

FACULTY SENATE AGENDA

APRIL 27, 2021

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/95388121546> Or iPhone one-tap (US Toll): +16699006833, or +12532158782,* Or Telephone:Dial:+1 669 900 6833 (US Toll), +1 253 215 8782 (US Toll)

MEETING ID: 953 8812 1546

Nicole DeRose	President	2020-2021
Neil Watkins	Vice President/President Elect	2020-2021
Mark Gutierrez	Secretary/Treasurer	2020-2021
Angela Burk – Herrick	Curriculum Chair	2019-2021
Tracy Kocher	Business & Applied Technology	2020-2022
Karin Nelson	Business & Applied Technology	2020-2021
Daniel Bentum	Chino/Fontana	2020-2022
Manar Hijaz	Chino/Fontana	2019-2021
Lisa Doget	Health Sciences	2020-2022
Jayne Clark	Health Sciences	2019-2021
Christina Holdiness	Instructional Support	2020-2022
Mary Jane Ross	Instructional Support	2019-2021
Jeff Harlow	Kinesiology, Nutrition & Athletics	2020-2022
Vacant	Kinesiology, Nutrition & Athletics	2019-2021
Elizabeth “Liz” Encarnacion	Language Arts	2020-2022
Steve Shelton	Language Arts	2019-2021
Mark Gutierrez	Mathematics & Science	2020-2022
Nicole DeRose	Mathematics & Science	2019-2021
Dan Kern	Social & Behavioral Sciences	2020-2022
Angela Sadowski	Social & Behavioral Sciences	2019-2021
Jackie Boboye	Student Services	2020-2022
Jean Oh	Student Services	2019-2021
Vacant	Visual & Performing Arts	2020-2022
Patrick Aranda	Visual & Performing Arts	2019-2021
Tamari Jenkins	Senator-At-Large	2020-2023
Robin Witt	Senator-At-Large	2019-2022
Sarah Cotton	Senator-At-Large	2020-2021
Luke Gunderson	Adjunct Senator-At-Large	2020-2022
Gail Keith-Gibson	Adjunct Senator-At-Large	2019-2021

Alternates

David Karp	Business & Applied Technology	2020-2021
Robert “Ian“ Jones	Chino/Fontana	2019-2021
Shelley Eckvahl	Health Sciences	2019-2021
Shelley Marcus	Instructional Support	2019-2021
Vacant	Kinesiology, Nutrition, & Athletics	2019-2021
Leona Fisher	Language Arts	2020-2022
Diana Cosand	Mathematics & Science	2019-2021
Sergio Gomez	Social & Behavioral Sciences	2020-2022
Donna Colondres	Student Services	2019-2021
Stan Hunter	Visual & Performing Arts	2019-2021
Stephen Villasenor	Adjunct Alternate Senator	2020-2021
Hope Ell	Classified Senate Liaison	2021

Guests:

Lissa Napoli, Administrative Assistant, Faculty Senate

1. P.E. (12:30 P.M.)**2. CALL TO ORDER (12:35 P.M.)****2.1 Remote Attendee Identification****3. PUBLIC COMMENT** (Reserved for Guests only and limited to two minutes.)**4. APPROVAL OF AGENDA**

- April 27, 2021

5. APPROVAL OF MINUTES

- April 13, 2021

6. CONSENT AGENDA**6.1 Faculty representatives that have been requested to serve as follows:**

**these faculty were approved on 4/13/2021*

6.1.1 Faculty, Geography Selection Committee

Anna Foutz, Earth Science, M&S

Manar Hijaz, FSC

Brad Hughes, Astronomy, M&S

Jinny Lee, Earth Science/Geology, M&S

6.1.2 Faculty, Industrial Electrical Technology/HVACR Selection Committee

Karin Nelson, Accounting, BAT*

William O'Neill, Industrial Electrical Technology, BAT*

Markazan "Mary" Romero, Industrial Electrical Technology, BAT*

Angela Sadowski, Psychology, SBS

6.1.3 Faculty, Criminal Justice Selection Committee

Michelle Martinez, Counseling*

James Sloan, Fire Technology, BAT*

Ana Rosales, Administration of Justice, BAT*

Omar Dphrepaulezz, History, SBS

Henry Leonor, English, LA

6.1.4 Faculty, (Rancho) Counseling Selection Committee

Jackie Boboye, Counselor, C&M
Ricardo Diaz, Counselor, C&M
Julie Law, Counselor, C&M
Brent McLaren, Counselor, C&M
Celeste Mor, Counselor, C&M
Charles Williams, English, LA

6.1.5 Faculty, Vocational Nursing Selection Committee

Rachel Arciniega, Nursing, HS
Jayne Clark, VN, HS
Shelley Eckvahl, VN, HS
Jordan HungVN, HS
Steve Shelton, Communication Studies, LA

6.1.6 Faculty, Psychology Selection Committee

Nicole Barbari, Psychology, SBS*
Melissa DiLorenzo, Psychology, SBS*
Maria Fitzpatrick, Psychology, SBS*
Angela Sadowski, Psychology, SBS*
Tara Johnson, Fashion Merchandising*
Michael Fong, Anthropology, SBS

6.2 Curriculum is asking that the Faculty Senate endorse the course modifications as presented below:

Course Deactivations:

ART-407	History of Design
ART-482	Editing Digital Media
ART-484	Motion Graphic Animation

1.1. PACKAGES:

ART PACKAGE

New Courses w/ DE:

ART-13	History of Graphic Design
ART-84	Motion Graphic Animation

Course Modifications:

ART-50	Introduction to Sculpture
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Program Modifications:

Graphic Design for Digital Media	AA <i>Formerly Design for Multimedia</i>
Graphic Design for Digital Media	Certificate of Achievement <i>Formerly Design for Multimedia</i>

Program Deactivations:

Art/Digital Media - Computer Graphic Design for Print Media	AA
Art/Digital Media - Computer Graphic Design for Print Media	Certificate of Achievement
Art/Digital Media - Web Design	AA
Art/Digital Media - Web Design	Certificate of Achievement

COMPUTER INFORMATION SYSTEMS PACKAGE

Course Deactivations:

CISNTWK-413	TCP/IP
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Program Modifications:

Network Specialist	Certificate of Achievement
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1.2. NONPACKAGES:

New Courses w/ DE:

NURAST-615	Professional Development for the Nursing Assistant
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Course Modifications w/ DE:

AMT-25	Powerplant: Aircraft Reciprocating Engines
AMT-28A	Powerplant: Reciprocating Engine Inspection
AMT-28B	Powerplant: Electrical Systems
AMT-28C	Powerplant: Turbine Engine Auxiliary Systems
ANTHRO-1	Introduction to Biological Anthropology
ANTHRO-1L	Laboratory for Biological Anthropology
ANTHRO-2	Introduction to Archaeology
ANTHRO-3	Introduction to Social and Cultural Anthropology
BUSL-411	Estate Planning and Probate Law
BUSL-412	Immigration Law
BUSMGT-42	Human Resource Management
CIS-1	Introduction to Computer Information Systems
COMPSCI-2	Programming Concepts and Methodology II
COMSTD-12	Mass Communication and Society
KINACT-1	Beginning Tennis
KINACT-2	Advanced Tennis

Course Deactivations:

New Programs:

PHOTO-1	History of Photography
PHOTO-10	Beginning Darkroom Photography
RE-475	Real Estate Escrow
CISPROG-600	iOS App Development with SWIFT
Hospitality Management: Hospitality Facilities Management	Certificate of Achievement

Program Modifications:

Accounting for Government and Not-For-Profit Organizations	Certificate of Career Preparation
Arts Business Management	Certificate of Achievement
Associate in Arts in Art History for Transfer	AA-T
Associate in Arts in English for Transfer	AA-T
Associate in Arts in Law, Public Policy, and Society for Transfer	AA-T
Associate in Arts in Philosophy for Transfer	AA-T
Associate in Arts in Studio Arts for Transfer	AA-T
Associate in Science in Biology for Transfer	AS-T
Associate in Science in Business Administration for Transfer 2.0	AS-T
Associate in Science in Computer Science for Transfer	AS-T

