

#### PERALTA COMMUNITY COLLEGE DISTRICT PARTICIPATORY GOVERNANCE COUNCIL (PGC) AGENDA MINUTES

Friday, April 30, 2021

9 a.m. - 11 a.m.

Join the meeting:

https://cccconfer.zoom.us/j/99752814576?pwd=TjdGU2x1R09IQmlsY3NKQlMvSk5VQT09

Passcode: 663224

#### CO-CHAIRS

Jannett N. Jackson, Interim Chancellor Donald Moore, DAS President

#### **COUNCIL MEMBERSHIP**

Angélica Garcia, President, BCC	Jannett N. Jackson, Interim Chancellor
Nathaniel Jones, President, COA	Ronald McKinley, Acting Vice Chancellor, HR
Rudy Besikof, President, Laney	Matthew Freeman, President, BCC Faculty Senate
David Johnson, President, Merritt	Matthew Goldstein, President, COA Faculty Senate
Eleni Gastis, President, Laney Faculty Senate	Thomas Renbarger, President, Merritt Faculty Senate
Jamille Teer, Representative, Local 1021	Anthony Edwards, Representative, Local 39
Jennifer Shanoski, President, PFT	Donald Moore, President, DAS
TBD, Student Representative	Tachetta Henry, Classified Senate President, Merritt
Sasha Amiri-Nair, Notetaker (non-voting)	

Members – 15; Quorum – 8

#### • <u>STANDING ITEMS</u>

#### A. CALL TO ORDER

- Meeting started @ 9:02 a.m.
- One more meeting in late May
- Next meeting in August or September

#### **B. ADOPTION OF THE AGENDA:**

 <u>Motion to Approve the Agenda</u> M/s: Garcia/Besikof MOTION APPROVED

#### C. APPROVAL OF PGC & PBC JOINT MEETING MINUTES

- March 26, 2021, Meeting Minutes
  - <u>Motion to Approve the March 26<sup>th</sup>, 2021 Meeting Minutes</u> M/s: Renbarger/Teer MOTION APPROVED ABSTAINED: Garcia/Jackson/Richardson

#### Action Plan for Holistic Safety and Wellness for the Peralta Community Colleges and District

Submitted by *Black Minds Matter at Peralta* (a volunteer group of concerned students, faculty, staff and community leaders. For more information, contact Kimberly King at profkimberly@yahoo.com)

### This plan has been endorsed by the Student Senate at Laney College (ASLC), the Peralta District Academic Senate, and the Faculty Senates at Laney College, Merritt College, and College of Alameda, and Berkeley City College.

The Peralta Board of Trustees voted unanimously on June 23, 2020, to terminate the \$4 million contract with the Alameda County Sheriff's Office as of December 31, 2020. This was done in the interest of student, employee and community safety and social and racial justice for all.

The defunding of the Sheriffs will free up significant budgetary resources that should be used to invest in social and material conditions that provide holistic safety and wellness for students and staff on our Campuses and at the District Office. (There are additional resources from the Coronavirus Aid, Relief and Economic Security (<u>CARES</u>) Act to provide emergency grants to students with unforeseen emergency expenses related to the disruption of campus operations due to COVID-19. Eligible expenses included food, housing, course materials, technology, health care and childcare. In addition, the California Community Colleges just received a \$100 million grant from the Jay Pritzker Foundation to provide scholarships and emergency financial aid to students facing financial hardships.)

Developing the new safety plan is an especially urgent concern, and educators across the four colleges stand ready to work with the new community safety contractor(s), the District and College Administrators, and all shared governance bodies to ensure that Peralta fulfills this remarkable commitment to the community we serve.

This action plan outlines a multi-tiered approach to keep our community safe using strategies and resources that promote wellness and prevent and de-escalate unnecessary harm in our community.

#### An overview of safety measures:

- More Campus-Based Mental Health Counselors for Group and Individual Therapy
- Counselors as Public Safety Supporters
- Expand Training and Diversification of Student-Community Safety Aids
- Restorative Justice Training, Policies, and Staff
- Mental-Health-First-Aid Training for Faculty, Staff, and Students
- Support Student Services Care Teams/Behavioral Intervention Teams
- Support Students' Basic Needs
- Case Managers or Social Workers to Support Needy Students

### This action plan should be developed and implemented with input from students, staff and faculty through the shared governance process at all four Peralta Colleges.

