

In attendance: In Person: Tina Rosenberg, Regina Mahiri, Shauna Malvino-Lyman, Ann Schott, Kathy Matthies, Linda Jay, Debbie Weatherly, Jamie Longnecker, Marianne Khlare, Ann Mansfield, Jenn Cox, Denise Marquez

On Zoom: Guy Tillotson, Becky Alvarez, Stephanie Dirks, Donna Prak.

Call to order:

Debbie Weatherly

Swearing in:

- Ann Mansfield as a Member of Classified Senate

Minutes Review

- Fix Shauna's name, spelled incorrect.
- Tina pointed out the language on the vote item #3 was confusing. Removed the word NOT.
- Minutes Approved

Public Comment

"Malena Hernández, Student Success Programs Coordinator: These past few years SRJC has been attempting to incorporate Diversity, Equity, Inclusion, Anti-racism, and Accessibility [DEIAA] at our college. While not the only area of focus, addressing the lack of diversity in leadership positions is a key indicator for all DEIAA initiatives, access, and student success. With that in mind, I am wondering what specific initiatives, mechanisms, work groups, actions, intentions, trainings, required outcomes, consultations, hearing sessions—to name a few— has SRJC's Classified Senate done this past year [22-23] and plans to do [23-24] to ensure diverse leadership within Classified Senate, including pillar leads and the executive board. These would be things done beyond simply encouraging classified staff to get involved. They should be part of a thought out and strategic plan for increased diversity and other DEIAA initiatives. It should also be ongoing, ideally a permanent item on every agenda in every meeting. While I recognize/assume that Classified Senate does not have to specifically answer me this question, as a classified staff I would deeply appreciate if Classified Senate addressed this question/issue one way or another to the larger classified staff and within the current leadership."

Comments and Discussion regarding the above comment

- Ann Schott discussed being a member of APISA. Other members discussed their membership in President's council for equity and justice as a classified representative.
- Linda Jay is serving on President's council until a new QRC Coordinator is hired.

- Debbie Weatherly recommended creating a Taskforce, ways to improve reaching out to constituents. Include leaders of specific groups to be a part of our meetings. Open group that needs extra hands and workers and leaders to be a part of this. Focus on recreating Classified Senate to be able to create pillars and increase numbers.
- Shauna discussed rebuilding of Classified Senate that as been focusing on the “I” for inclusion. Now it’s time to move onto the “A”.
- Tina encouraged outreach with the pillars, work to support people to become leads.
- Jamie suggested adding in a pillar for DEIAJ as soon as possible to become an ongoing conversation. If not this year, at least a sub pillar to begin the necessary work on senate.
- Debbie suggested holding listening sessions with groups on campus.
- Jamie suggested going out to groups of classified staff directly, even if it’s just the executive committee to discuss directly.
- Next steps:
 - **Goal:** Create a new pillar, caring campus under it. A vote next at the next meeting regarding adding this as an individual pillar.
 - **Goal:** Outreach to the Affinity groups by going to them directly. Include classified Senate information.
- Suggestions to improve upon DEIAJ:
 - New Hire Orientation is currently still by ZIP drive, ask HR to hold in-person Orientations.
- Leadership is actively involved in multiple groups including advocacy groups, etc. Add in report out time during Classified Senate.
- Regina asked How is Classified Senate is calling-in and being intentional with invitations, and inviting in voices different than the current leadership. Inviting a question out to classified staff as to why they have not become involved with classified senate and other groups. (edited on 11/3/2023).
- Debbie stated Senate invites people to events, a revisit to the Caring Campus of who was invited with intention to bring in new voices.
- Jamie suggested asking a question to Classified Staff as a whole regarding what interests’ individuals have and what would you like to see come out of Classified Senate? Open up a dialogue for individuals to have an ongoing comment section ready to go on the website and/or in meetings.