Associate in Science in Film, Television and Electronic Media for Transfer	AS-T
Associate in Science in Hospitality Management for Transfer Degree	AS-T
Associate in Science in Nutrition and Dietetics for Transfer	AS-T
Athletic Trainer Aide	Certificate of Achievement
Automotive Electrical Systems	Certificate of Career Preparation
Biological Sciences	AS
Broadcasting and Cinema	AS
CAD Drafting Technician: Architectural	AS
CAD/CAM Operator	Certificate of Career Preparation
Computer Foundations	Certificate of Career Preparation
Computer Game Development	Certificate of Achievement
Computer Support Technician (A+ Certification Preparation)	Certificate of Achievement
Dance	AA

Dietetic Service Supervisor (DSS)/Certified Dietary Manager (CDM)	Certificate of Achievement
Engine Performance (Smog Check) Technician	Certificate of Achievement
Engine Rebuilding	Certificate of Career Preparation
Engineering Technology	AS
Facilities Management	AS
Facilities Management	Certificate of Achievement

Nursing VN to RN: Non-Degree Option	Certificate of Career Preparation
Nursing: ADN	AS
Nursing: Vocational	AS
Nursing: Vocational	Certificate of Achievement
Nutrition and Food	Certificate of Achievement
On-Air Radio Production	Certificate of Achievement
Paralegal Studies	AS
Paralegal Studies	Certificate of Achievement
Pathway to Law School	Certificate of Achievement
Payroll and Income Tax Preparer	Certificate of Career Preparation
Philosophy: Religious Studies	AA
Political Economics	AA
Post Production Editing	Certificate of Achievement
Professional Baking and Patisserie	AS
Professional Baking and Patisserie	Certificate of Achievement
Programming Foundations	Certificate of Achievement
Project Management	Certificate of Career Preparation
Radiologic Technology	AS
Retail Management	AS

Retail Management	Certificate of Achievement
Screenwriting	Certificate of Achievement
Supply Chain Management	AS
Television and Video Production	Certificate of Achievement
University of California Transfer Pathway: Chemistry	AS-T


7. **GUEST(S)/PRESENTATION(S)** - None.

8. **REPORTS**

8.1 **President**

8.1.1 See included report

8.1.2 Follow Up to New Add Authorization Process

- The new Add Authorization process that will be in effect for the Summer Term and beyond. In this new process, faculty will no longer be required to distribute add codes to students but will rather grant students *authorization* to add all inside our new self-service model. Included here is a short how-to video.  [Faculty Add Auth 1.mp4](#) ⓘ Information Services will also be communicating the change to faculty via email which will go out on Monday. Along with the video they have scheduled half-hour sessions next Thursday April 29 and Friday April 30 at 3:00 and 3:30 pm each day where IT staff will be available to step any interested faculty through the process.

8.2 Vice President/President Elect

8.2.1 Alternate adjunct Senator-at-Large results

8.2.2 Survey of topics for next year - will send campus wide

[Academic Senate - Items for Consideration \(2021-2022\)](#)

8.3 Secretary/Treasurer - No report.

8.4 Curriculum - No report.

9. NEW BUSINESS

9.1 Discussion Item: Immediate past president role /need to modify by-laws

9.2 Discussion Item: Furniture, Fixtures, and Equipment (FF&E) Workgroup is being formed as part of our Measure P bond implementation program. Identification of Faculty Senate representation. (President DeRose has been invited to serve)

9.3 Discussion Item: AP/BP's identify Senators to review the following: (Report on May 5)

- BP/AP 5012 International Students - *Neil Watkins*
- AP 5017 Responding to Inquiries of Immigration Status, Citizenship Status, and National Origin Information - *Neil Watkins*
- AP 5045 Student Records - Challenging Content and Access Log
- AP 5070 Attendance
- BP/AP 5120 Transfer Center
- AP 5203 Lactation Accommodations

10. UNFINISHED BUSINESS

10.1 Discussion Item: Scholarship Review - Identify a work group to review criteria and rubric development.

10.2 Action Item: BP/AP Review for Reporting on April 27, 2021

BP & AP Faculty Senate First Reading and Sunshining of Board Policies (BP) and Administrative Procedures (AP) Under Consideration. Faculty Senate to complete review and provide feedback.

10.2.1 BP/AP Review - The following BPs and APs can be found here:

NO RECOMMENDED CHANGES

- BP 4030 Academic Freedom, Luke Gunderson
- BP/AP 4040 Library and Learning Support Services, Shelley Eckvahl
- BP/AP 4050 Articulation, Nicole DeRose
- AP 4101 Independent Study, Karin Nelson
- BP/AP 4104 Contract Education, Robin Witt
- BP/AP 4220 Standards of Scholarship, Daniel Kern
- BP/AP 4225 Course Repetition, Patrick Aranda
- BP/AP 4230 Grading and Academic Record Symbols, Angela Sadowski

10.2.2 BP/AP Review - The following BPs and APs can be found here:

RECOMMENDED CHANGES

- BP/AP 4025 Philosophy and Criteria for Associate Degree and General Education, Angela Burk-Herrick
- BP/AP 4070 Auditing and Auditing Fees, Sarah Cotton- update pronouns
- BP/AP 4100 Graduation Requirements for Degrees and Certificates, Christina Holdiness
- AP 4102 Career and Technical Programs, Karin Nelson
- AP 4103 Work Experience, Manar Hijaz
- AP 4227 Repeatable Courses, Tamari Jenkins
- AP 4228 Course Repetition - Significant Lapse of Time, Tamari Jenkins

10.3 Discussion Item: Equity Workgroup Senate DEI Resolution

11. ANNOUNCEMENTS

- 11.1. [2021 Curriculum Institute - Virtual Event](#), Wednesday, July 7 through Friday, July 9. Early Registration Deadline: Friday, June 9 by 5:00 PM. \$200.00. If you register after 5:00 PM on June 9 the cost is \$250.00. *Click on the link for more information.*

12. FLOOR ITEMS

13. ADJOURNMENT (1:55 P.M.)

The next Faculty Senate meeting is scheduled for Tuesday, May 4, 2021.

President's Report for April 27, 2021

Item 1: FF&E Standards Workgroup – Faculty Senate representation

Part of the College's Measure P bond program is developing the furniture, fixtures, and equipment (FF&E) standards criteria.

You have been identified as a representative to participate in the FF&E Standards Workgroup. The workgroup will meet with our consultants, Dovetail, to provide valuable input in developing the standards. A meeting invite was sent for the virtual kick-off meeting for May 4, 2021.

Nicole DeRose has been asked to serve on this workgroup as Faculty Senate representation. This work will begin May 4 and continue into the Fall 2021 term.

Item 2: Sabbatical Support Documents

1. A sabbatical checklist version 2 (included pages 2-3 of this report)
2. Sabbatical Proposal Process Flowchart Version 3 combines the Sabbatical Proposal and Report Processes (included page 4 of this report)

SABBATICAL PROCESS CHECKLIST

Your name: _____

Sabbatical Checklist (for your use only to keep track of events, timelines, due dates, etc.)

A. THE PROPOSAL

1. Attend a sabbatical orientation session (recommended)
 - a. Contact the Academic Senate office/Lissa Napoli for orientation dates
2. Contact your FLM and department to:
 - a. Inform of your plan to apply for a sabbatical. Include leave dates and duration.
 - b. Work with your FLM to evaluate potential impact on the Educational Program **prior to** writing/submitting your sabbatical proposal
3. Review prior proposals (optional)
 - a. **Under development** – not yet available for online review.
 - b. Contact Lissa Napoli for assistance to see prior proposals
4. Follow the sabbatical proposal and review process flow diagram for application submission due dates and review process and timeline
 - a. Work with the Academic Senate sabbatical proposal subcommittee assigned to review your proposal
5. Getting ready to go on Sabbatical
 - a. Meet with CCFA and Academic Senate (a joint meeting) to discuss next steps, including:
 1. Bond acquisition
 2. Revising the sabbatical request/objectives/activities (if applicable)
 - b. Seek a support network: colleagues that have taken sabbatical previously and know who your Academic Senate contact person is (see B2)

B. DURING THE SABBATICAL

1. Keep track of your progress
 - a. Document activities
 - b. Take notes
2. Seek support (if necessary) from colleagues that have previously taken sabbatical (see A5b)
3. Have your sabbatical plans or objectives changed (due to unforeseen circumstances, new opportunities, etc.)?
 - a. No – keep going!!!
 - b. Yes – contact Academic Senate to submit a sabbatical proposal modification for Faculty Senate review and approval. Wait for Faculty Senate to contact you with questions or the ok to integrate the changes.

