increase access to educational resources. There is a need to have more specialization to meet accessibility needs. Work has started with a pilot captioning program and OER remediation work. DAPIC will continue for the 2021-2022 academic year.

2. Faculty Statement on Professional Ethics

Discussion encouraging college academic senates to reaffirm their statements on professional ethics if they already have one or to work to approve one for their college. An example is the [AAUP Statement on Professional Ethics](#). Discussion included the relationship between such statements and the contract, as well as other guidance.

Email policies were also discussed with a reminder to use BCC appropriately.

Action

College Senate Presidents will continue this discussion with their respective senates and consider if efforts should be combined for a statement by DAS.

3. Attendance & Drop Policy Guidance

Last year, DAS and district legal looked at some policies and regulations that concern academic and professional matters and concluded that faculty have appropriate freedom of interpretation. DAS has an interest in providing guidance and best practices on a district level, similar to what the ASCCC provides on a state level. ARC is interested in providing guidance for faculty around equitable practices concerning. The question is if other colleges interested in aligning guidance around a shared understanding of what a permissible range of attendance might look like? Discussion continued about supporting a group of faculty to investigate not only local guidelines and policies, but also research-based best practices through an equity lens, understanding that some programs are governed by certification board requirements, for example, hours of practical experience. Might DESSC be the correct committee to assist with investigating this?

Action

DAS Point Person will be the ARC Senate President and then college presidents will recruit 1 to 2 faculty to work on a whitepaper to investigate the history of policies and regulations keeping equity in mind, with a goal to supporting guidance from DAS.

4. Equity Training for Performance Evaluation Committee Team Members

History for this item is that SCC Resolution in Support of Equity-focused Professional Development for Performance Review Team Members. [see Supplemental Materials] DAS reviewed this resolution on April 6, 2021, and asked all colleges to consider the resolution. The spring 2021 discussions at the colleges included support for the idea while questioning:

- the role of LRCFT in negotiating faculty training requirements and qualifications for the trainers – where does the training come from,
- the challenge with adding additional requirements to faculty on performance evaluation teams, recognizing that serving on peer evaluation committee is a faculty contractual obligation not a college service option or opportunity.

Discussion included the acknowledgement that the resolution identifies the role of LRCFT in the process. DAS would be urging LRCFT to consider this topic. Indeed, the Senate Union Joint Issues Committee (SUJIC) Equity Training Workgroup has been exploring mandated equity training, which could include this specific type of training, and is presenting the results of their work thus far at the next SUJIC meeting on Sept 27th. Remembering that policies for faculty professional development activities are a 10+1 issue, this is an opportunity for DAS to urge LRCFT to move in the direction of the resolution. According to Title 5, LRCFT will consult with DAS before negotiating changes to performance review process.

Also of note, the vaccination-related issues are a district priority at this time, and LRCFT posits that this would most likely not be an item prior to 2022-2023 academic year.

Action

5. Each college AS President should discuss locally and bring feedback to DAS at a future meeting. Diversity, Equity, and Inclusion (DEI)

For consideration is this document, [Delivering On The Promise Of Progressive Policy](#). Comments from those who have looked at it include questions about research methods, however there are also thought-provoking nuggets, for example, how is the word equity used – window dressing or appropriately.

Reports (5 minutes per item, as time permits)

Meetings with Chancellor, Deputy Chancellor, etc.

- Update on equity work with Lasana and Cynthia
 - Nye will ask Snowden for a written update and will forward to the DAS Leadership
- Discussion on the CCCCO Memo ESS-21-300-013 Mitigating Enrollment Fraud - Instructional Practices & Reporting Obligations
 - Patterns seen at FLC which were identified as fraudulent
 - Dropping these students did cause an enrollment decline
 - Student used to be able to get “.edu” email by simply completing CCCApply, but now must enroll to get email which means more fraud
 - LRCCD is reviewing all business processes to avoid or minimize fraud in future, desire for more automated systems
 - Academic Senate guidance on drops, attendance, 6% mark in LRCCD, syllabus language, etc. is desired
 - Desirous to verify attendance before census date (third Monday)
 - Need student centered approach to any guidance or policy on attendance
 - Could Lasana and Cynthia help with this discussion? Provide an equity lens for the discussion.
- LRCCD Board of Trustees Areas of Focus for 2021-2022
 - Vaccines and COVID safety
 - Equity informed strategic enrollment management

