

Classified Senate Meeting

Date: February 10, 2022

Voting Membership

Name	Position	Attendance
Adrienne Hypolite	President	Present
Janie Garcia	President Elect	Absent
Martha Rubn	Treasurer	Absent
Erika Owens	Recorder	Absent
Pauline Brown	Recorder	Present
Chris Chavez	Classified Segment	Present
Danmin Deng	Classified Segment	Present
Alex Favela	Classified Segment	
Doreen Finkelstein	Classified Segment	Present
Al Guzman	Classified Segment	Present
Elvia Herrera	Classified Segment	Absent
Jackie Lauese	Classified Segment	Present
Andre Meggerson	Classified Segment	Present
Itzel Sanchez Zarraga	Classified Segment	
Mary Vanetta	Classified Segment	Present
Adiel Velasquez	Classified Segment	

Agenda

1. Land Acknowledgement | Approval of January 27, 2022 Meeting Minutes | Consent Calendar
2. Update on Strategic Vision for Equity Plan
3. Affordable Housing Taskforce Update
4. Shared Governance Update
5. Revisiting Classified Senate Mission & Purpose
6. 4CS: Classified Leadership Institute 2022
7. Area Check-ins

Minutes:

Date: February 10, 2022

Location: via Zoom Link: <https://fhda-edu.zoom.us/j/93215789751>

Meeting convened: 2:10 pm

Meeting adjourned: 3:53 pm

1. Land Acknowledgement | Approval of January 27 Meeting Minutes | Consent Calendar

- A motion to move approval of January 27th meeting minutes to next Classified Senate meeting was seconded and agreed through consensus.
- A motion to approve consent calendar with adding Danmin D. and Al G. to Foothill's ETAC committee was seconded and agreed through consensus.

2. Update on Strategic Vision for Equity Plan

- Information: In the Strategic Vision for Equity 2021-2025, there are 13 issues and 55 goals directing the college in a particular direction. The Office of Equity will start on the action component addressing the issues and the goals. At the core of this, change in the individual and structural components impacts the campus culture.
 - How will change in the campus culture work?

Through Assessment, Sustainability, and Accountability. The three elements are focused on the individual and structural component.

 1. Accountability – Ownership of the work? How do we tie some level of accountability from the plan to individuals, to structures (the groups, the responsibilities, the units of the institution)?
 2. Assessment – Monitor, Track, and Review the work? Need to create a baseline level to understand where the work is being done on campus (not from an anecdotal perspective but a place of knowledge and understanding). Then assess them. If new goals are being created, then how do we assess those.
 3. Sustainability – Embed the work into everyday systems and structures of the college? For example, student equity plan is coming due, how do we embed the strategic vision for equity work into that plan. How can we thread this work into the Educational Master Plan and Guided Pathway? It's important to

embed the work and then name it (being specific and intentional with embedding it, naming it, reaffirming it, and then celebrating it).

- How is this going to be done? 13-55 Think Tanks & Thought Partners.
 - Focused conversations regarding specific topics
 - Provides feedback and consultation to Office of Equity around key decisions
 - Participants have function or content expertise (one on one, small groups)
 - Take place periodically throughout the academic year

The Think Tanks or Thought Partners will be focused on particular **inflection points**. They are points in the timeline that a decision needs to be made that will affect the sequential element behind it. The inflection point could be – focused vs. broad approach to implementation, landscape analysis, program review and/or individualized action plans, individual accountability, transparency/campus-wide reporting/reaffirmations, and resource allocations to sustain or create new equity focused programming.

- Discussion: Ajani B. invited to the District's revival of the Multicultural Staff Association. Any other comments or questions inform Adrienne H.

3. Affordable Housing Taskforce Update

- Information: The taskforce has been meeting last year maybe in Fall 2021. The taskforce comes up with recommendations and criteria for the Board and Chancellor Miner to review. The taskforce will be going out to Community Colleges that have housing for their campuses to learn more from them. The taskforce will request more feedback and recommendations that will be sent to the Board and Chancellor Miner on affordability, resident eligibility, and length of residency etc. CS can look at the document and Veronica Cases (CS Representative) can take the feedback to the taskforce.
- Discussion: A suggestion that the site be strategically place between both Foothill and De Anza campuses for commute purposes. Also, take into consideration the housing regulations coming from the city and county if these were to be affordable/low-income housing. Lastly, make sure that the taskforce provides documents that needs feedback in advance to give CS enough time to review and share thoughts.

4. Shared Governance Update

- Background: **Taskforce** continues to make headway with reimagining the Governance Structure. There are representative from ASFC, CS, AS, and College President on the

taskforce and they have met twice. The **first meeting** tackled governance vs. operation and the second meeting expanded on the college mission to determine the shared governance structure. The **important takeaways** included: simple structure, simple purview, one council (i.e. not have thoughts about what items go into which space, instead it will go to the council), college mission-based, and Representative Leadership (by job position/job, by constituency (except administrators), and consultative/ex-officio). The discussion around **membership** was mostly about areas and the particular voices and perspective instead of just numbers. Other ideas on memberships besides ASFC, CS, and President (representing Admin) also included unions, affinity networks, consultative ex-officio (IR, VP of finance). The Foothill College mission was highlighted at this discussion because from it the taskforce pulled overarching topics that are the reasons to why the college function. The taskforce came up with six **overarching topics** that would be incorporated into a shared governance structure – Transfer, CTE, Equity, Empowerment (student development, leadership, and cocurricular), Community (not just internal and the outside) and Access (how do student get access to resources).

- Discussion: The taskforce should consider the students that are not interested in transferring but only receiving a degree or certificate (do they fall under one of the six or another topic?).
 - The taskforce should also discuss the broadness of some of the overarching topics to ensure that what falls under the topics are not lost in the process (i.e. Access).
 - Since the Administrator doesn't have a constituency body, what motivates them? Might it be helpful to have an administrator outside of the President in these spaces?
 - The taskforce should also discuss the role of the President in these spaces and how decisions are made. CS member voiced that they would not want recommendations being made by operational groups for it to either not be considered by the President or the President has already made a decision and members are there to rubberstamp.
 - There was a thought to have guiding principles in place to guide and inform the President with decision making process.

5. Revisiting Classified Senate Mission & Purpose

- Background: From the last classified meeting there were feedbacks on CS Mission and Purpose and here are the ones that were reoccurring from each of the groups: More

clarification about what we mean by excellence and support. What do we mean by support? Who are we supporting? Reference to college core values to incorporate it into our mission.

- Discussion: This item needs more time to be discussed and it was decided that we tabled the item for the next meeting. The direction is using the mission and purpose we have and redrafting it to address the feedbacks.

6. 4CS Classified Leadership Institute

- A motion by Al G. to have CS cover the expenses for the event was seconded by Andre M.
- Discussion: Members are open to using the funds but would like to know the number of folks who are interested in attending to review the expenses of sending those folks. An action for this item was tabled for next week.

7. Area Check In

- Student Resource Center – SRC will remain remote for the remainder of February due to staff support. DRC is hiring for an Admin Assistant I position.
- Campus Center – attended a Webinar on Transforming Institutional Culture through Effective Antiracist Practices. The takeaway shared was examining assumptions and being active when situations arise. This was modeled during the actual presentation, the presenter stood in her power to not continue with the presentation until the transcription begins working again. Other folks were trying to get the present to continue due to time and what's on the agenda, but the presenter respectfully decline.

8. Adjourn at 3:53:

- Next Meeting: February 24, 2022