C. THE REPORT

1. Upon return, write the report. Submit to Academic Senate office no later than Friday of the 4th week of instruction
 - a. Work with the Academic Senate sabbatical proposal subcommittee assigned to review your report
2. Present to the Governing Board (usually in November)
 - a. Presentation will be short, approximately 5 to 10 minutes
 - b. Returnees will be notified in advance of the Governing Board meeting date/time as well as guidance to prepare for the presentation

SABBATICAL PROCESSES

Proposal

Applicant's Proposal Responsibilities Include:

Attend Sabbatical Orientation (recommended),
Write a Proposal,
Submit Proposal to Human Resources, Work
with Academic Senate Review Subcommittee*

Proposal Step 1.
Applicant Submits Proposal to Human Resources by
10/1

Proposal Step 2.
Human Resources Submits Proposal to First Level
Manager for Review

Proposal Step 3
Applicant Submits Proposal to Academic Senate
Office by 11/1

*Proposal Step 4.
Academic Senate Subcommittee Review and
Recommendation to Academic Senate

Report

Applicant's Report Responsibilities Include:

Write the Report,
Submit Report to Academic Senate Office, Work
with Academic Senate Review Subcommittee
Present to Governing Board

Report Step 1.
Sabbatical Returnee Submits Report to the
Academic Senate Office no later than the
Friday of the 4th Week of Instruction

*Report Step 2.
Academic Senate Subcommittee Review
and Recommendation to Academic Senate

Is the Subcommittee recommendation to Academic Senate:

ACCEPTABLE?



Continue to Next Step

ACCEPTABLE WITH
CLARIFICATION?



UNACCEPTABLE?



The sub-committee will work
with the applicant to work
toward an acceptable
proposal*

Proposal Step 5.
Academic Senate Office Submits Proposal to
CIO Office by 1/15

Proposal Step 6.
CIO Presents Proposal to Governing Board at
March Meeting

Report Step 3.
Academic Senate Office Submits Report to
CIO Office no later than Friday of the 8th
Week of Instruction

Report Step 4.
Sabbatical Returnee Presents to the
Governing Board

*The Academic Senate sub-committees review the proposals and reports to make a recommendation to Academic Senate. If the sub-committee does not recommend approval, **the process stops**.

Apr 16, 2021

Chaffey College Faculty Senate
5885 Haven Ave
Rancho Cucamonga, CA
91737 United States

To Whom It May Concern:

The following election results are certified by Simply Voting to have been securely processed and accurately tabulated by our independently managed service.

Respectfully yours,



Brian Lack
President
Simply Voting Inc.

Results - Faculty Senate - Run-Off Election - Alternate Adjunct Senator

Start: 2021-04-07 07:36:52 America/Los_Angeles

End: 2021-04-15 23:59:00 America/Los_Angeles

Turnout: 92 (11.8%) of 781 electors voted in this ballot.

Adjunct Senator-at-Large, alternate, 2021-2023

Option	Votes
Patty Peoples - Kinesiology, Nutrition, & Athletics	53 (57.6%)
Andre Yefremian - Social & Behavioral Sciences	39 (42.4%)

VOTER SUMMARY

Total	92
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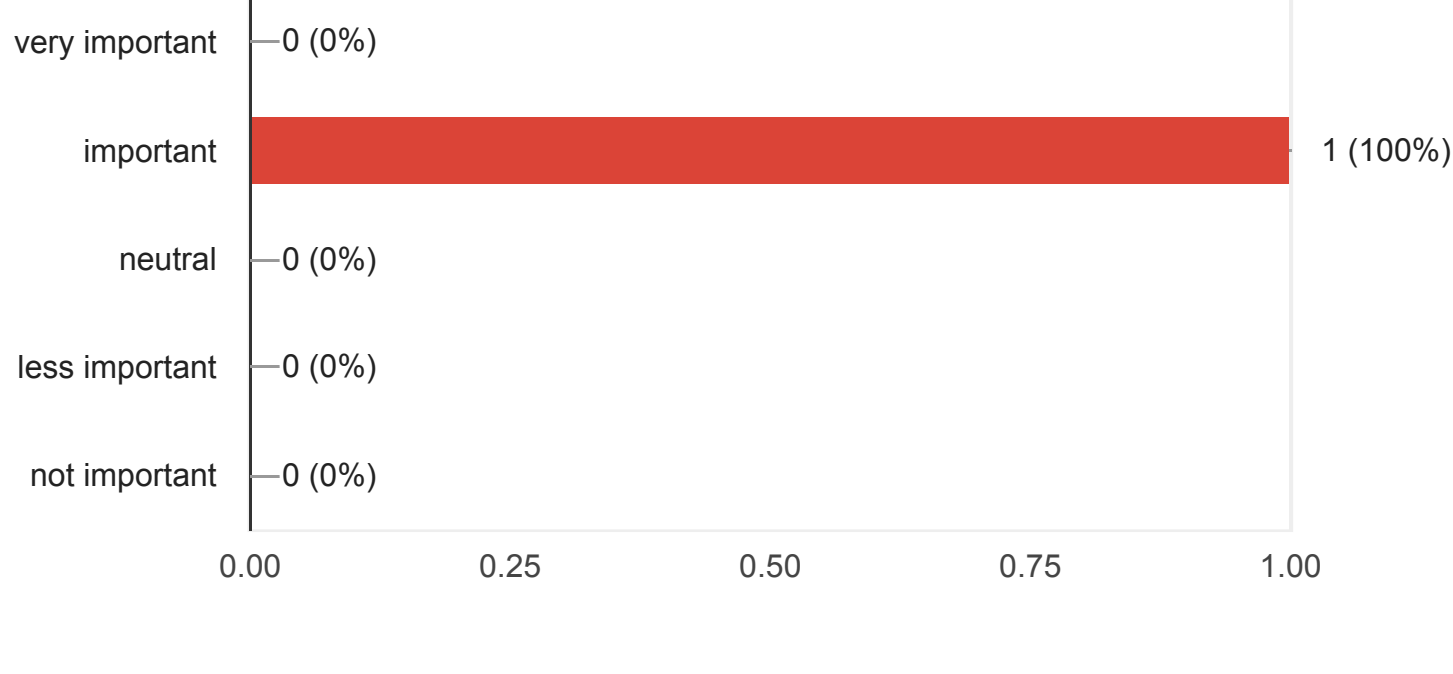
Chaffey College Academic Senate - Items for Consideration in 2021-2022