- Spring 2022 Scheduling
 - Concern about how to schedule faculty when vaccine clearance isn't known
 - For spring FT faculty can't teach 100% online unless they are vaccinated, also true for PT faculty
 - Future job offers are contingent upon getting vaccinated or starting exemption process
 - Compliance this fall is more concerning, faculty will keep working and teaching during first 3 steps of discipline process (3 weeks), then on paid administrative leave

College Academic Senate Presidents

- FLC – Discussed Ethnic Studies Council Resolution; level of faculty involvement in discussions on guided pathways.
- SCC – Agreed to meet virtually for next 30 days; preparing for hiring presentations.
- CRC – Discussed Accreditation self-eval report, evaluating reorganization into career academic communities, discussions of activities on anti-racism.
- ARC – Updating faculty hiring prioritization process online; streamlining book order process; coming up - discussion on ASCCC anti-racism paper; developing community guidelines for courageous conversation; developing statement of support for Afghan students on SIV.

District Curriculum Coordinating Committee (DCCC) (Giordano)

- Request for volunteers [see Supplemental Materials for Report]

District Equity & Student Success Committee (DESSC) (Anayah)

- Looking for members for basic needs workgroup, digital literacy group, action item coming up on Refugee Pathway Program. [see Supplemental Materials for Report]

District Educational Technology Committee (DETC) (Trench)

- Initial meeting is 9-23

Other meeting reports

- Accreditation (Oliver) working on board presentation in November
- Accessibility (DAPIC) (Knudson) requesting instructional and CTE faculty for the committee
- Ethnic Studies Council (Cheshire/Heningburg) – discussed DAS revision and voted to approve and it will be coming to DAS for 2d read. Expect curriculum to be submitted and approved for AREA F in December
- Prison & Reentry Program (Crosier) meeting this week
- Academic Senate for California Community Colleges (ASCCC) (Oliver) – [Area A](#) Fri Oct 15, [Fall Plenary](#) Nov 4-6 will be hybrid
- Los Rios College Federation of Teachers (LRCFT) (Newman) – current focus is on vaccines

Future Events

- Future DAS meetings-Oct 5 & 19, Nov 2 & 16, Dec 7
- [LRCCD Board of Trustees](#) Meeting, Wednesday, Oct 20, 2021, 5:30 PM
- [ASCCC events](#)-many other events and institutes are listed on the website
 - [Area A](#) Fri Oct 15

- [Fall Plenary](#) Nov 4-6

Adjourned at 4:23 PM

Supplemental Materials

Decision Item #1

Legal Guidance on AB 361 from LRCCD General Counsel Jake Knapp:

On September 16, 2021, Governor Newsom signed AB 361, which amends the Brown Act to allow local legislative bodies the ability to conduct virtual meetings (as Los Rios had previously done throughout the pandemic pursuant to the Governor's Executive Order). The legislation included an urgency clause, which means it takes effect immediately.

Virtual Meetings Allowed in Certain Circumstances

In a nutshell, AB 361 allows local legislative bodies to continue holding remote meetings without complying with the normal Brown Act teleconferencing requirements, such as having to disclose the teleconferencing locations of remotely participating members or make them accessible to the public, but **only under the following circumstances during a state of emergency proclaimed by the Governor**:

- 1) State or local officials have imposed or recommended measures to promote social distancing; or
- 2) The legislative body is meeting for the purpose of determining, by a majority vote, that meeting in person would present imminent risks to the health or safety of attendees as a result of the state of emergency; or
- 3) The legislative body has already determined, by a majority vote, that meeting in person would present imminent risks to the health or safety of attendees as a result of the emergency.

Special Findings Required

In order to continue using the more flexible virtual meeting rules under AB 361, if the state of emergency remains active for more than 30 days, local legislative bodies must reconsider the circumstances of the emergency and **adopt findings by majority vote that either**:

- 1) the state of emergency continues to directly impact the ability of members to meet safely in person; or
- 2) state or local officials continue to impose or recommend social distancing measures.

These findings must be made every thirty days at a public meeting in order to continue using the AB 361 virtual meetings provisions. This means that we will likely need to have a standing action item to allow the board to make the required findings.

Additional Requirements

AB 361 requires a public comment period where the public can address the legislative body directly. It expressly prohibits local governments from limiting public comments to only comments submitted in advance and specifies that the legislative body "must provide an opportunity for the public to ... offer comment in real time." Additionally, the legislative body must allow for public comment up until the public comment period is closed at the meetings. The agenda must include information on the manner

in which the public may access the meeting and provide comments remotely, and **if technical problems arise that result in the public's access being disrupted, the legislative body may not take any vote or other official action until the technical disruption is corrected and public access is restored.** Los Rios was already complying with these public comment best practices, so these additional statutory requirements should not add an additional hurdle for future virtual meetings.