#### **D. PUBLIC COMMENT**

There was no public comment

#### E. COMMITTEE/COUNCIL REPORTS

- District Facilities Committee Atheria Smith
  - One more meeting this year
  - They confirmed the membership
  - Will send out communication to the college presidents
  - Wants everyone represented equally
  - They are missing a rep from CoA
  - Missing a Second rep from Merritt
  - Missing a faculty member from Laney
  - They are looking to find 2 student representatives
  - Rachel Goodwin confirmed as co-chair
  - Discussed security in great lengths
  - Asked CRC and Zulu
  - May 1 is the deadline to provide a PPO and to give a status update on CRC and Zulu, which was not requested in the RFP but is required by the Cleary Act.
  - A-1 and Marina will continue to provide service
  - CRC will need to discuss next steps
  - Need to make a decision as to where to go since they do not have their PPO
  - Discussed COVID screening
  - They did not get to DFC Goals
  - They have 4 goals
    - The 5-year plan
    - Continue to implement and understand the total cost of ownership
    - Better Communication and maintain shared governance and communication
    - Recommend that bond funds be provided for 1.5% of the value for upgrades and improvements
  - Establish the safety task force
  - Look for an invitation to discuss the safety task force
- District Technology Committee Antoine Mehouelley
  - Working on the technology master plan
  - A matrix was created
  - As well as a funding request
  - The technology committee will use the matrix
  - They will send the recommendation to the chancellor
  - Working on a getting an RFP to continue working on their infrastructure
  - CISCO RFP and will bundle all of the projects together to come up with 1 RFP to bid with multiple companies
  - Monitoring the mapping out of the student journey
  - After phase 1 of Peoplesoft they received requests for enhancements to the system
  - It is costly and they need to discuss the enhancements
  - Moore if there was a large number of requests, was the business mapping process not done well enough?
  - Phase 1 was only a technology upgrade
  - Phase 2 is to map out the student journey
  - He wants to form a committee to review the enhancements
  - They have had some challenges with student enrollment the last few weeks

- They have been working on it and so far it has been fixed.
- Mark will be coming up with some help to assist the students with enrollment
- They are monitoring the system to make sure the glitch does not happen again
- Working on phase 2 of the business process
- EPAF will be going away
- Next Friday at 10 they will present at the District office a presentation workshop
- Chancellor thanked Antoine, his staff and VC Brown working with Mark Johnson with working on the enrollment glitch so quickly, getting the announcement out and making the students aware.
- District Academic Affairs and Student Services Committee
  - Gastis they did not meet
  - Brown have one more meeting coming up at the end of the semester and will report back then
- Planning & Budgeting Council Thomas Renbarger
  - The entire meeting was given to Adil's 5-year projection
  - BAM taskforce has its next meeting on May13
  - Will receive a presentation from Cambridge West with the 5 year expenditures and how the funding will be affected when running through the student centered funding formula as opposed to being a 100% enrollment based
  - Shanoski also talked about the \$15 million in salary savings is embedding in their budget. They see money that isn't being spent, so where is the money going?
- Update from the PGC subcommittee on Equity, Diversity & Inclusion Royl Roberts
  - They have a resolution that received input from the subcommittee and they reached out to BOT to see if they have any input.
  - Hope to have it at the next May meeting
  - State Chancellor is requesting to have a resolution adopted by June 30.
  - Subcommittee is scheduled to meet May 14 and will finalize the resolution
  - The intent of the subcommittee to find ways that the District can support the effort of diversity, equity and inclusion without getting in the way of what the colleges are doing
  - He will have a final written report at the next PGC meeting
  - Joseph subscription 38 from the CCLC came out and they are adding language to include equity, inclusion and diversity to a number of policies and procedures
  - Chancellor asked if Joseph made a recommendation on how they should address the recommended changes to the Board or will a task force take care of it?
  - Bielanski the process is they come to the Chancellor's cabinet first then the District Academic Senate for review. All updates come to the PGC for review and action.
- They can all come to the board at the same time.

