



Meeting Minutes July 22nd, 2025

2025 Senate Board Members:

- Michele Villante, *President*
- Flor Martin Del-Campo, *Vice President*
- Patty Gonzalez, *Treasurer*
- Yessenia Anguiano, *Secretary*
- Jordan Drolette, *Senator of Fundraising*
- **VACANT**, *Social Senator*
- M’Kormik Hamilton, *Ad-Hoc Senator*

16 Attendees

1. Welcome – call to order 12:02 pm

2. Announcements

- 2.1. Welcome Patty as Treasurer for Classified Senate Board
- 2.2. Armando Robles, new Chief of Staff, joins meeting on behalf of Dr. Powell
- 2.3. Michele & Flor to work together as Senate President & Vice President, respectively

3. Discussion Items

3.1. CLI Report - Slides Attached

- I. M’Kormik and Keira attended the CLI Conference (Classified Leadership Institute), annual conference offered every summer.
- II. General Sessions with Keynote speakers with concurrent sessions & smaller workshops
- III. Dr. Tamil Gilkerson, chancellor of Peralta Community College District presented a keynote speech on leadership and engagement in education
 - Raised questions on what makes us feel inspired, having movement towards leadership to benefit community, students, not just personal career development.
- IV. Andrew Martinez, Senior Director of Government Relations – CCLC (Community College League of California) presentation on Budget & Legislative Updates
 - Education Programs proposed for elimination do NOT include HSI & other minority serving institution grants
- V. Dr. Sonya Christian – closing keynote, discussed AI
 - Participate in AI Survey to share how it impacts on our various work areas: <https://bit.ly/45HUSJn?r=qr>
- VI. Other campuses struggle with engagement; Crafton Hills presented strategies such as Door Prizes, opportunity drawings, and providing food. Finding colleagues that are suited for roles and speaking to them. Classified “Oscars” awards.
- VII. Main themes of advancing racial justice & equity for students and staff. View through the lens of how Classified can play a role in helping these areas.
- VIII. Exploring the role of Classified in cultivating an environment where students feel welcome and inspired to keep coming back to campus, completing educational goals.

- How can we advance equity? How can we increase engagement from Classified Staff in leadership? Both related.
 - IX. Discussed how to rethink the community college system & who we are serving. Not necessarily just the traditional student trajectory, includes older people, juvenile justice system, formerly incarcerated folks, dual enrollment, etc. Reach out to students who need more support and ensure those that need the support are able to find it.
 - X. Attending with other community colleges at CLI allowed reflection into how similar work can be approached differently. Often things may feel stuck, “this is the way it always has been done”. Able to see others who are doing things with varied levels of success.
- 3.2. District Committee Co-Chair Training is open to everyone.** Flor emailed the invitation for Tuesday August 26 from 4-5:30pm in the Community Room.
- I. Those that are in District Committees as representatives have been emailed to get clarification on the roles of the committee, as outlined in the Napa Valley College Governance Handbook. Covers committee responsibilities, goal setting, communications, etc.
 - II. If we aren't present to share our voice others will take decisions. The committee representatives present information at these General Meetings during the reports so we can provide feedback for those representatives.
- 3.3. Classified Senate Committee Report Form** is for the Classified Representatives on committees that are too busy to make it to the general meeting.
- I. Form submissions are sent to Senate Board Members so they can inform the general membership during monthly meetings.
 - Link to be emailed to Classified serving in committees
- 3.4. Board Vacancies: opening for Social Senator**
- I. 2 to 3 events over the year, biggest event is Classified Retreat which is a group effort. Helped host Candy Cane event as a fun way to get to know each other better. Works together with Fundraising Senator to raise money for future Classified gatherings.
 - It doesn't take too much time and has the support of the Board to help ideas come to fruition. If more than one person is interested, they can work together! Bring a friend. Email Michele or Flor for more info & to participate.
 - II. May have an additional opening for Ad Hoc Senator. Role involves helping the Board as needed.
- 4. District Committees – NO MEETINGS YET**
- ~~4.1. Planning—~~
 - ~~4.2. Budget—~~
 - ~~4.3. Facilities—~~
 - ~~4.4. DEI—~~
 - ~~4.5. Technology—~~

~~4.6. Staff Development—~~

4.7. Extended Cabinet/Council of Presidents – Michele & Flor attended, learning about the process together.

- I. Discussed with the President the concern in integrating DEI in the Performance Evaluations (Chancellors Office adopted a new regulation requiring all community colleges to evaluate employees on their DEI competency). Managers may define competency differently, need discussion on making it cohesive so everyone is evaluated on the same things.
 - DEI training offered, what department would that training be under? Prefer to not having it tied to Human Resources as HR is the disciplinary department, and staff may not feel as comfortable. Considering working with Dr. Moonsammy, not decided yet.
 - Jess: Danielle & Jessenia started the work by meeting with Dr. Moonsammy, would be great to connect to pick up where they left off. Michelle & Flor from Classified Senate to meet with Jess & Keira from Classified Union at a future date, look over what Dr. Moonsammy had created and what was already in place.
 - Evaluations to be updated with DEI competency sometime, no set date yet. Union & Senate leaders to work jointly on ensuring a fair evaluation that is the same across departments.
- II. **BP = Board Policy, describes what is to be accomplished by the district. AP = Administrative Policy, guidance and reference materials used to implement BPs.** These are part of Shared Governance, which means that Classified staff are supposed to have input into updating and changing of the APs & BPs.
 - Michele & Flor to share with Senate when there are updates. Some policies will be more directed towards specific departments, Flor & Michele plan to connect with those individuals in that department being affected. We should be here to also protect our students for any changes happening to policies on campus. Your input is appreciated!

