

Follow up from COM Classified Professionals Learning Day, March 22, 2023

What would you like for us to address?

Transcribed from the poster paper and post-it notes at the closing session. Each bullet point represents one post-it note.

Facilities	<ul style="list-style-type: none">• Maps in all district vehicles to help guide students to destination(s)• Better #s on Building 1) signage at IVC 2) free parking for ESL and e2c construction students and summer career academies at IVC• Have ADA doors work at all times. Gender neutral bathroom door unlock everyday.• Latinx Resource Center• Bigger Mailroom• Child care• Close loops-communicate back when we've requested a repair even if the repair can't be done.• Staff outdoor lunch rooms• Employee parking spaces for employees at the Welcome Center. Its very scary to cross the street, cars don't normally stop.• More trees (shade) and less lawn. New garbage cans. Some of them are literally from the 70s! More Holidays! Just Kidding• We need a break room for classified professionals similar to ____ Lounge.• Move the Welcome Center back on campus• Shuttle between campuses• More security during the night• Hot water at IVC buildings. Lunch room at IVC. Campus shuttle.• Better signs on campus-make more welcoming• Charging stations & cell phone flash lights.• More outdoor lunch tables• Electronic timecard process• We need a new mailroom• COM Information kiosk, well lit at night centrally located.
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Employee Engagement/Collaboration	<ul style="list-style-type: none"> • Internal org chart with Exec Assistants or Point of Contact for each department • More collaboration between learning communities • What most people have shared about how they get info is through interpersonal connections and/or through the years they have spent working at COM. If person-to-person info sharing is the way we can best support our work, create many (maybe weekly) chances for people to interact with each other and share info about their departments while getting to know each other better. More time to “mingle” • Require team building for every department (at least twice per year) and encourage team building across departments (to allow for AI)! • Cross departmental collaboration! International student engagement from staff, faculty, & admin! • Bring Caring Campus officially to College of Marin. More collaboration and communication across departments, More appreciation for work of classified professionals. • Be more specific on topics we talk about • Additional manpower/support in areas that need it. • Inclusivity-please don't just talk about-Do it! • Training/Orientation on the COM structure & roles & responsibilities of each campus division, departments, offices.
More PD/PL	<ul style="list-style-type: none"> • When there is new technology, introduce it to staff and provide training • Increase days of Professional Growth Training...I only _____ to technology! IT Professional • Topics for future classified day: 1) listening skills 2) apps of COM required for all 3) organizational systems 4) everyone needs to have the same tools • Have mini CPLD quarterly so classified have more chances to do trainings & get together. • Want regular required COM zoom events with an annual curriculum. Mentors who are willing to work with curious/interested WF to make meaningful change. • Diversity support for employees not just students • More small groups for sharing experiences and questions about anti-racism

	<ul style="list-style-type: none"> • I would like to see some staff be more open-minded and willing to embrace technology and new, more efficient ways of doing things. In some cases this means learning very basic computer skills.
Campus environment	<ul style="list-style-type: none"> • Be welcoming • Growth Mindset • End tracking of study sessions. At the ____ Lince sessions the “student” distribution was not equitable. Everyone should attend each session • Library hours expanded on Saturdays • More tutors in the math lab • I would like to see enrollment grow • More thoughtful communication. More dogs coming to work with us • More face-to face, less emails – Yes! • Be friendly all the time. We are co-workers • Make registration for 1st time easier and more user friendly. • Enrollment services needs to be open later than 4pm. • Community. Listen to what others are saying. • Helping/offering to reduce authoritarianism. • Continue hybrid work option for all employees
Community/Public	<ul style="list-style-type: none"> • Improve public bus transportation to campus • More engagement with community • Housing for students/staff. Better access to public transport. More activities and access for students/faculty. More food pantry. More health services.
Challenges/Concerns	<ul style="list-style-type: none"> • How to deal with resistance when hearing how things could change • No response from faculty. Faith • How to de-escalate confrontational aggressive students • The ability to call out managers to dysfunction within a department. To make it more of a two way street

	<ul style="list-style-type: none"> • More support & acknowledgement from management in district/CSEA negotiations for union contract (majority classified professionals). Appreciative Inquiry incorporated into planning spaces.
Other	<ul style="list-style-type: none"> • Show me the money • Please care more—give a damn! • Free tuition (as offered in some community colleges in CA) Free Parking • Have management shadow us in our jobs for 8 hours • Knowing your responsibilities. No favoritism • More ESL support, more wheelchair access • Hear appreciation for a job well done more often! • Dissemination of the COM organization chart. • The Golden Rule applies here, doesn't it? Get rid of the thug. Please recognize the decent, honest people we have more than a few. COLA means cost of living adjustment to reflect reality. Program Coordinator equals \$20,000 increase? More pay for those who actually do the work not the superficial actors. • Food @ IVC-fresh food truck • Honesty & Collaboration • Start up (re-start) discounted exercise access (fitness gyms) for staff & faculty • Encourage higher education for staff. Pay for tuition for Masters, Doctorates. • <i>Cuando los empleados que no hablamos muy bien el Inglés y asistimos a cualquier tipo de eventos en el colegio, se nos hace difícil comprender el idioma Inglés y es por eso que estamos necesitando se nos proporcione un intérprete en español, y además que todos los materiales sean traducidos en el idioma español. Gracias!</i> (When employees who do not speak English very well and attend any type of event at the school, it is difficult for us to understand the English language and that is why we are needing an interpreter in Spanish, and also that all the materials be translated into Spanish. Thank you!) • We need to find ways to include people who can help translate for non-english speakers so they can understand/benefit from these trainings.

Questions

- Can AI be applied to race and anti-racism?

