

People and Culture Council - MEETING MINUTES



Meeting Date: September 27, 2024

Members in Attendance	Council Co-Chairs: <input checked="" type="checkbox"/> Melissa McCormack <input checked="" type="checkbox"/> Sarah Steidl	Members: <input checked="" type="checkbox"/> Julia Nicholson <input checked="" type="checkbox"/> Csea Leonard <input checked="" type="checkbox"/> Sunny Olsen <input checked="" type="checkbox"/> Ashley Sears <input checked="" type="checkbox"/> Maria Sorrentino <input type="checkbox"/> Dejuan Tanner <input checked="" type="checkbox"/> Kattie Riggs <input checked="" type="checkbox"/> Jennifer Pope <input checked="" type="checkbox"/> Aundrea Snitker	<input type="checkbox"/> Melissa Padron <input checked="" type="checkbox"/> Stephanie Murphy <input checked="" type="checkbox"/> Sue Goff <input checked="" type="checkbox"/> Casey Layton <input checked="" type="checkbox"/> Amber Steele <input checked="" type="checkbox"/> Adam Wickert <input type="checkbox"/> Michelle Baker <input checked="" type="checkbox"/> Tina Francisco-Evans <input type="checkbox"/> Miranda James
	Recorder: <input checked="" type="checkbox"/> Alex Lam		

Topic/Items	Category	Notes	Decisions/Action Items
1. Introductions & Relationship Building	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information	<p>Sarah Steidl led the group in a round of introductions, with a focus on what individuals liked about working at a community college and why they chose to work at CCC. The group emphasized purpose-driven work, community engagement, diverse student populations, and educational access as foundational to their choice to work at CCC and in a community college.</p> <p>The group then went into two breakout rooms to discuss the question: What is the best workgroup or committee you've been on, and what made that a positive experience? After discussing in breakout rooms, each group shared out with the whole council. Themes around positive group work included having fun, keeping organized, valuing everyone's perspectives, and completing compelling work together that creates a sense of pride and accomplishment.</p>	N/A
2. People & Culture in the Pilot Year of Shared Governance	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information	<p>Melissa shared the People and Culture Council structure graphic and shared about the purpose behind each sub-group, why the leads/members were asked to participate, and outlined some of the work that each sub-group may do.</p>	N/A

3. Supports for Councils from the Process Support Group	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information	This section was removed due to change in direction from the Shared Governance Process Support Group.	N/A
4. Fall Term & Next Steps	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information	<p>Sarah Steidl and Melissa McCormack shared information about the People and Culture Council’s first year. This emphasized relationship-building and setting the council’s truth during Fall Term, launching the work of sub-groups in Winter term, and continuing that work into Spring Term. At the end of Spring term, the group will work to reflect and refine it’s processes and ways of working together.</p> <p>The first activity identified for Fall Term is the finalizing of the People and Culture charter to reflect the group’s understanding of the work and way the group works together. This led to a discussion on the Fall Retreat (called out as an activity in the Shared Governance Handbook). It was decided that the group would cancel it’s previously scheduled October 11 meeting to determine a better meeting time to hold the retreat. The group agreed that, if possible, they would engage in the retreat in person. A poll was utilized to identify a better time, but there was not a solid consensus. The group determined that we would hear from the council members not present before deciding upon a retreat time.</p>	<p>[D] Cancel October 11 People and Culture Council Meeting</p> <p>[A] Schedule 3-hour retreat for the council after hearing input from council members not present.</p>