5. Non District Committees

~~5.1. Curriculum~~

~~5.2. Student Success Standards~~

~~5.3. Distance Education and Technology~~

6. FUTURE MEETINGS

- I. Executive Board Meeting: 08/21/25
- II. General Meeting: 08/26/25

Adjourned 1:00pm

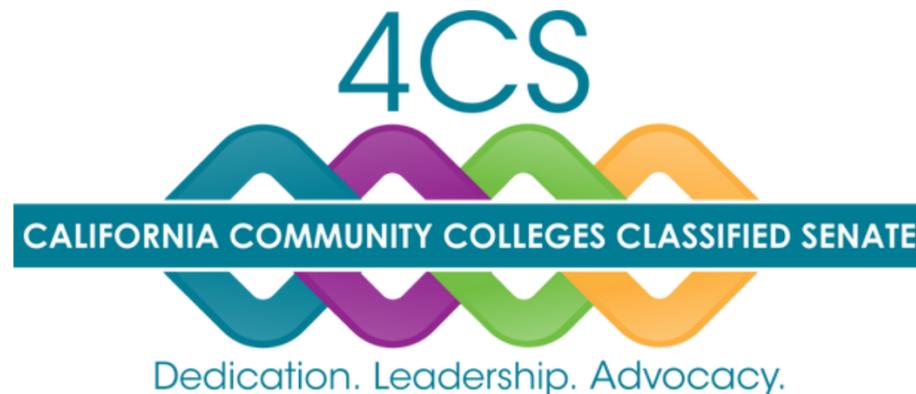
2025 Classified Leadership Institute

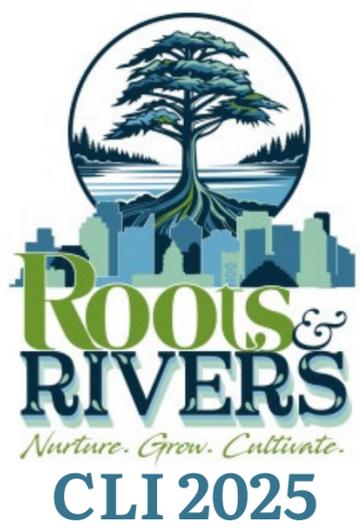
June 25-27
Sacramento, CA



Post-Conference Report:

M'Kormik T. Hamilton
and Keira Sullivan,
attendees.





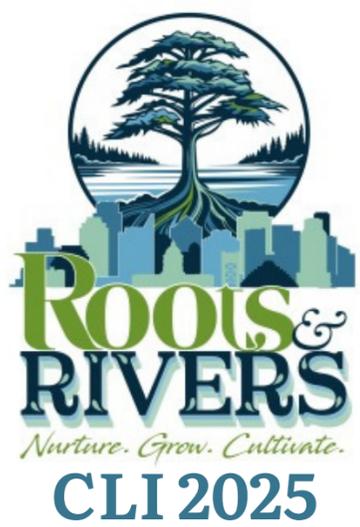
General Sessions

(Keynotes)

Opening Keynote

- Entire Slideshow Available to Share

Dr. Tammeil Gilkerson Chancellor, Peralta Community College District



Show Love



Dr. Tammeil Gilkerson
First Generation College Student
Chancellor, Peralta Community College District

ABBREVIATED PROFESSIONAL HISTORY

- Chancellor, Peralta Community College District (January 2024 to present)
- President, Evergreen Valley College (July 2020 to January 2024)
- President, Laney College (March 2017 to July 2020)
- Vice President of Academic and Student Affairs, Contra Costa College (June 2013 to March 2017)

SELECT BOARD MEMBERSHIP & AFFILIATIONS

- President, Association of California Community College Administrators, 2020-present
- Chair, Statewide CEO Affordability, Food & Housing Taskforce, 2018-present
- President-in-Residence, Community College HigherEd Access Leadership Equity Scholarship (CCHALES) Research Collective, San Diego State University 2021-present
- Commissioner, Guided Pathways Racial Equity Commission, USC Race & Equity Center, 2020-present
- Member, UC Davis Wheelhouse Institute Research Collaboration Council, 2023-present
- Member, EdTrust West Advisory Board, 2024-present
- Board Member, National Asian Pacific Islander Council, 2024-present

Opening Keynote, cont.