1 response

Strategies to Advance Diversity, Equity, & Inclusion

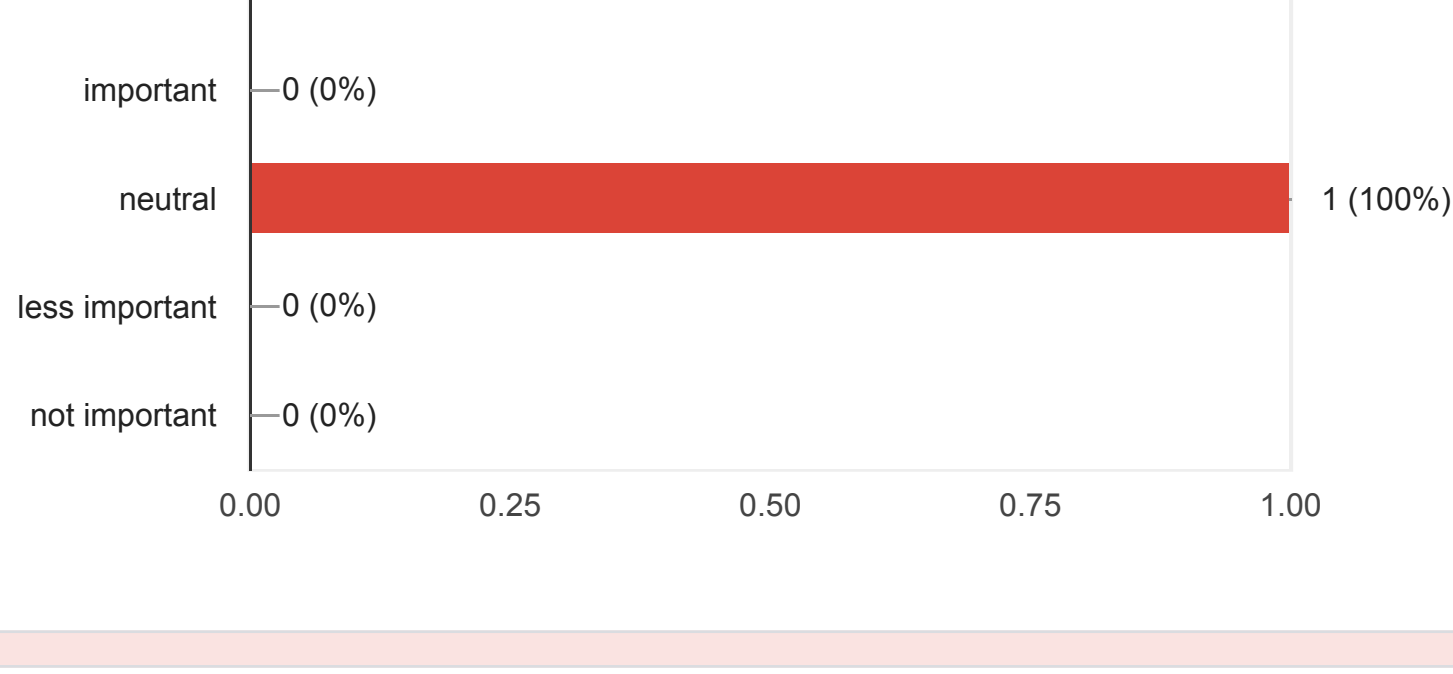
explore pedagogical innovations to close equity gaps across disciplines

1 response



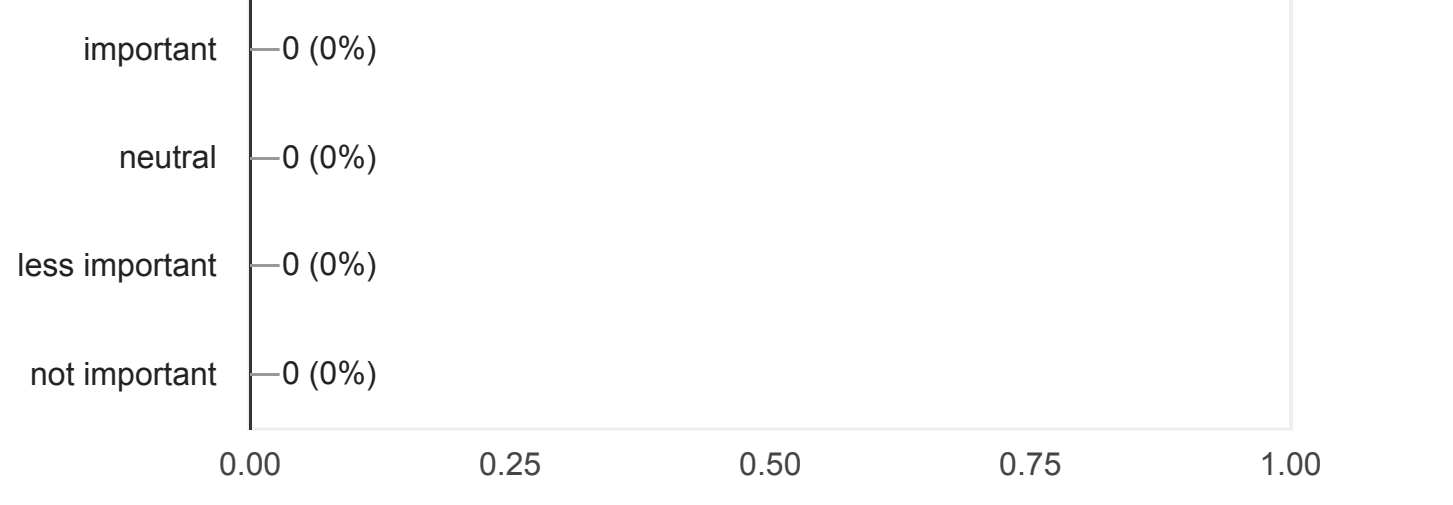
encourage development of culturally responsive / inclusive course materials

1 response



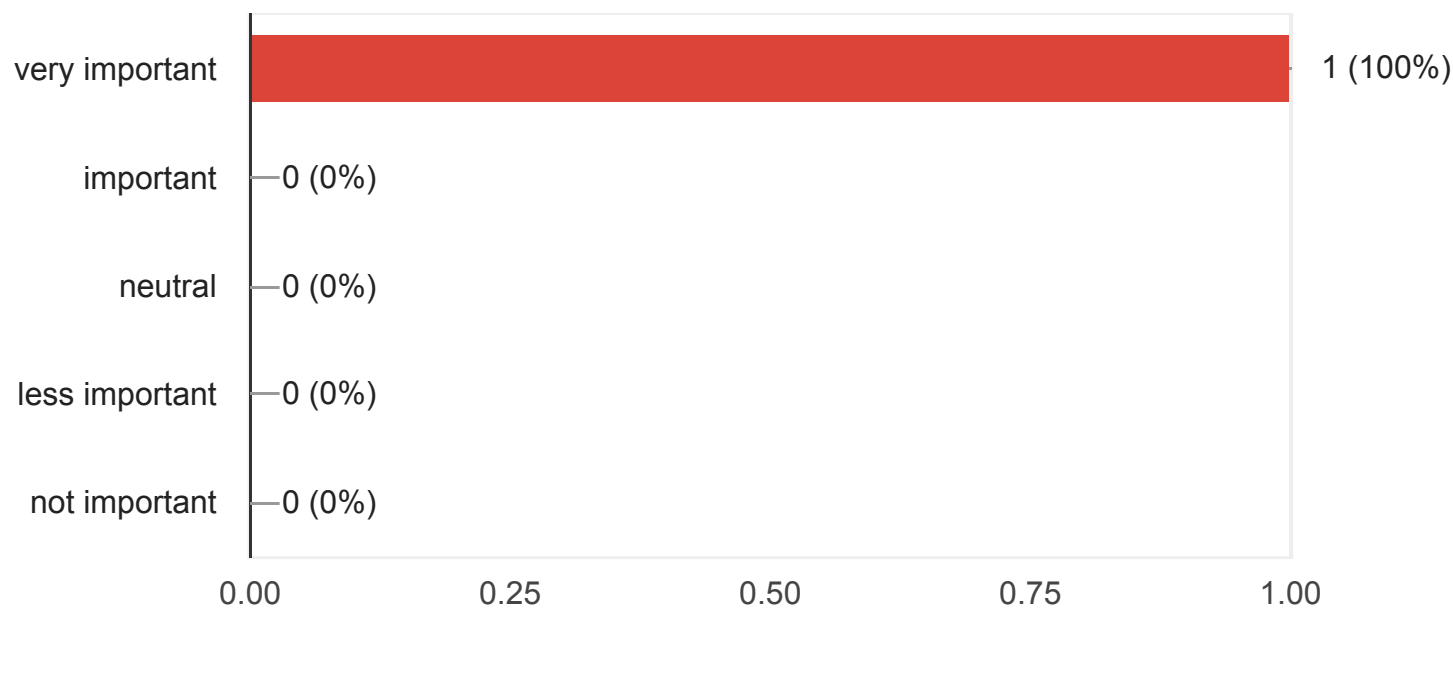
promote wider adoption of OER / zero-cost / low-cost textbooks