#### F. ACCREDITATION UPDATE

- Chancellor the President's in the Chancellors cabinet have agreed to appear before the accreditation committee to present to the commission and give them an update
- Besikof gave an update on his college
- Moore the Senate President's had a meeting with State Chancellor Oakley where he stated his issues and concerns. The Chancellor is concerned about major issues that have yet to be resolved coming from the Board and the governance issues.
- Chancellor that she has addressed this with the Board that to put in a special trustee or team of special trustees is a last resort and it is not the first choice.
- If the commission does not feel that the District is not substantially complying with the recommendations, that is when they will move forward with the special trustee.
- We are making progress but still have some issues that need to be addressed.
- Garcia its responsible for us to think about what it would mean for the college's to receive a decision that does allow for continued probation. But also prepare for what it will mean if the decision is to show cause.
- Gastis it's important to communicate to the student's what this means because they do not understand.
- Freeman asked what is being done on the front end and what can we do between now and June when the ACCJC commission report is published to do.
- Chancellor clarified that no committee makes a decision, they can only make recommendations
- She has talked to the Board that they have one employee and that's the Chancellor. If a BOT reaches out directly to staff, they need to say, have you talked to the Chancellor about this?
- Moore we need evidence that the we are communicating to the Board
- Bielanski suggested having a Board study session

#### • <u>CARRIED OVER AND NEW ITEMS</u>

Торіс:	Strategic Goal:	Discussion:
Follow up on Commitment to Meet the Recommendations in the Distance Education Committee Resolution Regarding Necessary Online Student Services and Support Inger Stark	Discussion	<ul> <li>Inger gave her presentation</li> <li>PCCD Distance Ed Committee Resolution regarding Necessary Online Student Services and Support</li> <li>Based on PCCD Distance Education Plan 2017-2020</li> <li>PPCD DE Program Review 2019/2020</li> <li>Overview of PCCD'S Online Student Services and Support</li> <li>Additional research conducted during 2018/2019 academic year</li> <li>Approved by PCCD Distance Ed Committee on 4/22/19</li> <li>Approved by DAS on 5/7/19</li> <li>Approved by DASC on 5/10/19</li> <li>Went over equity data which was the center of their analysis and recommendations</li> <li>Talked about strengths &amp; weaknesses and relationship to student support services</li> </ul>

Approval of Board & Administrative Policies BP 2220	Discussion & Action Joseph Bielanski	<ul> <li>BP 2220 the board asked for it to be updated. The only addition was to make sure the classified was on the committee membership</li> <li>MOTION TO APPROVE THE AP's &amp; BP <ul> <li>M/s: McKinely/Shanoski</li> <li>Motion passed</li> </ul> </li> <li>Goldstein – looked at the form that is obligated to fill out for putting together a hiring committee and the language that's quoted from AP 7121 is different than what actually appears on AP 7121. The language that is on the HR form is the correct language if the MOU is still current. You can only hire 1 faculty member when assembling a 3 person hiring committee.</li> <li>How to make a note of the MOU and attach it to AP 7121?</li> <li>Bielanski – if language in the AP needs to be updated, it can be done. It needs to be a link to the form not an attachment</li> <li>Shanoski – do we have a note where the MOU was temporary or permanent</li> <li>Teer – why would there be a joint person with SEIU and local 39 when they are two very distinct bodies.</li> </ul>
Enrollment Management	Siri Brown	• Item moved to next meeting
PCCD 5- year projections	Discussion Adil Ahmed & Thomas Renbarger	<ul> <li>Adil gave his presentation</li> <li>Shortfall of \$13.7 mil</li> <li>Total expenses of \$144.8 mil</li> <li>Beginning fund balance of \$23.1 mil and an ending balance of \$3.1 mil</li> <li>\$2.8 mil was overstated on the SCFF</li> <li>Had to reduce it by \$2.8 mil</li> <li>Reduce the expenditures by \$2.8 mil</li> <li>Total expenses \$141.9 mil equal to the revenue</li> <li>Vacant positions helped balance the budget</li> <li>They are balancing this on the back of the HOLDHARMLESS</li> <li>Received additional Stability fund of \$6.6 mil</li> <li>Hold Harmless was \$7.1 mil with a total of \$13.7 mil</li> <li>\$3.5 mil being spent every year on benefits and utilities</li> <li>The fund balance will help offset those increases every year</li> <li>If we take the hold harmless then you have to take the vacant positions.</li> <li>The budget was balanced with the \$13.7 mil which includes the Hold Harmless and vacant positions</li> <li>If they do not extend the HH we will be negative \$7.1 mi</li> <li>When you have a vacant position, does not mean we have cash</li> <li>Chancellor asked Mark Johnson about an update on the group he is advocating for the HH</li> <li>Johnson – they are working on lobbying a case about how the SCFF disproportionately penalizes Urban Community College Districts and favors the more rural districts because</li> </ul>