Dr. Tammeil Gilkerson

Rooted in Purpose, Rising in Power: Professional Growth for Collective Good

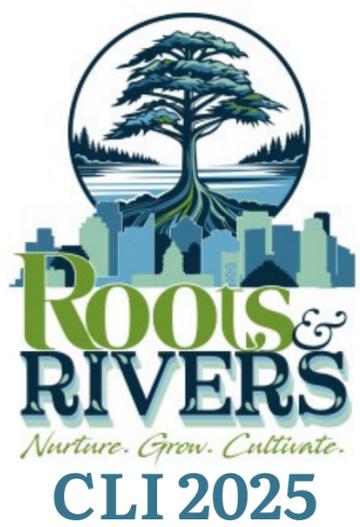


“In a time that calls for grounded leadership and visionary action, we will explore what it means to grow professionally with intention, integrity, and impact. Together, we’ll examine how cultivating deep roots in our values can help us rise with power—not for personal gain alone, but in service of community, equity, and collective transformation. Whether you’re just beginning your journey or guiding others along theirs, this is a call to lead with purpose, grow with courage, and embody the kind of leadership our colleges need right now.”

- Opening Question: “What grounds you in the work?”
 - Answer themes: Reciprocity / giving back, Hope for the future, Care for students.
- Overview of a higher ed. system in crisis. Federal policy “assault,” statewide decline.
 - Meet this challenge with answers like the Greenlining Institute, and by envisioning “Liberatory Education” (centering racial equity and social justice)
- Shared Governance central to growth
 - Ref. Community Commitments
 - Gradients of Agreement - allows room for conversation when Y/N is out of reach.
- Personal Growth (ie, stepping into leadership) benefits your community, not just you.
- Strategies for advancing racial justice

Opening Keynote, cont.

Dr. Tammeil Gilkerson



Community Commitments

- **Open-mindedness:** Embrace diverse perspectives with an open mind.
- **Active Collaboration:** Engage in active participation and come together to achieve common goals.
- **Strategic Vision:** Focus on long-term planning and sustainability.
- **Transparency:** Uphold honesty and openness in all our actions and communications.
- **Withholding Judgment:** Reserve judgment to foster understanding and empathy, allowing for critical thought and evaluation of ideas and recommendations.
- **Positive Intent:** Offer grace and assume positive intentions behind others' actions and words.
- **Student-Centered Focus:** Prioritize students in every decision and action we take.
- **Respectful Space:** Provide an opportunity for everyone to speak out.
- **Inclusivity:** Actively seek and value input from all individuals.

Opening Keynote, cont.

Dr. Tammeil Gilkerson

Advancing Racial Justice (*Race Forward*, 2022)

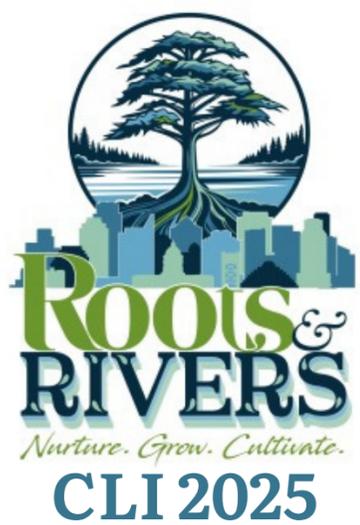
- **Grow Power:** connected and aligned networks for people, organizations, and movements to build collective power to counter structural racism and steward transformational solutions.
 - **Transform Culture:** harness the power of narrative, arts, and culture to assert the full humanity of communities of color that challenge racist ideologies that fuel structural racism
 - **Transform Policy:** Position communities of color and other historically oppressed communities as leaders and decision-makers in the policy-making process
 - **Transform Institutions/Sectors:** operationalize racial equity practices into policies, procedures, programs, and practices
-
- Closing question: “Where in your life are you being called to rise in power – and what roots will you need to deepen to sustain it?”

Book Recommendations:

Just Mercy by Brian Stevenson

Pushout: The Criminalization of Black Girls in Schools by Monique Couvson

Think Again: the Power of Knowing What You Don't Know by Adam Grant



CCLC and 4CS distributed the Keynote Presentations to all Attendees of CLI 2025.

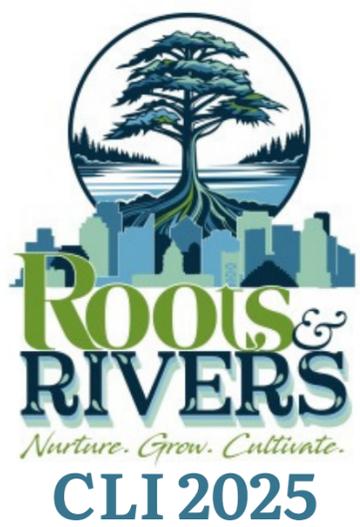
You may access these presentations [HERE](#).

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2025-26 Budget & Legislative Update

• Entire Slideshow Available to Share

Andrew Martinez Sr. Director of Government Relations, CCLC



The 2025-2026 legislative session is moving quickly through the deadlines for legislation. Andrew Martinez from the League will provide an update on key legislative measures of interest for community colleges. He will also provide an up to the moment update on the 2025-26 State Budget, which should have a final deal between the Legislature and Governor Newsom at the time of the conference.



Budget & Legislative Update, cont.