1 response



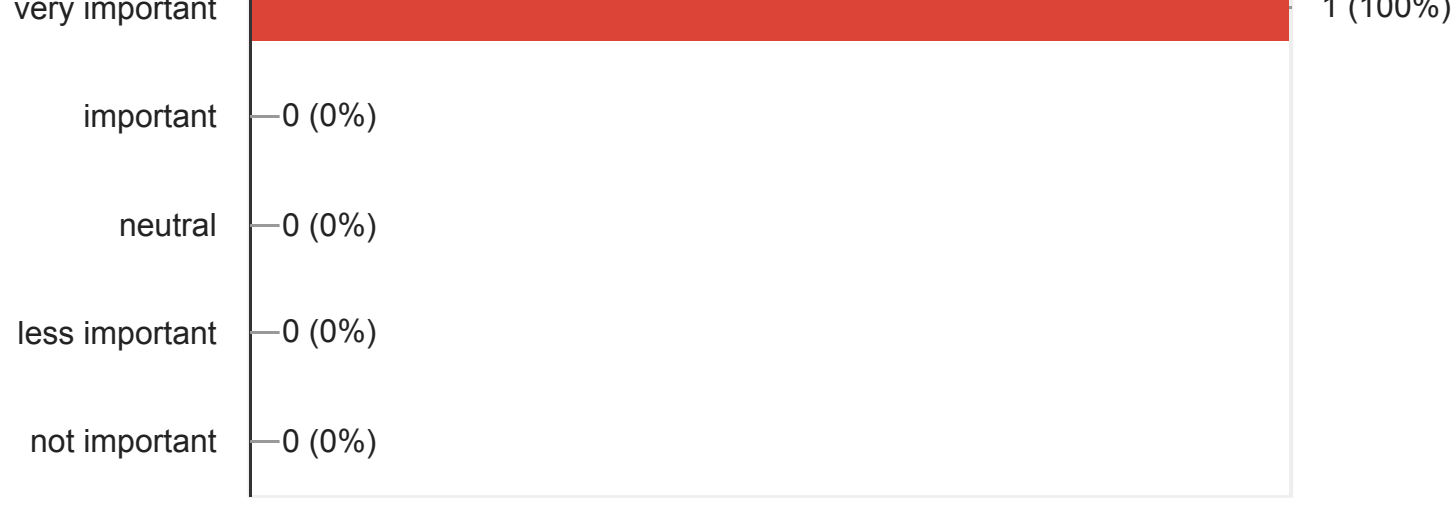
advocate for paid office hours for 100% of adjuncts

1 response



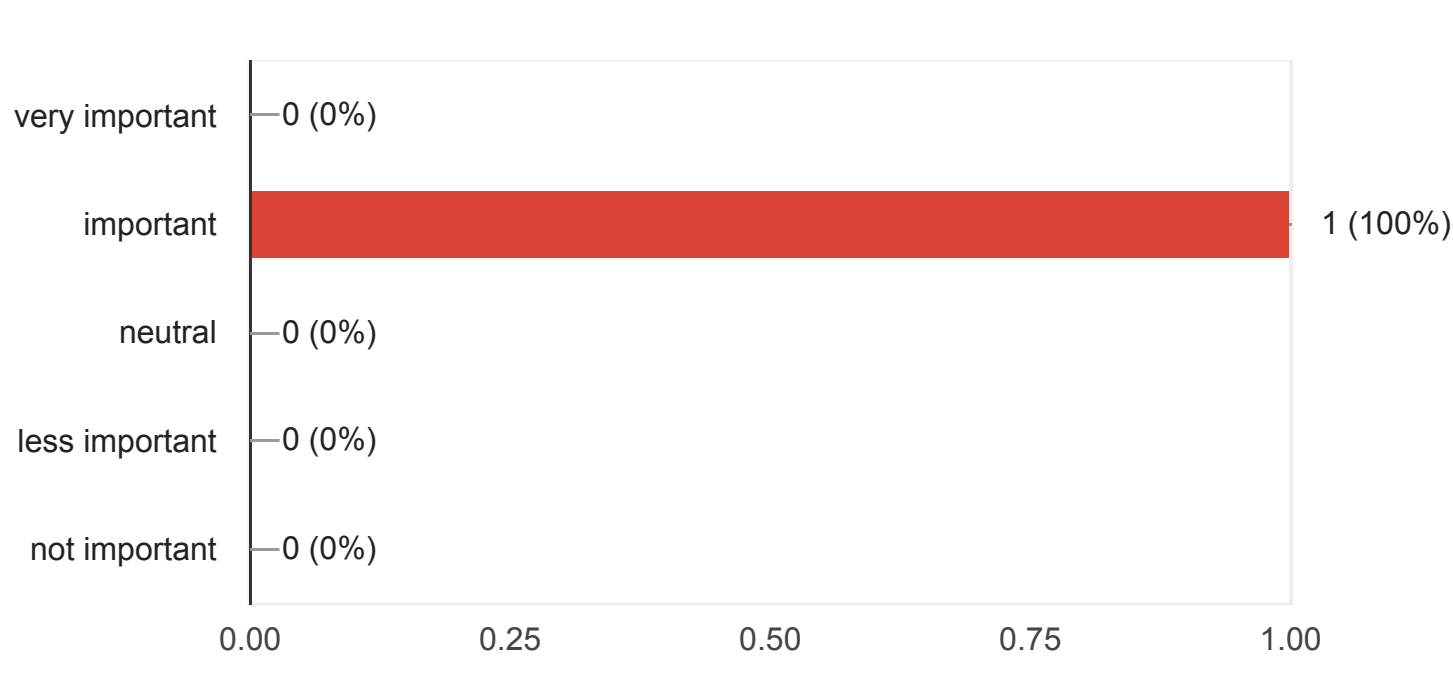
increase hiring & retaining of full-time faculty who reflect our students & the demographics of the district

1 response



request data dashboard to improve decision-making for programs, courses, & scheduling