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	<ul> <li>it does not consider the cost of living</li> <li>Freeman – with this new interpretation of the 5-year projection how will it impact their efforts to hire more full time faculty?</li> <li>Chancellor explained that it's not a new interpretation. It was articulated in the FICMAT report that we are in a structural deficit and they are trying to lobby the State Chancellor to extend the HH for another year</li> <li>Freeman – does she have an ETA as to when they will get the information on the update on the numbers?</li> <li>Chancellor – we are working on it right now. She has a meeting scheduled with the President's on May 10 to come up with a plan to figure this out.</li> <li>The recommendation for the hires has not been ratified by the Board</li> <li>Shanoski - from a PFT perspective, when they were looking at the vacant positions and they see 26 faculty positions which are mostly retirees. We have the money in the budget, but it is confusing where the money is going.</li> <li>Are we doing the same thing with the Administrative positions? She does not see the same concern or reconsideration for those positions</li> <li>It was recommended to reconstruct the District office which has not happened yet and wants more transparency</li> <li>Chancellor – she has not talked to the State Chancellors office as they do not have the recommendations complete She has put a hold on hiring administrators until further notice.</li> <li>Moore – it would be helpful if the PBC look at the numbers again and the PGC will bring it back at the end of June, see</li> </ul>
	• Chancellor – she has not talked to the State Chancellors office as they do not have the recommendations complete She has put a hold on hiring administrators until further notice.
	<ul> <li>Moore – It would be helpful if the PBC look at the humbers again and the PGC will bring it back at the end of June, see where we are at and move forward</li> <li>Send a note to the colleges that there may be a pause on the hiring.</li> <li>Projected to have a 5% increase coming up for the fall</li> </ul>
	and bring this item back to the agenda to discuss.
	Adjourn

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ADJOURNMENT Meeting adjourned at 11:28 a.m.

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NEXT MEETINGa. May 28th @ 9:00 a.m.

#### Action Plan for Holistic Safety and Wellness

- 1. Hire and announce the community-safety contractor(s) immediately so they can begin planning the new PCCD safety and security plan, in collaboration with District and College experts and representatives.
- 2. Engage participatory governance committees and campus expertise An ad hoc or existing District-level participatory governance committee operating within the <u>Planning and Budgeting Integration Model (PBIM)</u> is needed to work with the new community safety contractor(s) and the Colleges to develop effective campus-specific safety and security plans. Campus-level security decisions should flow through the Colleges' Health and Safety Committees and have local input for them to be successful. Personnel who work closest to past and current security concerns, including Facilities Managers, Discipline Officers, Deans and their staff who respond to campus conflicts and conduct issues, must be included. At the Colleges, the makeup of Health & Safety Committees needs to be broadened or prescribed to include mental health counselors, Wellness Center Directors, Associated Students representatives, and staff from departments across the campus.
- 3. Provide Adequate Mental Health Services (Hire 5-11 more full-time therapists) Conflict on campus is sometimes related to stress and coping challenges that could be reduced by adequate access to mental health counseling and services. Based on professional standards<sup>1</sup>, student mental health services are distressfully understaffed in the Peralta Colleges, which harms our students. The International Association of Counseling Services (IACS) recommends at least one full-time equivalent professional mental health counselor for every 1,000 to 1,500 students. Peralta has about one-third of that, only one FTE therapist (including trainees) for 3,090 students. In the 2019-20 academic year, the Peralta Colleges had over 17,000 FTES. Currently we have approximately 5 ½ FTE therapists (most of whom are part-time faculty or student trainees). To serve student needs, our 4 colleges should have a total of between 11-17 full time mental health counselors who provide services locally and free of charge. Peralta urgently needs to hire 5-11 new mental health counselors spread across the colleges. At least 80% of these therapists should be of color, representative of the students, in order to provide culturally responsive and trauma-informed treatment.
- 4. Utilize Counselors as Public Safety Supporters if they are interested. Counseling departments at the four Colleges have existing duties and structures in place that could be augmented to provide additional responsive and preventive improvements to students' wellbeing. This may include: student crisis intervention, de-escalation, consultation with