COMMUNITY COLLEGE LEAGUE OF CALIFORNIA

President's FY 2026 Budget Proposal

Education Programs Proposed for Elimination:

TRIO and GEAR UP grants

Supplemental Educational Opportunity Grants

Child Care on Campus Grants

Fund for Improvement of Postsecondary Education

Strengthening Institutions Grants

Teacher Quality Partnerships

Education Programs Proposed for Continuation:

Hispanic Serving Institution and other minority serving institution grants

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Closing Keynote

Dr. Sonya Christian

Chancellor, California Community Colleges

- Entire Slideshow Available to Share



Our Time is Now!

Taking Care Of Our Students, Our Communities, And Our Planet

VISION 2030

A Roadmap for California
Community Colleges

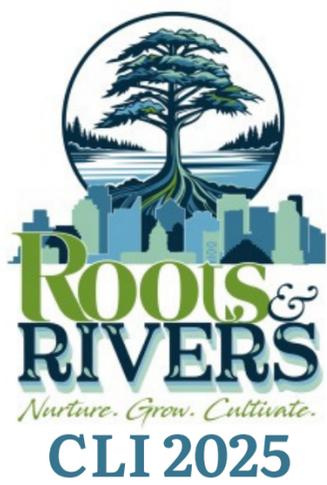


Closing Keynote, cont.

Dr. Sonya Christian

Key Takeaways

- There are different levels of support for senates based on campus - how do we increase equity?
- We fear for the safety of undocumented (and other vulnerable) students - how do we find/give help?
- Keys for CCC Students of the present and future:
 - Dual Enrollment
 - Including Transfer, CTE, and Apprenticeship
 - Credit for Prior Learning
 - Recognizes real-world learning
 - Accelerates credential completion
 - Prepares adult learners and veterans for success
- Ability to work with AI even as it feels as though it is de-humanizing campuses
 - (AI encroachment), everyone has a different approach.
- There is planning within Vision 2030 re: AI
- **Scan the QR code** to take a quick survey to help with this planning effort
- H.U.M.A.N.S. principle provides guardrails



AI Survey



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Concurrent Sessions

(Workshops)

Many Hats, One Purpose: Keeping Classified Professionals Engaged



Schedule Blurb:

At smaller colleges, so much work is done by so few. Discover strategies to support classified professionals, prevent burnout, and promote well-being. Learn how Classified Senates can advocate for resources, foster a positive work environment, and ensure sustainable success while wearing many hats.

Presenters:

Veronica Arrowood, Program Analyst, Crafton Hills College

Karen Peterson, Academic Support Services Specialist, Crafton Hills College

Many Hats, One Purpose



Strategies which led to successful increased engagement in their Classified Senate (attendance at meetings participation in committees:

- “Door Prizes” like gift cards at meetings
- Coordinate for offices with the most classified to close during meetings.
- Newsletter including monthly shout-outs (Viva Insights can confirm receipt stats)
- “How do you get people to read their email?” - make it fun with a meme or hidden easter egg in the content.
- Personally ‘tap’ colleagues for committees they’re well-suited to. In-person visits.

How We Got Here

Activity	Result
Personal Connections	Getting out of the office to see classified colleagues and their workspaces
Getting Managers Involved	Monthly meetings with the presidents and vice presidents; monthly Zoom meeting with the chancellor; attending board meetings
Recognitions	Monthly <u>employee recognition</u>
Bribes – the Legal Kind	Door prizes (gift cards) go a long way to getting people to show up!

Everyone's a Mentor:

Using Your Superpower (YOU!) to Support Students



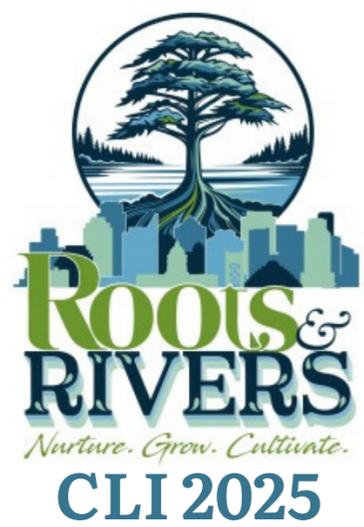
Schedule Blurb:

Everyone's a Mentor is a research-based initiative with 7 strategies for facilitating mutually rewarding informal mentoring relationships between students and college employees. Widely overlooked, informal mentoring is a powerful—and often transformative—tool for supporting students. This workshop will be informative, interactive, and inspiring!

