

CEER Committee Meeting Minutes

9/18/2023

Attendees

- Katherine Michel, Jeff O'Connell, Simeon Castro, Vy Le, Melissa Cervantes, Maristella Tapia, Michael Moore

Welcome

- Katherine Michel welcomed everyone to the meeting, discussed the historical precedent for why the College is moving away from the term "civility," and clarified that neither the District nor the UFO is interested in negotiating a clause related to mutual respect in the faculty contract.

Background on problematic email

- Jeff O'Connell provided background on an email sent out in previous years, including reactions from the UFO's attorneys.
 - *Questions/comments:*
 - This email was probably formulated in response to a certain event. Is this email necessary now? Is the purpose of this to become an AP? Does the Board have an AP on mutual respect?
 - The original email defined "professionalism" and "civility" in a very problematic way, especially if those terms then become tied to any type of disciplinary actions.
 - There is an existing Code of Ethics.
 - Perhaps rather than an email, should we have all the relevant laws in one place?
 - The fact that this email exists makes it seem like there is something wrong going on here. It points to mistrust, so there needs to likely be wider work done to address the deeper issues (beyond an email or a Board Policy). What are we actually trying to accomplish with this communication?
 - Perhaps the work should be around centering shared values or shared humanity, rather than focusing on actions/behaviors.
 - An email might be too passive; people may not fully engage or read it at all. Can we deliver this information in another manner that will encourage more engagement?

Updated "Safe and Respectful Workplace" draft email

- Vy Le reviewed the current draft of the updated "Safe and Respectful Workplace" email.
 - *Summary of discussion:* Any email should just provide a reminder of the legal expectations, but more importantly, there needs to be a bigger discussion on

“mutual respect.” This discussion needs to be bigger than CEER (we need language at the District-level for our values). Perhaps this could take place during LCW. It needs to include constituent groups on campus (e.g., a big retreat), but this will need to be taken to the president. Before considering a big retreat, perhaps a survey would be useful, then based on the survey results, the College could engage the leaders of various constituent groups on campus.

Update on the Counsel for Peaceful Resolution (CPR)

- Vy Le provided an update on the current status of the CPR. Currently, HR is working to identify who would want to be part of the CPR. Training topics have been proposed, but who will do the training is not yet determined.

Next steps

- Finalize the email (*CEER*)
- Create the survey (can this be included in the Campus Climate Survey?) and engage the Cabinet (*this goes beyond CEER*)