

President's Response
Campus Issue 21-22-01

Committee or Individual: Staff Equity & Diversity Committee **Date submitted:** 08/24/2021

Issue/Concern: Equity Training

Summary of Issue:

The Staff Equity & Diversity Committee recognizes that new faculty who participate in the New Faculty Academy (NFA) and full- and part-time faculty who participate in Teachers for Equity (T4E) and/or who otherwise seek to grow in their practice as equitable teaching professionals are often reviewed during the Performance Review Process (PRP) by teams that include individuals who may or may not have attended, participated in, or prioritize comparable equity training. This potentially creates conflict and fosters inequity and fractured relationships. The college encourages faculty to be pedagogically innovative, culturally relevant, and courageous with their teaching practice towards the goal of more equitable success for minoritized students, yet the college has not yet supported such innovative teaching praxis or risk-taking in the structure of the PRP.

The Committee recommends: (1) Training before participating on a Performance Review Team (PRT), with an emphasis on familiarizing the team with NFA and TFE curriculum and evaluating through a lens of cultural responsiveness and humility; and 2) Creation of an evaluation tool to assess the effectiveness of training proposed above.

Action Taken:

August 24, 2021: Campus Issue forwarded to Executive Council.

September 13, 2021: The Campus Issue was presented to Executive Council. Executive Council determined that the first step will be email communication or meeting with Albert Garcia, Belinda Lum, Davin Brown, Michael Gutierrez, and Lori Petite. Campus Issue is on hold pending District discussion.

October 7, 2021: Executive Council discussed the SCC work group who is actively working on establishing equity training. Lori Petite updated Council that the Academic Senate has also moved forward with a resolution regarding this Campus Issue and that the LRCFT has an equity work group that is also working on a similar issue.

November 4, 2021: Lori Petite updated the Executive Council that Academic Senates across the district are discussing a senate resolution regarding a similar topic.

December 2, 2021: Lori Petite updated the Executive Council with the following information regarding the Campus Issue:

- (1) The SCC Academic Senate developed a resolution in Support of Equity Professional Development for Performance Review Committee Team Members in Spring 2021. This proposal, similar in request to this Campus Issue, passed at our local SCC Academic

Senate in the Spring of 2021. This resolution has since circulated the senates of the other sister colleges. Unfortunately, the resolution failed to receive support from the other sister senates this Fall.

- (2) The SUJIC Equity PD Proposal would carve 10% out of existing college service hours to be devoted to equity professional development for full-time faculty. This proposal has circulated the four college academic senates, was affirmed by the SCC Academic Senate, and recently was supported at District Academic Senate. As a result, this proposal will move forward to SUJIC for discussion and then to LRCFT to consider for future contract negotiation.
- (3) In order to negotiate faculty professional development into a contract it must have Academic Senate support (10+1 item) both locally and at DAS. Additionally, since the proposal appears to call for mandatory training, this would invoke LRCFT in order for it to be negotiated for all four colleges. If the Staff Equity and Diversity Committee would like to continue to pursue this proposal, we recommend bringing this proposal to the SCC Academic Senate as well as the other sister colleges in order to vet it through this avenue. While a similar resolution failed at District Academic Senate as noted above, this does not preclude this group from pursuing that avenue again and advocating for this interest with the other sister senates.

Executive Council makes the following recommendations: (1) Add equity training to Professional Development (PD) events and (2) Staff Equity & Diversity Committee can present their proposal to SCC Academic Senate and the other sister colleges Academic Senates.

December 9, 2021: President's Response completed, and Issuers notified. Campus Issue is closed.

President's Response to Executive Council:

I have heard the discussion on Campus Issue 21-22-01.

To follow-up on this campus issue the following actions are directed in accordance with the Executive Council's response: (1) Equity training will be added to Professional Development (PD) events and (2) the Staff Equity & Diversity Committee is encouraged to present their proposal to SCC Academic Senate and the other sister colleges Academic Senates.

Campus Issue 21-22-01 is closed.



Michael Gutierrez, President

12/09/2021

Date