Not Just the Pandemic

The statutory language was written in a way that would encompass not only the current pandemic, but other states of emergency declared by the Governor. A legislative committee analysis, for example, cites wildfires and other emergency conditions that may qualify – but again, only if (and while) the Governor issues an emergency proclamation.

Governor's Emergency Proclamation

The Governor issued an emergency proclamation for the COVID-19 pandemic in March of 2020. That emergency proclamation has not been rescinded, and remains in effect. The Governor could rescind his emergency proclamation at any time, and the legislature may also override an emergency proclamation by concurrent resolution. Finally, there is pending litigation in Southern California challenging the length of the Governor's current emergency order. In the event that the existing COVID-19 emergency proclamation is rescinded by the Governor, the legislature, or the courts, we would no longer be eligible to use the AB361 virtual meeting process – the regular Brown Act teleconferencing rules would apply.

Discussion Item #4

Sacramento City College Academic Senate

Resolution 2021-01: Resolution in Support of Equity-focused Professional Development for Performance Review Team Members

Whereas, the goals of California Community Colleges as stated in Title 5 include eradicating institutional racism, eliminating barriers to student equity, and ensuring “the equal educational opportunity of all students”,¹ and which are supported by Title 5 Job Announcements and Qualifications requiring “a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students”² for faculty and administrative positions and,

Whereas these goals have been similarly affirmed through formal positions adopted by the Los Rios Community College District (LRCCD) Board of Trustees (BOT), Los Rios Community College District Academic Senate (LRCCD AS), and Sacramento City College Academic Senate (SCC AS)³ and,

Whereas, Sacramento City College's New Faculty Academy (NFA), as a college-sponsored and college-funded professional development program, provides mentorship for new faculty through a curriculum focused on “culturally responsive teaching, innovation, and transformation”, equipping faculty to “teach in an inclusive, culturally appropriate, culturally responsive manner so that each student has an equitable opportunity to learn and succeed”⁴ and,

Whereas, Performance Review Teams have significant influence over the career, pedagogical practices, and working environment of tenure-track faculty,⁵ and include members who may or may not have been trained in culturally responsive practices and,

Whereas, Sacramento City College's (SCC) Faculty Statement of Professional Ethics affirms that faculty should “regularly assess for personal biases and remain dedicated to a culture of equity and fair advancement for all,”⁶ and this commitment includes an Equity Reflection⁷ that is now required of all

faculty undergoing performance review as evidence of the importance of equitable faculty practices in the pedagogical assignment and,

Whereas, “policies for faculty professional development activities” are a “10+1” issue and are under the Academic Senate purview as a recommending body to our college administration and to our LRCCD Board of Trustees ⁸ therefore,

Resolved, that the Sacramento City College Academic Senate recommends and urges all members of faculty Performance Review Teams to engage in equity and anti-racist professional development offered or sponsored by our SCC Staff Resource Center for this purpose and,

Resolved, we urge our College administration to examine and align institutional practices with stated equity commitments in order to ensure a fair and equitable process for all faculty undergoing the performance review process and,

Resolved, we urge the Los Rios Colleges Federation of Teachers (LRCFT) to consider how equity and anti-racism efforts may be further supported by future contract negotiations regarding the performance review process and,

Resolved, that we as an Academic Senate body will disseminate this resolution widely to constituency groups at Sacramento City College, our District Academic Senate, our College and District administrative personnel, and our Board of Trustees.

Notes:

¹ CCC Statement on Diversity, Equity, and Inclusion, Title 5 CCR § 51201

² CCC Job Announcements and Qualifications, Title 5 CCR § 53022

³ LRCCD BOT Resolution № 2020-09 Affirming Our Commitment to Student Success for Black and African American Students, Adopted July 14, 2020. LRCCD Academic Senate Call to Action, Approved Tuesday November 17, 2020. SCC Academic Senate Resolution in Support of Equity, Anti-Racism, and the ASCCC and DAS Calls to Action, Approved December 1, 2020

⁴ SCC NFA Curriculum Syllabus

⁵ [LRCFT Contract 2021-2023 Articles 8](#)

⁶ [SCC Faculty Statement of Professional Ethics](#)

⁷ [LRCFT Contract 2021-2023 Article 8 and Appendix E1](#)

⁸ [LRCCD BOT P-3412](#)

District Curriculum Coordinating Committee Report

- The DCCC and the AVCI, the committee is still seeking faculty representatives for the following workgroups with an urgency for the first three listed:
 1. Catalog rights definition and application across the District
 2. Catalog effective dates
 3. Course equivalency
 4. Credit for prior learning (CPL) guidance and local implementation
- Our next meeting is scheduled for Friday, September 24th, 2021

Respectfully submitted by Rose Giordano, DCCC Chair

The District Equity & Student Success Committee report to DAS 09.21.2021

DESSC met on Monday, September 20, 2021, from 2:30 - 4:30 PM via zoom.

