

Governance Review Council (GRC)
January 25, 2017
Meeting Summary

Present: Eileen Acker, David Snyder, Shawn Purcell, Yolanda Bellisimo

Absent: Student representative, Angela Olmanson

Guest: Tonya Hersch, Sadika Sulaiman Hara

Agenda

- Approved

Approve Minutes

- Minutes approved

GRC

- Updates: Eileen visited the two PGS committees she was assigned; Professional Development Committee and Student Access and Success Committee. She recommends PDC as a committee that the Accreditation Team might like to visit while here.

Equity and Inclusion Committee – Sadika and Tonya presented:

- In response to what transpired last semester with the election and climate on campus, and also then in response to President's Coon's support to improve the climate for students and support inclusivity practices, this Equity and Inclusion Committee is being proposed.
 - Create a committee that is part of the Participatory Governance System
 - Address awareness and skills for all College of Marin constituents, staff, faculty and administrators, not just students
 - Seeing a need to institutionalize this; to improve the climate for students, staff and faculty; requiring so many more duties than the Student Access and Success Committee
 - A watch needs to be kept on campus, looking at the LGBTQ, other disproportionate groups, and diversity on campus
 - Comprised of staff, faculty and student administrators
 - Major plans, such as looking at the hiring practices of faculty and staff and the lack of diversity in the College population of students as well
 - Crafton Hills College would be used as a model for this Committee. They have been implementing practices for two years.
- GRC Response:
 - GRC said; it would be helpful to write up a one paragraph charge to why this would be a new committee and not overlap with Student Access and Success

- Procedurally, what do we do? Is there another place we can focus on developing this guidance – would a new committee then help?

- Sadika and Tonya said they would go back to the Student Access and Success Committee and bring back an explanation to the GRC, as to why a separate committee is needed. Also they will bring back the one paragraph charge
- GRC was expressing the challenge to get participation on the already existing committees, so this may be an added challenge as we have already been discussing this issue

- Yolanda asked if there can be a subcommittee or a different way to make sure that this gets done, such as the President’s Task Force. Tonya and Sadika expressed that they want to assert this value and make it a structured committee – raise this to the important level that it is. We need a call to action, and the GRC agrees, but wants to discuss other ways to achieve this action besides forming a new committee.

- Shawn Purcell asked – what is the concrete example of what you want to do? Tonya and Sadika gave some specific examples. 1. Looking at hiring practices – limiting the diversity, and focus. How welcome do people feel? How is COM representing ourselves? Immigration policies about to change, religious freedoms are being affected. Are our students and staff feeling safe enough?

- David Snyder expressed that for a committee, we need a plan. Most of these committees could have sections to include i.e., Green component, hiring, education planning. Attach parts of these as focus in other committees. How would you fit into the governance plan? Subcommittee under PRAC, or where to fit this in? Maybe sit in the Hiring Committees?

Moving Forward

- Yolanda will move Eileen’s visit recommendation to President
- Yolanda will invite Tonya and Sadika back when they have a charge ready and can help answer how does this all fit into the vision of the college
- GRC’s ---finish visiting committees to report where we are
- Attach notes to minutes – Eileen
- Shawn will bring the survey results