<sup>&</sup>lt;sup>1</sup> The <u>International Association of Counseling Services</u> IACS recommends one F.T.E. professional staff member (excluding trainees) to every 1,000 to 1,500 students. When an institution exceeds the recommended ratio, they risk the students' academic success, higher wait times, and the inability to treat more severe psychological issues. The <u>average ratio nationally</u> is 1 therapist (either professional or trainee) for every 1,459 students.

instructors to address student performance and instructors' relationships with students, class presentations, workshops, videos, and student advocacy should be explored to determine 'best practices' and/or required engagement. There is an essential need for each college's Counseling Department to frame these services from a public safety lens that honors the needs of each respective college.

5. **Training and Diversification of Student-Community Safety Aids.** Student aides can be an important part of the new safety plan. They should be provided enhanced training on deescalation, mediation, mental-health-first-aid, anti-oppression, and restorative justice. Increased outreach to the student community in hiring would promote expansion of the diversity of the Student-Community Safety Aid teams and actively promote teams that are culturally knowledgeable of the local community.

#### 6. Restorative Justice training for all students, staff and faculty

Implement Restorative Justice training for all students, staff and faculty who want it. Restorative Justice is a set of principles, a philosophy, focused on mending broken relationships to create a better future<sup>2</sup>. The focus is on understanding and taking accountability for harm, non-punitive responses to harm, with the goal of healing and transformation. Restorative Justice training<sup>3</sup> may include harm circles, mediation, or conferencing to respond to disciplinary issues in a restorative manner. This work would include preemptive training for developing support structures before the transition from armed law enforcement, including discussion about the impact calling armed law enforcement personnel has on our students. District-wide training<sup>4</sup> designed to create a campus-wide culture at each College that fosters open dialogue and supportive places for students to express their concerns could also include reaching out to community members who have utilized the ASCO in difficult situations in their classrooms, offices and other work spaces to present problematic situations and invite collaboration to identify alternative methods for conflict resolution.

- 7. Mental Health First Aid Training Certificate for students, staff and faculty who want it. Mental Health First Aid is an evidence-based public education and prevention tool that helps the public identify, understand, and respond to signs of mental illnesses and substance use disorders. Similar to traditional First Aid and CPR, Mental Health First Aid is help provided to a person developing a mental health problem or experiencing a crisis until professional treatment is obtained or the crisis resolves. Participants take the 8-hour course to certify as Mental Health First Aiders and learn a 5-step action plan encompassing the skills, resources and knowledge to help an individual in crisis. Courses are currently offered at BCC. During COVID-19, the courses are offered virtually. https://www.mentalhealthfirstaid.org.
- 8. Student Services Care Teams/Behavioral Intervention Teams Support these teams on all campuses Creating awareness, educating staff on resources, and providing training about

<sup>&</sup>lt;sup>2</sup> "What is Restorative Justice?" <u>http://rjoyoakland.org/what-is-rj/</u>

<sup>&</sup>lt;sup>3</sup> We recommend working with local groups that already have relationships with educational environments. (ex: RJOY - Restorative Justice for Oakland Youth, The Ahimsa Collective).