The following items were discussed:

- Vaccination mandate - over 24K students reported vaccinated. Incentive of \$100 - \$200 has been working well.
- Allowance for Brown Act Committees to continue to meet via teleconference
- TES workgroup(Transcript Evaluation System) Implementation Team has been formed and appointments made by DAS President. The group's mission is to seek a technological solution to streamline the system of transferring credits from other institutions and help students find transfer credit opportunities. This workgroup does not come under the purview of DESSC and DAS.
- [Basic Needs Workgroup](#) - This charter was established about a year ago and approved. Members need to be appointed.
- The on ground experience at the colleges - many challenges and successes with being back on ground.
- Obstacles to equity and student success
 - i. Computer skills for students - this remains an equity issue. Digital literacy is a critical learning skill that should / could be woven into every class. This should be a priority for DESSC.
- Equity work at the colleges and district
 - Refugee support programs at all colleges, especially (currently) for Afghanistan needing support.
 - Veteran support - more visibility and support for veterans is needed.
 - Refugee Career Pathways program needs cross-district support.
 - Umoja, initiatives to support our Black and African American employees and students.(CRC)
 - Racial Justice Book Circle (Ijeoma Oluo's bestselling book, So You Want to Talk About Race) FL. Book Circle Starts: September 29, 2021

Los Rios CCD Academic Senate Call to Action

Approved Tuesday November 17, 2020

The four Los Rios Colleges and the District Academic Senate support the Academic Senate of California Community Colleges (ASCCC) Fall 2019 Plenary Resolution "[Support Infusing Anti-Racism/No Hate Education in Community Colleges](#)". Specifically, to the following Resolved statements from that resolution:

- denounce racism for its negative psychological, social, educational, and economic effects on human development throughout the lifespan;
- take steps to not only strive for a greater knowledge about and the celebration of diversity but also to support deeper training that reveals the inherent racism embedded in societal institutions in the United States, including the educational system, and asks individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism; and

- infuse Anti- Racism/No Hate Education in all its activities and professional development opportunities to the degree that doing so is feasible.

To achieve this, our Academic Senates are committed to:

1. Include a discussion of anti-racism/no-hate education on agendas. Remembering that we do not have to have an answer to start a conversation.
2. Prioritize culturally responsive curricular redesign with our curriculum committees.
3. Acknowledge, without assigning blame, that the structure of our colleges houses the biases and prejudices of their founding times. Those biases have privileged some and disadvantaged others, particularly African American and LatinX communities.
4. Prioritize the evaluation of hiring and evaluation processes with an equity lens.
5. Request services from the ASCCC about any of these topics if needed.
6. Evaluate our academic senates and find the voices among our faculties missing in governance. Find ways to empower those voices.
7. Work with our administrations, classified professional colleagues, and students to find constructive ways students can express themselves about structural and historical biases that exist.

Land Acknowledgements

[ARC Indigenous Land Statement](#)

“We acknowledge the land which we occupy today as the traditional home of the Maidu and Miwok tribal nations. These sovereign people have been the caretakers of this land since time immemorial. Despite centuries of genocide and occupation, the Maidu and Miwok continue as vibrant and resilient Federally recognized tribes and bands. We take this opportunity to acknowledge the generations that have gone before as well as the present-day Maidu and Miwok people.”

[CRC Land Acknowledgement](#)

“We pause to acknowledge that Cosumnes River College sits on the land of Miwok and Nisenan people. We remember their continued connection to this region and give thanks to them. We offer our respect to their Elders and to all Miwok and Nisenan people of the past and present.”

[FLC Land Acknowledgement](#)

“We respectfully acknowledge the land currently occupied by Folsom Lake College as the traditional home of the sovereign Nisenan, Maidu and Miwok peoples who have a unique and enduring relationship stewarding this land since time immemorial. Despite colonization, occupation and genocide, the Nisenan, Maidu and Miwok people continue and thrive in their resilience and self-determination. We celebrate and recognize our Nisenan, Maidu and Miwok tribal neighbors and honor their sustained existence.”