Presenter:

Sharon McMahan, Ph.D., Instructional Assistant, Long Beach City College

Everyone's a Mentor



1. Highlight People

Make it easy for students to find and get to know college employees, both on campus and online

Website:

- Group photo and “Meet the Team” button on every department landing page
- Link with every name mention to employee profile that includes a ‘get-to-know-me’ photo, a first-person bio, and contact information

Employees:

Be visible (take walks during breaks, attend events) and identifiable (wear names badges, college clothing, carry business cards) on campus

2. Establish Opportunities for Interaction

Make it easy for students and employees to have regular interactions on campus

Colleges:

- Designate communal spaces within schools and departments to facilitate interaction and development of relationships based on shared interests
- Provide mid-day meals in a central location for on-campus students and employees

Employees:

Participate in student clubs and field trips, have meals and snacks in cafeteria, learn American Sign Language (ASL)

3. Be Mindful of Self-Presentation

Verbal and nonverbal behavior that communicates information and shapes perceptions

- Project warmth and approachability, self-monitor body language, tone of voice, and facial expressions
- Be easy to talk to, a good listener, and always authentic
- Be thoughtful, conversational, and concise when communicating in writing with students and colleagues

4. Be Observant and Proactive

Turn encounters with students into interactions

- Make eye contact, smile, and say hello to people while walking on campus
- Be ‘gently intrusive’ when someone appears or sounds distressed, and always make time to ‘have a chat’
- Institutionalize ‘warm handoffs’ by walking with students to ensure they get to the right place and person, rather than just telling them where to go

Faculty:

Notice changes in students’ behavior and attendance in class and personally reach out to inquire about their well-being and to provide support

Everyone's a Mentor

5. Be Flexible and Generous with Time

Supervisors:

Give employees leeway and encourage one-on-one time with students over non-urgent tasks

Employees:

Give each other leeway and presume colleagues are with students when late to meetings

Faculty:

Arrive early and stay after class to create unstructured time for beneficial informal interactions with students

6. Be Known for Being Responsive

Be respectful of the time and needs of others when communicating with students and colleagues

- Answer voicemails, emails, and texts promptly (from both students and colleagues)
- When unable to respond fully to an email within 24 hours, let the sender know right away when they can expect a full and thoughtful response

Colleges:

Adopt a messaging app to facilitate timely and effective communication between students and employees

7. Strengthen Institutional Knowledge and Networks

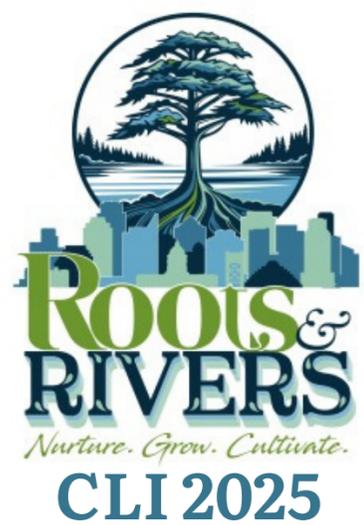
Employees are better able to provide accurate guidance and 'warm handoffs' for students when they are knowledgeable about college programs and services and have relationships with colleagues in all areas of the campus

Colleges:

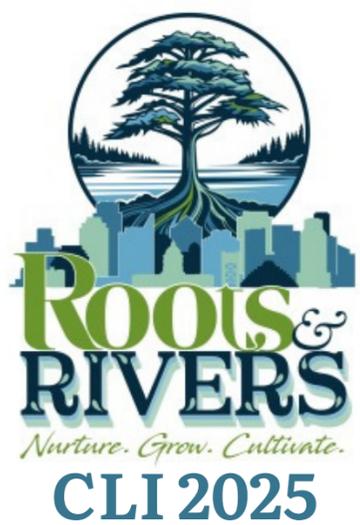
- Maintain an accurate, comprehensive website that's easy to use for employees, current and prospective students, and the community at large
- Have regular open houses to highlight the work and employees of individual departments and offices for the benefit of the entire campus community
- Establish a comprehensive onboarding process for all newly hired employees that includes campus tours, presentations on student support services, and a service walkthrough that simulates a student's full admission experience

Faculty:

Conduct class campus tours at the beginning of every semester so students learn where to go for support (academic and non-academic) and faculty get to know colleagues in all areas of the college



Empowering Your Classified Senate



Schedule Blurb:

Looking for ways to empower your Classified Senate? Join us as we share success stories to inspire the Classified Senate work at your college! Exchange tips and ideas with peer classified professionals. Come away with gems to empower your Senate to build community and connection at your college!

Presenters:

Sally Wong, Program Coordinator: Welcome, Orientation and Student Success,
College of Marin

Lauren Amundson, Laboratory Technician, College of Marin

Empowering Your Classified Senate



- Classified Professional Liaison Committee (subcommittee of Classified Senate) can be an aid to participatory governance.
- Partner with other areas (Academic Senate, Student Government) so that no one entity is bearing all the weight)

Engagement Activities

- “the Classies” (Classified Oscars)
- Welcome Back Breakfast at beginning of each Term
- Podcast on Zoom featuring interviews with various administrators, managers, Classified, etc.
 - Idea – arrange for a particular podcast guest and ask Classified to submit questions to be asked
 - Halloween Fundraiser
 - Invite people to donate any amount and get a donated gift card (spa day, balloon ride, etc.)
- Summer Social
- Ask if your Classified Senate gets financial support as a matter of course and how much – important to have that information at the beginning of each year so that you are able to budget and fundraise appropriately