- Regina discussed finding different avenues where people can have a voice, adding information to the questionnaire inviting interest.
- Monthly communications out to DL.STAFF.ALL / DL.Classified.ALL
- Ann Schott recommended creating a Survey to send out to classified staff regarding why they have not joined Senate: differentiate from the SEIU survey fully.
 - Be fully clear with our mission.
- Denise inquired “Do we have a mission?”
Answer: Yes, on the website.
Suggestion: Do a group inventory to see what everyone thinks and to make sure everyone is on the same page.
- Tina recommended we have mission pillars; break down each one specifically
- Debbie spoke about the 4Cs self-assessment of the group and evaluation at a state level

Reports:

President: Debbie

- College Council – going out to everyone on a committee, prompt to redo for each committee. Every piece of every committee. Eliminate overlap, revamping of committees and do a reset. 4-5 committees say the same thing, same people – attempting to form one committee with more oversight.
- Tri-chair has begun. Dr. Garcia is completely behind shared governance. IEBC plaque for Caring Campus.
- Retreat on November 17, 2023 – RSVP will be coming out, working with Sarah Martin to create. Open to all Classified (with supervisor approval). 8:00 a.m. to 4:00 p.m.; Dr. Veronica Keiffer-Lewis – mental health and caring campus. First come, first serve RSVP due to size of Shone Farm facility. Contingency with SAC just in case. Linda recommends doing an explanation of Classified Senate at the conference. Cabinet approved and encourage managers as much as possible to allow people to come if they want to.

Vice President: Linda Jay

- PCC session this morning was emotional and interesting. Trust building session.

Communications: Jamie Longnecker

- Monthly communication; not just “fun” stuff. Reference pillars within communication. Different areas of interest. Website updates to be inclusive and invitation.

Treasurer: Tina Rosenberg

- Starting balances do not match and will be reviewing now the the Foundation account is back up now, \$14,000 approximate is the budget.

Pillar Reports:

Professional Development: Stephanie Dirks

- Professional Development District committee met to continue planning spring PDA, discuss updating website for Classified. Discussions last year about updates needed, met once since last meeting and decided on three main projects and brain storming. Will be sending out an all call to anyone that wants to join the team; meeting every two weeks to discuss and a weekly meeting to do work. Invites will be coming from Stephanie. Developed a team on Microsoft teams to have it all in one place. Thank you to Ann and Ann for representing.

Awards: Banachowicz, not present.

- Debbie mentioned she was working on plaques.

Community Outreach: Ann Schott

- Hasn't been doing anything pillar focused yet. Everyone in pillars has been doing stuff. Kathy reviewed the giving tree email. Cards are more equitable, no room to house all of the gifts as well. Deadline for students is December 1st. Distribution in Bailey with the three with handprints; ornaments with link to donate. New forms done to include multiple children (up to 4). Students need to be enrolled in courses. Students from: DRD, CalWorks, EOPS, Foster Students, Child Care Center, Second Chance, and Roseland. Amazon, Target, WalMart, Safeway. Do we have anything for classified staff or just students?

Elections: Shauna Malvino-Lyman

- Nothing at this time.

Fundraising; Linda Jay

- See's candy outreach has begun.

Events: Kathy Mathhies

- Awaiting an okay from the events for Halloween Lunch on 10/31/2023. 12:00 p.m. – 1:30 p.m. Asking for \$5.00 donation, ready made sandwiches from Safeway @Heritage Plaza. Department costumes and individual costumes.

9+1:

- Header at top of 9+1 added on to be clear that it is from SRJC.
- Senate logo to be added (by Jamie)

Discussion; none needed.

Vote:

- Marianne motioned to approve: Approve the Classified 9+1
 - Kathy seconded.
- Ayes win. No opposed or sustaining.

Next step: taking it to Academic Senate, SEIU and students. (do not think it needs to go to AFA). Will need to be put on the board as an item once it's "shopped" around. Dr. Garcia has a copy. An official copy will be sent as well.

Caring Campus Initiative Report:

- Stacey and Araceli on Dr. Garcia's "What's Happening" (need a timeline from PR re: when those deadlines are for them).
- MARCOM is helping with name tags; similar campus wide. Have names and logo of SRJC (not caring campus logo). Student employees and STNCs will be included.
- Working with Hank to get our plaques updated in Heritage Plaza.

Misc. Information

Headshots:

- Classified Senate members, hoping to do in November during our next meeting.

Dr. Garcia invited to senate meeting, Zehra is checking the calendar for a time that works.

Pillar Time and workgroups:

- Specific Pillar work; make sure they're invited to be a part of this time to arrive at 3:00 p.m. for the 30 minutes to utilize the time.

SEIU Liaison Update: Reach out to Jenn Cox with questions about becoming a member if needed. Appreciates being a part of senate. Shauna is wondering about the previous survey. Jenn will be asking about the previous survey; hoping comments will role to next time.