



### 3. Officer, Senator, & Committee Reports

- A. Guided Pathways Reporting: No Report
- B. Statewide Guided Pathways Representatives: No Report
- C. BP/AP Committee Report <sup>2</sup>Senator Kennedy:

Senator Kennedy submitted a written report on items A/BP 3410 Prohibition of Unlawful Discrimination, and Harassment, and Retaliation; AP/BP 3435 Discrimination, Harassment, and Retaliation Complaints and Investigations; and AP 5910 Sexual Misconduct; and AP 7120C Faculty Hiring. She read a few pertinent points of AP 7120C so faculty could share these items with their constituents for next week. {See appendix at the end of these meeting minutes for the report.)

### 4. Unfinished Business

- A. IPC Membership <sup>2</sup>President Loren Sachs:

President Sachs informed that after the discussion at the last Academic Senate meeting, he went back to IPC and asked that they consider adding the Online Coordinator as the third coordinator for this academic year. They agreed. The IPC Handbook states that every year the Senate is allowed to determine the three coordinators who are participating an IPC. Having the online coordinator makes a lot of sense in the current environment. As circumstances change, that can be revisited next year. In the previous version of the handbook that member was listed as the BSI cs6(st)4(ed )-14(a)-3(s t)40(s t)4] TJET0.05q0.00

**Whereas**, as evidenced by the recent announcement on the OCC website, positions were expressed in o3(n)-3(s)

a good edit. There seems to be grammatical errors, a lot of sentence fragments," and then they offered to correct a sentence for clarity where they were not sure what it meant. As the way the resolution is written now, this senator will not be able to vote on this in support [based on feedback from constituents]. The resolution's intent is not bad, so she recommends and suggests,

that the diversity issues that OCC and the District are dealing with are ones of race and ethnicity is really a problem for me. Moving beyond that, this resolution seeks to look at something much deeper and that is a value system and that is a skill set that people should be able to demonstrate if they truly embrace diversity, equity, and inclusion. She recommends looking at some of the language of the resolution presented on the screen, where it says that "they would be able to exhibit and reflect the demonstration of cultural humility, cultural responsiveness, equity mindedness that transcends sensitivity and further define knowledge, skills and behaviors." This resolution is seeking to change how we understand the second minimum qualification for faculty positions. She wanted to point this out because OCC can be left behind if it wants to. However, throughout the state, college campuses are seeking to value inclusion diversity, equity, and anti-racism. The Plenary's focus this year is anti-blackness racism, and all throughout the state people are discussing this, and passing resolutions. However, week after week, this senate tries to discuss whether we understand what diversity is and whether we can recognize it. There are people organizing and will be passing resolutions because they are not pretending that they do not understand what diversity is, like we are. This language captures quite clearly how that could be measured. If a subcommittee is being formed and the resolution is rewritten, grammatical errors should not be of importance. The subcommittee should focus on the substance of the resolved. It should talk about "can this faculty in this campus take a stand on a commitment to diverse faculty hiring?" We know that we are not in charge of hiring, right? But this faculty has for the last fifteen years I've been here has stuck its nose in everything it possibly could to try to influence it. It has tried to have consultation and influence everything it thinks is its business. Suddenly, it doesn't want to have

terms are heard all the time. Why is that when an issue comes to hiring diversity and the issues of intersection? These would be qualified individuals. This is very personal to some extent. The only goal is to work with right-minded/hearted people who really want to help push through this resolution through the Academic Senate. This is to be an authentic institution and support students. Demographics are changing. This is not a resolution of exclusion. This is something that Senator 3 has been hearing and that is the most preposterous thing he has heard. They are just using the language in the District



Senator 3: Is glad that the Senate is finally moving this into committee and has a comment about some of the senator's constituents who has been talking about competency and qualifications of people being hired since now diversity is being talked about now and we are focusing on it. When we were hiring all white people, were we concerned about people's qualifications? Was there a concern that all the white people that were being hired would be qualified and competent? Are we only concerned about competency and qualifications now when we talk about people of color? The campus needs to be careful because this country has a history of always bringing up competencies and qualifications whenever the question of hiring people of color comes up. However, whenever the question of hiring white people comes up, there is an assumption that white people are qualified. As a sociologist, she thinks that she has presented data before that this country has a history of hiring unqualified white people. There is enough data in implicit bias research that shows that. She hopes that the senators would take that back to any of their constituents concerned that if this college has a history of hiring people who are not qualified or who are incompetent, why would they start now? Why would we start asking those questions now since we are talking about now diversity? It is inappropriate and this senator is offended.

President Sachs: Asked if there was any more discussion on the motion; there were no more comments. *President Sachs called for the vote*







# Voting Tallies Chart

Motion 5 Equity & Inclusion Resolution Committee Selection of Members					Senate Membership
Aye	Aye	Aye	Aye	Aye	Alabi, Jessica A.: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Aye	Aye	Barnes, Carol: Counseling Senator (2018-2021)
Aye	Aye	Aye	Aye	Aye	Blair, Jamie: Senator-at-Large (2018-2021)
Aye	Aye	Aye	Aye	Aye	Boogar, Tyler: Math and Sciences Senator (2020-2023)
Aye	Aye	Aye	Aye	Aye	Connor, Sean: Senator-at-Large (2020-2023)
Aye	Aye	Aye	Aye	Aye	Cuellar, Eric: Senator-at-Large (2018-2021)
Aye	Aye	Aye	Aye	Aye	