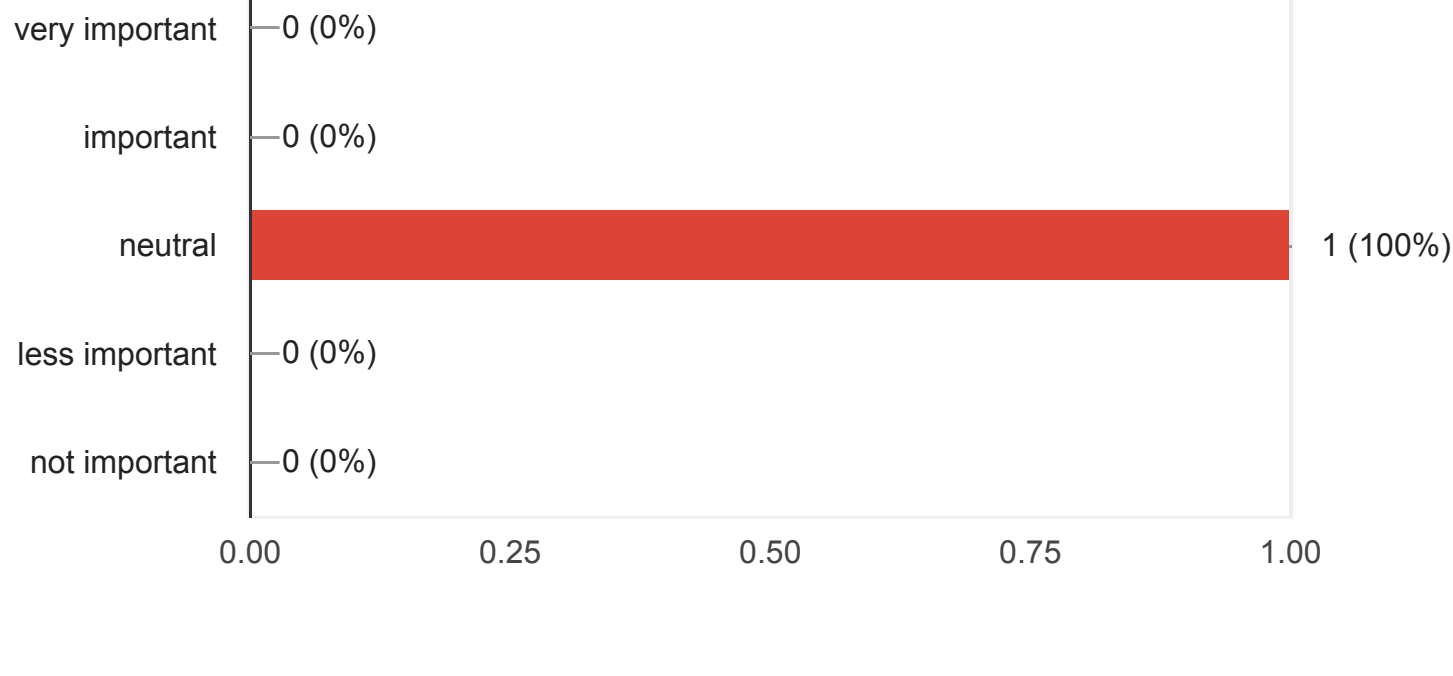
1 response



Academic Senate Processes & Procedures

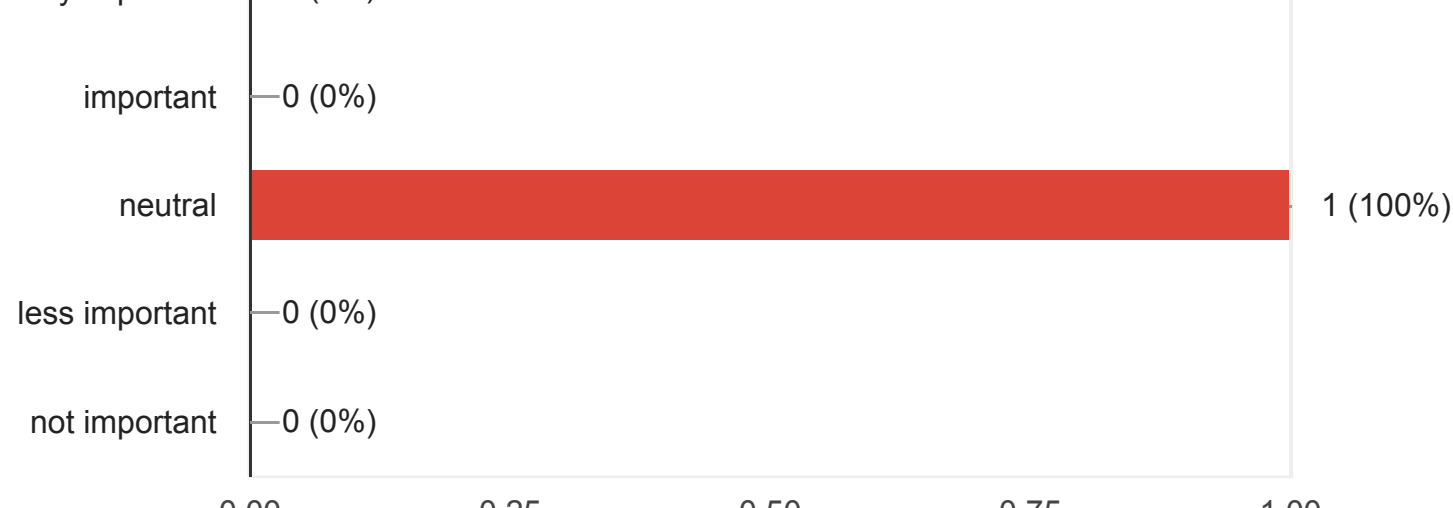
provide professional development on Academic Senate purview (e.g., academic freedom)

1 response



separate Chino & Fontana representation

1 response



review & update processes / by-laws / constitution

1 response



Campus Policies

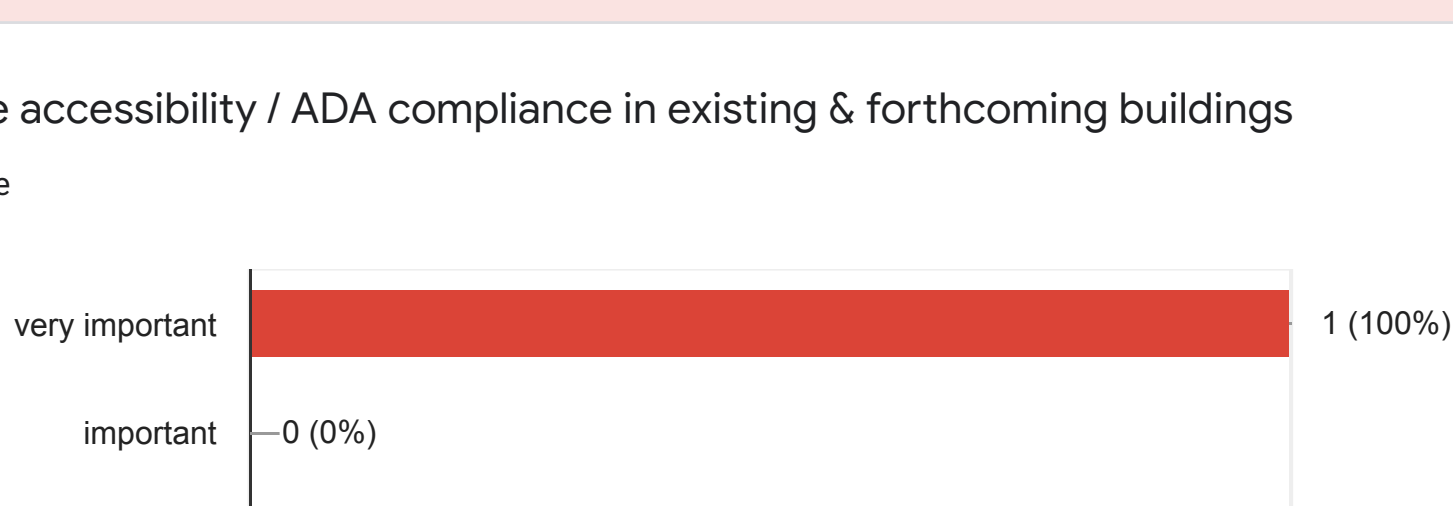
improve communication with students (e.g., greater promotion of UC / CSU application deadlines)

1 response



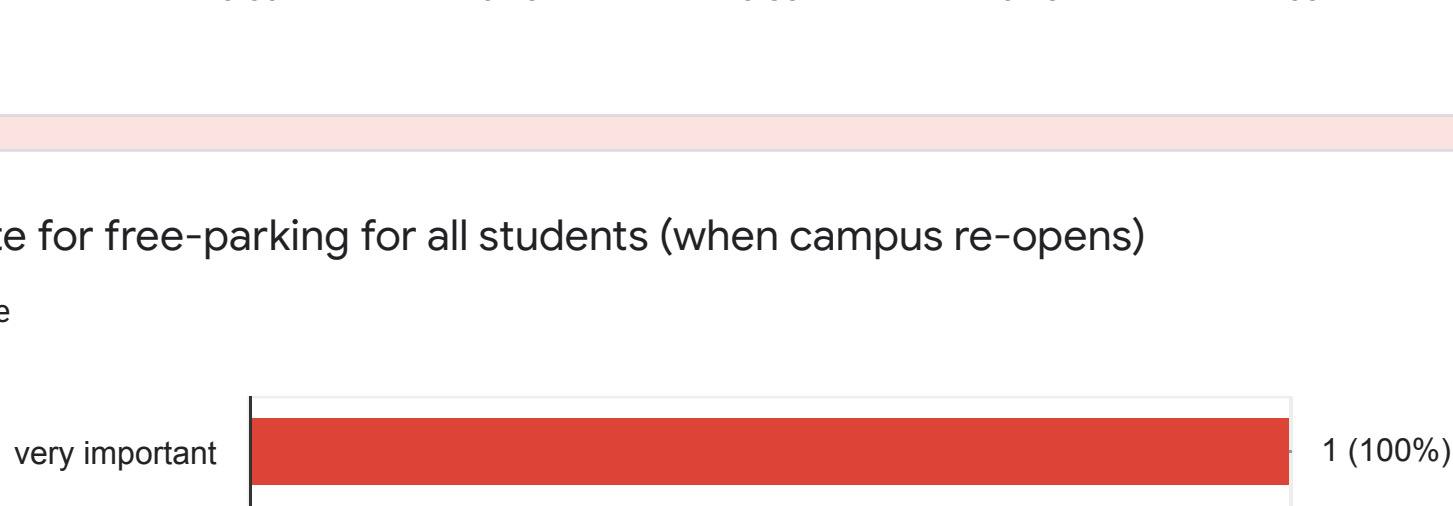
examine accessibility / ADA compliance in existing & forthcoming buildings