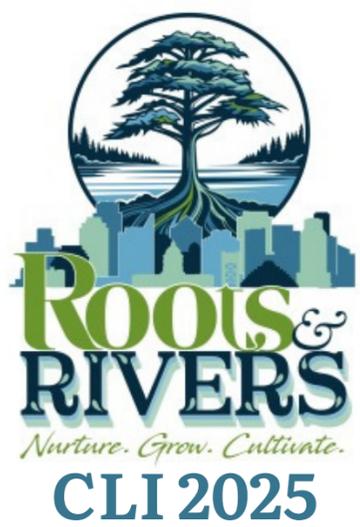
SOLICITING DONATIONS

- Research potential donors
- Conversation with Advancement Office
- Soliciting local businesses for donations: gift cards and tangibles
 - Examples: Peet's Coffee, Safeway, Trader Joe's
- Bring donation request on official letterhead including College's Tax ID
 - Identify contact person for donations
- Follow up & involve your Senators
 - Stay organized with a spreadsheet

Donor	Date Contacted	Contact Email/ Phone #	Will donate this year?	Item Donated	Total Value	Classified Senator Contact	Action Needed	Delivered
Sports Basement	9/16/24	...@sportsbasement.com	Y	Two \$50 gift cards	\$100	Sally	Print out	9/30/24
Trader Joe's	10/2/24	415-898-9359	Y	Gift basket	\$50	Lauren	Need to pick up	

From Diving to Thriving

6 Months to Resuscitate your Senate!



Schedule Blurb:

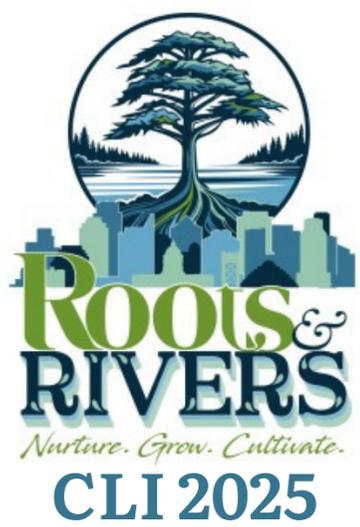
DVC's Senate and overall Classified engagement was floundering until a few brave souls stepped up to breathe new life into it. With just 6 months to make an impact and significant progress in 2, we're beginning to thrive! Find out how we did it and check our progress at the end of 6 months!

Presenters:

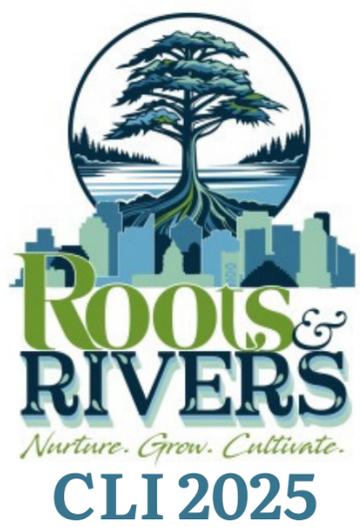
Jessica Martin, Program Coordinator, Professional Development, Diablo Valley College
Scott Heiden, Theater Staging Specialist, Diablo Valley College

From Diving to Thriving

- Be honest about your limits and your strengths, then tag team with the Executive Board so no one person bears all the burden.
- Host an event (with food) and survey the Classified, then adapt from the feedback.
- Example survey questions:
 - What do we want to accomplish?
 - What kind of communication do you prefer?
 - How can you help your Senate?
 - What matters most to you, and what can you contribute?
- Check in with individuals rather than just sending impersonal mass emails
- Get organized – Communication and Information Sharing is critical to your Senate’s ability to be productive
 - Use Sharepoint to your advantage as a communication toolShared folder & files
 - Shared Calendar
 - Weekly meetings among key personnel (Prez and VP in particular) just to keep ideas fresh and direction clear.
 - Create live documents that all Classified can access and edit in real time, and encourage Classified to engage with these documents
 - Running notes for committees (Multiple committee members on a single committee may all contribute)
 - Agendas for upcoming meetings
 - Repository for Reference Materials



From Diving to Thriving



- Speak up when you notice that the Classified Senate is being left out!
- Start a Student Support Fund – can be used for scholarships, student emergencies, etc.
- Use online order forms and digital payments for fundraising efforts to remove the cash barrier and make it easier for people to participate.
- Delegate tasks so that no one person bears all the pressure.
- Pursue getting COMPENSATION for Classified Senate Officers (there are colleges that do this! There is a precedent!)

OUTLINING OUR GOALS

- Get a working schedule, double the meetings
- Build up relationships with administrators at every level
- Find out what the college & district have been up to for the last year or so...
 - Bring that firehose of info to Classified 📣
- Protect & promote the importance of Classified voice
- Fill the Classified vacancies on allllll the committees
- Run a fundraiser, start a student support fund
- Increase overall Classified engagement across the college!
- Build it up for a sustainable future

Vision 2030 Aligned Radical Possibilities for Growth and Sustainability of the Rising Scholars Network

Catalyzing Change in California



Schedule Blurb:

The panel will highlight Rising Scholars Network's Vision 2030 initiatives, including the Demonstration Project, expanded technical assistance, and the Inland Empire project. We will showcase how these projects align with Vision 2030 and support justice-impacted students.