<sup>&</sup>lt;sup>4</sup> Ongoing and continuous work becomes a critical part of the success of these programs. Therefore, if we adopt a "train the trainer" model, we can concretize the policy as a more institutional aspect of our campus cultures.

behavioral concerns, enhanced support to current protocols and personnel. Build and expand existing programs along with outreach and advertisement so people know there are alternatives to calling for armed law enforcement officers.

9. Budgeting to Support Students' Basic needs -- Student housing, temporary housing/hotel vouchers, free nutritional food, Chromebooks and high-speed internet access, as well as assistance with healthcare, clothing, hygiene and the other services mentioned above must be considered as part of a real community safety fabric that supports successful education throughout Peralta.

The move beyond the ACSO brings an opportunity for reprioritization of our budgetary funds, investing in social and material conditions that promote real security for students. Homelessness, food insecurity, trauma, and other mental health issues all hold space within our campus. Economists and Sociologists have used terms like "Housing insecurity" and "Food insecurity" for well over a decade, and with good reason: These conditions present an over-arching threat to people's very existence, and impact every other aspect of their lives until or unless the insecure conditions are restored to a healthy, sustainable state. As an institution, we have the resources necessary to meet every student's basic needs. No Peralta students should go hungry or without shelter attending an institution intended to serve them, and that benefits from their attendance.

The case for affordable and safe student housing for Peralta students has never been more clear. Oakland and surrounding cities have been plagued by the violence of gentrification causing many Peralta students born and raised in the East Bay to navigate displacement. Some of our students travel to and from school from as far as Stockton, Ca. The Peralta District must have the political will to make bold decisions and create the relationships necessary to begin plans for student housing. The Peralta District cannot be complacent with the issue of homelessness that has only been exacerbated by the economic crisis caused by COVID-19. We cannot expect our students to truly show up to class in safety and health if they do not know where they will lay their heads to rest at night.

During remote learning due to COVID-19, student technology needs, including laptops, high-speed Internet/hot spots, and basic computer training, must be met. This means these resources must be broadly publicized and made easily accessible to students.

10. Case managers or social workers to connect struggling students with basic needs and services. Case managers provide referrals and assistance with obtaining available resources for students concerning needed services such as academic support, housing, food, and healthcare, including substance abuse and mental health therapists, etc. Provide follow up and follow through with support and longer term relationships for students who need it. Can also conduct outreach, check-ins, helping with on-campus crises, and weekly groups or workshops, etc. Consider providing 1-full-time licensed social worker/case manager for each learning community and/or support service (e.g., CAYFES, DSPS, ROC, Puente, Umoja, Athletics, EOPS, The Lavender Project, Student Discipline Office, etc.).



## Peralta Community College District Mission Statement Review

Board of Trustees Retreat December 16, 2020

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- Taskforce assigned to conduct PCCD Mission Statement Review
- Inclusive, District Wide Process involving over 150 classified professionals, faculty, students and administrators
- Review conducted through shared governance processes at each college council or roundtable and a district office employee session
- Districtwide Survey voting on Mission Statement recommendations
- Finalized in PGC Districtwide Governance Council



### Mission Statement Review Process





# Questions?

#### **PCCD Mission Statement**

"The Peralta Community College District is a collaborative of colleges advancing social and economic transformation for students and the community through quality education, rooted in equity, social justice and partnerships."

#### **Context for Discussion of PCCD Mission**

The PCCD Mission was presented for Approval at the Apr. 7, 2020 Board Meeting, but the item was not approved.

http://go.boarddocs.com/ca/peralta/Board.nsf/goto?open&id=BN7NY76228 0A

The PCCD Mission was presented for Approval at the Nov. 10, 2020 Board Meeting, but the item was tabled for further consideration, review and input by the Board.

http://go.boarddocs.com/ca/peralta/Board.nsf/goto?open&id=BV2MP95C2 C31

The PCCD Mission was then brought for discussion at the Dec. 16, 2020 Board Retreat, but the item was tabled for further consideration, review and input by the Board.

http://go.boarddocs.com/ca/peralta/Board.nsf/goto?open&id=BW6UY679D 951