1 response



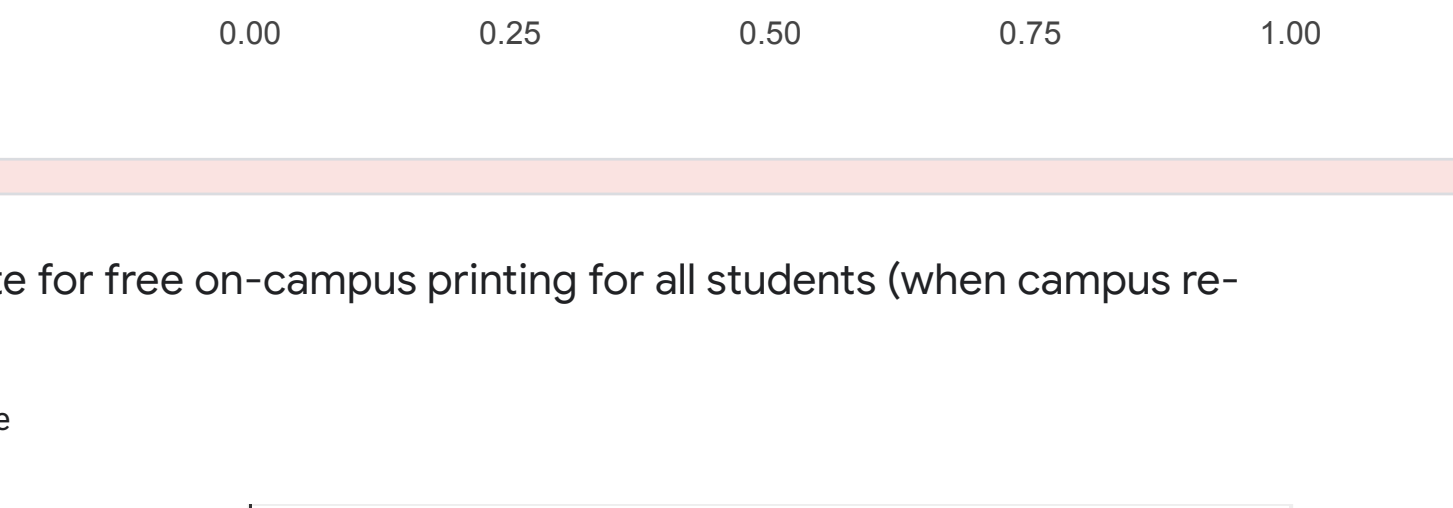
advocate for free-parking for all students (when campus re-opens)

1 response



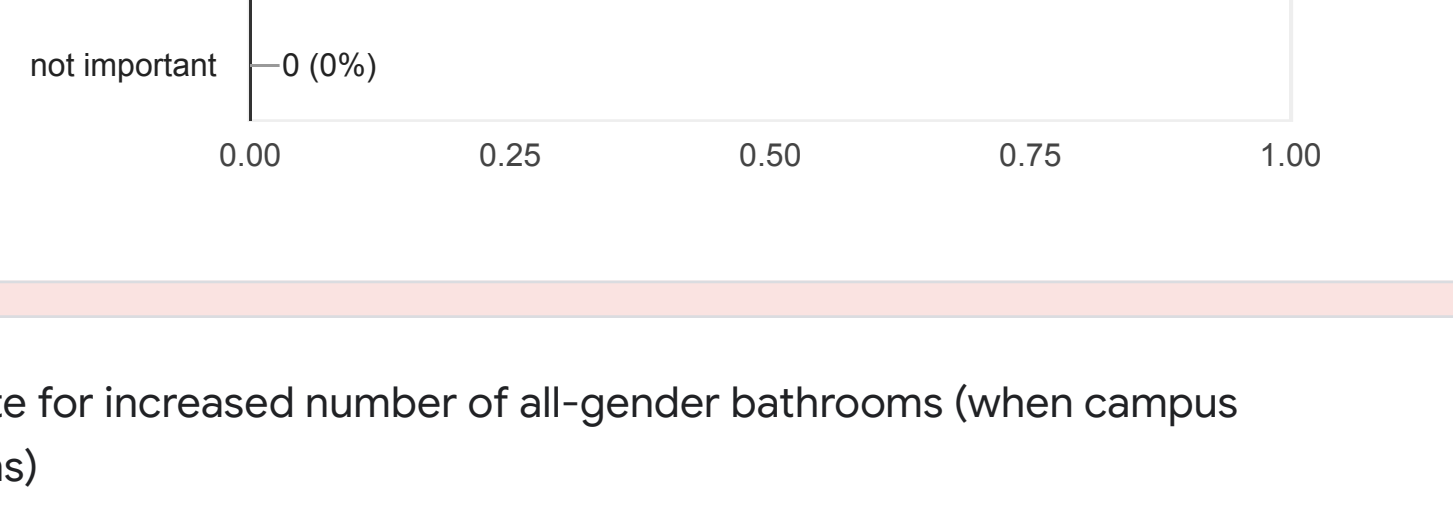
advocate for free on-campus printing for all students (when campus re-opens)

1 response



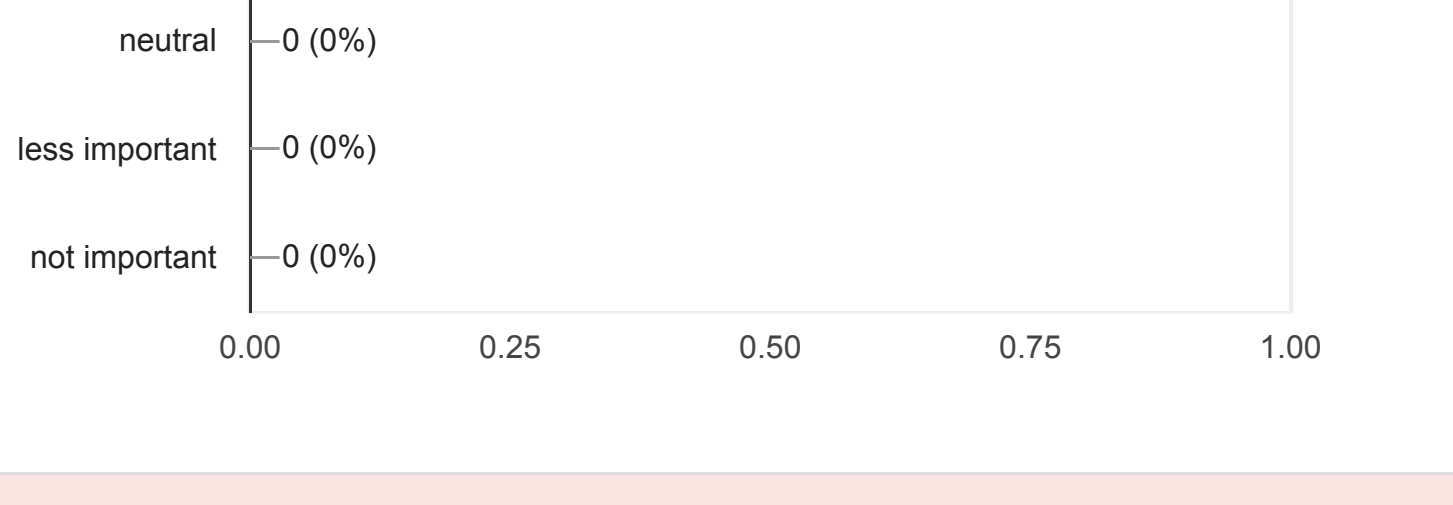
advocate for increased number of all-gender bathrooms (when campus re-opens)

1 response



explore 16-week semesters

1 response



Feedback

Suggestions? Comments? Questions?