Presenters:

Daniele Smith-Morton, Visiting Executive, California Community College Chancellor's Office (dsmithmorton@cccco.edu)

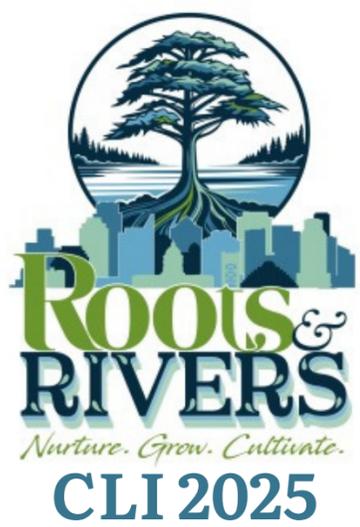
Tyee Griffith, Visiting Executive, California Community College Chancellor's Office (tgriffith@cccco.edu)

Lisa Gallardo, Specialist, California Community College Chancellor's Office

Gina Browne, Assistant Vice Chancellor, California Community College Chancellor's Office

Vision 2030: Rising Scholars Network

<https://risingscholarsnetwork.org/>



- Rising Scholars Network , which supports justice-impacted / formerly incarcerated students, is currently in 65 CC campuses. Goal of extending funding to all 96 campuses who applied.
- Dual enrollment - emph. focus on this growing CC student population
 - Students who participate in DE programs not equal by demographic
 - Most successful when at HS sites (or juvenile centers) - go to where the students are. (Warm Handoff - making these connections makes students more likely to show up on campus later.
- Major CTE tie-in, including a fire academy from fire camps
- Housing is an important factor in fostering equity - utilize this resource to maximize access

-
- 1 out of 5 Community College students are High School Students, but the students who need the most support are the least likely to seek it or even to be aware that support is available to them, leading to disproportionate impact.
 - Many High Schools aren't offering the STEM classes needed for students to enter these fields, and Community Colleges need to bridge that gap.
 - Umoja, Rising Scholars, MESA, etc. should pool their resources – coordinate and work together to maximize positive impact.
 - Connecting with DSPS is key! All formerly incarcerated students have PTSD or other trauma-related challenges, all of which are expressly entitled to support

Fostering a Data-Informed Culture

Collaborations Between Classified Leaders and Institutional Researchers to Transform Community Colleges



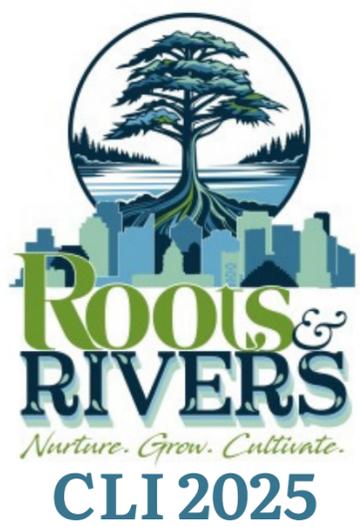
Schedule Blurb:

This session focuses on how classified staff can build leadership capacity by collaborating with institutional research. Learn IR roles and see The RP Group's collaborative research model.

Presenters:

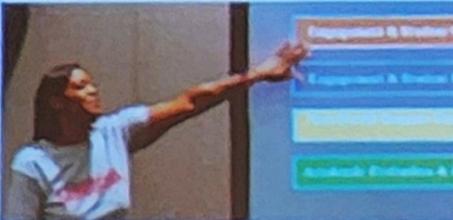
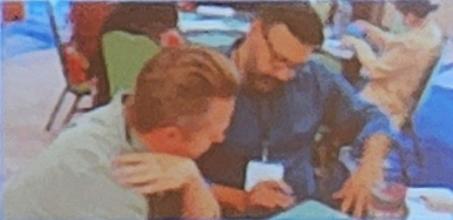
Alyssa Nguyen, Senior Director of Research and Evaluation, The RP Group
Jacob Kevari, Dean of Institutional Effectiveness, Moreno Valley College

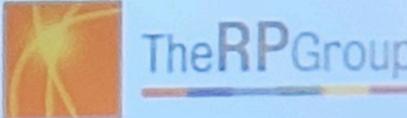
Fostering a Data-Informed Culture



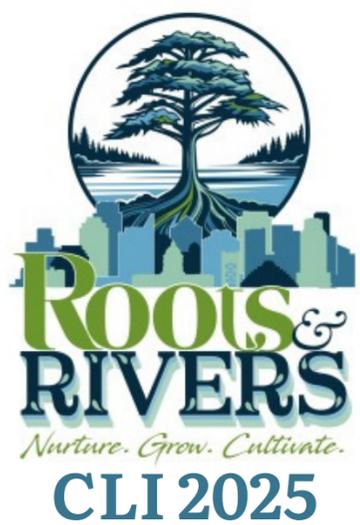
- RPIE (IRPE) serves as hub and stewards of data showing outcomes of students served.
- First conceptualized in the '60's for Decision Support and Organizational Intelligence
- The collected information serves to inform efforts to support local students.
- We need access to Data (Hidden Costs)
 - Records, Surveys, various perspectives
- Program review: It's not just about resources – it's about improvement of one's area for maximum positive impact on students.

Goals

GOAL 1 Inclusion of Student Voice	GOAL 2 IRPE as Change Agents	GOAL 3 Growing and Sustaining the IRPE Community	GOAL 4 EDI-centric Research, Planning, and Professional Learning
			
Validate and uplift student voice and lived experience within the organization and in local, regional, and statewide planning and policy development.	Empower IRPE professionals to advocate for improvements that advance student-centered institutional and systemic change at the local, regional, and statewide levels.	Actively engage the California Community Colleges system in the recruitment, retention, and advancement of a diverse and inclusive field of research and planning professionals that intentionally reflects our students.	Serve as a leader at the state and national levels in the design, production, and delivery of professional development, research, and planning in higher education that is centered in principles of equity, diversity, and inclusion (EDI).



Classified Equity Certification Program



Schedule Blurb:

The Mission College Classified Equity Certification Program (ECP) empowers staff with equity-minded leadership and trauma-informed practices to support student success. Designed by Mission College classifieds, it builds connections, encourages self-reflection, and creates Equity in Action Plans.

Presenters:

Edward Fedalizo, Instructional Technology Analyst (Distance Education), Mission College
Lusyna Narvaez, Program Analyst (Student Equity), Mission College
Jennifer Nguyen, Program Analyst (AANAPISI/ AANHPI SAP), Mission College

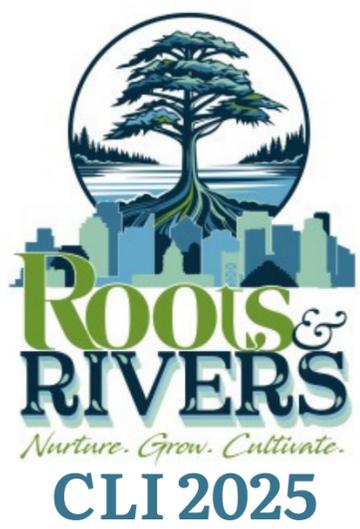
Classified Equity Certification Program



- Book recommendations: Building True Community, Equity Talk to Equity Walk, Decentering Whiteness in the Workplace.
- ECP for + by Mission College Classified in line w/ Institutional Equity Framework (Slide 8)
 - 5-Module Canvas Course (Slide 9) completed in release time during work hours. Mentors (from previous cohorts) paid OT for mentorship (~2h/wk)
 - Participants develop an “Equity in Action” plan, presented at culminating Symposium.
 - Example projects: Lactation Rooms, Equity Rubric for course design evaluation.
- How did they get it approved / Implemented?
 - Funding (see pic)
 - “Put yourself at the table” w/ Cabinet to set expectations “top down” for managers.
 - Ensure it is treated as Professional Development, during work.

BUDGET, INCENTIVES & STRATEGIC SUPPORT

2023-2024 Budget Snapshot: \$30,100	2024-2025 Budget Snapshot: \$55,500	Current Incentive Model & Structural Gaps
<p>Combination of Mission College IEPI and Mission College LandCorp PD Funds - \$22,000</p> <ul style="list-style-type: none">• Overtime compensation for co-leads• Program Logistics <p>Mission College Office of Student Equity & Success Funds: \$8,100</p> <ul style="list-style-type: none">• Program books, materials, printing, etc.• Symposium expenses (food, printing, materials)	<p>LandCorp Special Projects One-Time Grant: \$50,000</p> <ul style="list-style-type: none">• Overtime compensation for co-leads, coaches, and mentors• Program Logistics <p>Mission College Office of Student Equity & Success Funds: \$5,500</p> <ul style="list-style-type: none">• Program books, materials, printing, etc.• Symposium expenses (food, printing, materials)	<ul style="list-style-type: none">• Co-leads are paid through overtime compensation; development occurred outside of work hours• No release time, stipends, or sustained support structure• Incentives are not aligned with other PD programs or faculty models• Not sustainable as demand and program complexity grow

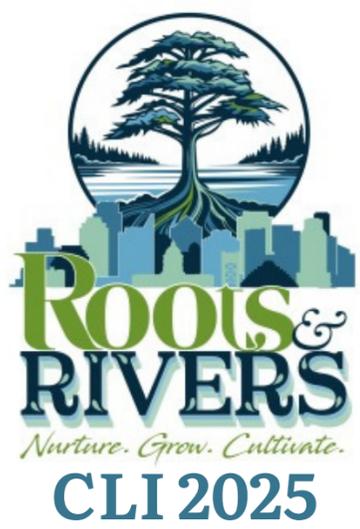


Conference Summary

Conference Summary



- Connection and Communication are keys to Student Success as well as to Classified Professional Engagement
- The communities we serve are different than the communities we served 20 years ago, and we need to adapt to be able to serve them well.
- Dual Enrollment is about access - not only to high-achieving young students, but also to marginalized students and incarcerated learners wanting to transform their lives.
- DEI is more important than ever
- Even though neither of us attended a workshop that specifically focused on Caring Campus, we heard countless examples of the Caring Campus ideas in many workshops and discussions. There is potential benefit in re-invigorating our Caring Campus program, but it must be done with intention and direction.



Thank you!