0 responses

No responses yet for this question.

Chaffey College Academic Senate – Items for Consideration in 2021-2022

<https://forms.gle/kyA5gs9MURAsfXpZ8>

Faculty of Chaffey College,

We are seeking your input and opinions for the direction of the Academic Senate next year. This survey is a starting point for the agendas, discussion items, or action items; this list is not meant to be all inclusive or exhaustive. Some of the items listed would require collaboration with the CCFA, FSC, executive team, and other offices at the college.

Please review the list below and select the level of importance for each item (not important to very important).

Please submit by 11:59 p.m., Friday, May 14. Thank you for sharing your views on these ideas.

Strategies to Advance Diversity, Equity, & Inclusion

- explore pedagogical innovations to close equity gaps across disciplines
- encourage development of culturally responsive / inclusive course materials
- promote wider adoption of OER / zero-cost / low-cost textbooks
- review success & retention rates across campus
- advocate for paid office hours for 100% of adjuncts
- increase hiring & retaining of full-time faculty who reflect our students & the demographics of the district
- request data dashboard to improve decision-making for programs, courses, & scheduling

Academic Senate Processes & Procedures

- provide professional development on Academic Senate purview (e.g., academic freedom)
- separate Chino & Fontana representation
- review & update processes / by-laws / constitution

Campus Policies

- improve communication with students (e.g., greater promotion of UC / CSU application deadlines)
- examine accessibility / ADA compliance in existing & forthcoming buildings
- advocate for free-parking for all students (when campus re-opens)
- advocate for free on-campus printing for all students (when campus re-opens)
- advocate for increased number of all-gender bathrooms (when campus re-opens)
- explore 16-week semesters

Faculty Senate Resolution on Diversity, Equity, and Inclusion

April 8, 2021

Whereas, A commitment to equity requires acting deliberately to create a safe, cooperative, and inclusive environment where individual and group differences are valued and recognized as essential to synergizing the educational process; and

Whereas, Prejudice against and the invisibility of lesbian, gay, bisexual, transgender, queer or questioning, intersexual, asexual or allied+ (LGBTQIA+) people has adverse effects on both LGBTQIA+ students and the campus community as a whole; and

Whereas, The national history of discriminatory laws continues to disproportionately affect students who are undocumented, DACA recipients, or AB 540 eligible; and

Whereas, Diverse faculty that mirror the student population greatly increase student success, retention, and completion of educational goals; and

Whereas, Chaffey College has not made progress in hiring and advancing African-Americans during the last 20 years, with a consistent ratio of 1 African-American to 18 White non-Hispanic administrators; 60% White full-time tenured faculty; and the combined number of full-time and part-time African-American faculty decreasing during this time period (CCCOC Data Mart); and

Whereas, Racism exists within the systemic structures of Chaffey College and has resulted in recent hate crimes being perpetrated against members of the Chaffey community, focused primarily on African-Americans and Asian-Americans; and

Whereas, Anti-racism education is necessary to respond to the current moment in time and to ensure the transformation of Chaffey College; and

Whereas, The President of the Academic Senate for California Community Colleges called for local academic senate leaders to “Prioritize culturally responsive curricular redesign” within disciplines, courses, and programs, and with curriculum committees; and

Whereas, ASCCC Resolution 3.02 F19 directs the academic senates of California Community Colleges to “infuse Anti-Racism/No Hate Education in professional development opportunities to the degree that doing so is feasible”; and

Whereas, The Academic Senate of the California Community Colleges recommends that local academic senates create and adopt diversity, equity, and inclusion statements; and include DEI statements in their constitutions, bylaws, rules, policies, and processes; and

Whereas, The Academic Senate of the California Community Colleges is committed to intentionally increasing representation on local academic senates by identifying, including, and empowering missing, silenced, or unheard voices;

Resolved, That the Faculty Senate adopt the following diversity statement:

As the voice of the faculty at Chaffey College, the Faculty Senate acknowledges its responsibility to actively cultivate a safe, courageous, and inclusive climate where hate speech is not tolerated and where equity and mutual respect are honored in both precept and practice. The Senate is committed to a campus where students, faculty, and classified professionals can not only survive, but thrive. To ensure that the voices of all members of the campus community are heard, the Faculty Senate will actively promote equity mindedness and diversity in all areas within its purview. Diversity may include but is not limited to race, ethnicity, sex, gender identity, sexual orientation, disability status, age, cultural background, veteran status, political affiliation, and discipline or field.

Resolved, That the Chaffey College Faculty Senate be proactive in identifying, analyzing, and changing racist structures on campus that have led to inequitable outcomes; and hold the institution accountable for racist policies and actions; and

Resolved, That the Chaffey College Faculty Senate urge the institution to review campus practices and employ appropriate venues to increase awareness of the issues affecting LGBTQIA+ community, and amend its diversity policy to include gender identity and expression in the policy's description of diversity; and

Resolved, That the Chaffey College Faculty Senate support and advocate on behalf of students who are undocumented, DACA recipients, or AB 540 eligible; and encourage the campus community to be visible and vocal undocu-allies in order to make Chaffey College a welcoming environment for students regardless of their immigration status; and

Resolved, That the Chaffey College Faculty Senate support and advocate on behalf of students who are marginalized because of their race, ethnicity, intersectionality, disability status, age, cultural background, veteran status, economic status, or political affiliation.

Resolved, That a position of Equity Liaison be created on the Faculty Senate to serve as the Senate representative at campus meetings and to report back to Senate on DEI issues; with the ultimate goal of establishing the Liaison as an officer of the Senate; and

Resolved, that the Faculty Senate establish a permanent Diversity, Equity, Inclusion, and Anti-racism workgroup comprising faculty, classified professionals, and students to support the work of the Equity Liaison and to advise Senate on issues as they arise; and

Resolved, that Faculty Senate adopt a faculty EQUITY Statement comparable to the faculty PRIDE statement:

Equality should never be confused with equity.

Questioning is the only way to find answers.

Understanding is the first step toward empathy.

Integrity should guide all of our actions.

Truth can bring pain that leads to healing.

Yesterday is a history to evaluate, not to emulate; and

Resolved, That the Faculty Senate advocate for mandatory training on diversity, equity, inclusion, and anti-racism for all employee groups, including faculty, classified professionals, and administration; and that the College take the necessary steps to support such training; and

Resolved, that the college provide ongoing support for members of the Chaffey community who feel isolated because of their ethnicity, LGBTQIA+ identity, immigration status, or disability; and provide therapeutic counseling for victims of racist attacks and other hate crimes, and

Resolved, That the Faculty Senate support faculty and the Curriculum Committee in prioritizing culturally responsive curricular redesign within disciplines, courses, and programs, and in the development of an Ethnic Studies program; and

Resolved, that the Chaffey College Faculty Senate actively support Dr. Henry Shannon's 10-Point Plan to improve diversity and equity at Chaffey College; and

Resolved, That the Faculty Senate of Chaffey College make a commitment to students to provide an environment where they can strive, thrive, and achieve, no matter their race, ethnicity, LGBTQIA+ or immigration status, political affiliation, disability, or economic condition.