**PRESIDENTS’ COUNCIL**

Minutes

February 18, 2020

# MEMBERS PRESENT:

Vice President David Plotkin CHRO Melissa Richardson

Executive Director Marketing Lori Hall ASG President Ashley Magaña

FTF President Dustin Bates PTF President Leslie Ormandy

Admin/Confidential President Matt Goff ACE Co-President Matt Larkin

College Council Representative Cynthia Risan Recorder Denice Bailey

Guests: John Ginsburg, Jeff Shaffer, Katie Glavey, Kat Long

**DEI STRATEGIC PLAN**

John stood in for Jaime and Klaudia, and presented an update on the Diversity, Equity, and Inclusion strategic plan.

John provided a recap of the work done so far. They have selected three strategic priorities:

* Build a diverse, equitable, and inclusive culture.
* Eliminate equity gaps for students.
* Align the instructional culture with well-researched and data-supported principles and practices of equitable and inclusive teaching and learning.

This will be a five year plan and there will be goals for each of the five years. He reviewed the goals for each strategic priority.

The strategic plan is not a document that will sit on a shelf. The DEI committee alone cannot make this successful, neither can one individual or department. It must be implemented institution-wide to be successful. We must be committed to making CCC a more inclusive institution. But how do we get there?

* Enough goals to be meaningful, but not so many to feel overwhelming.
* The committee needs to talk to all departments and associations to get questions and buy-in.
* DEI Lens vs. DEI Framework. A framework is more inclusive; not a check list.

Most of the work on the strategic plan is done, but it needs to be organized in a way that will make sense to the college community. They were originally targeted to be finished by the end of the month, but they do not believe they will be done. They would rather take a little longer and make sure it is right.

Leslie said PTF move from campus to campus. How will they be brought on board/trained with this plan, especially new PTF. She wants to make sure PTF are being considered in the implementation plans.

Cynthia said we must make sure future practices and employee onboarding incorporate this work. Everyone in this room is responsible to help make this happen. This is a bottom-up initiative with full support and modeling from college leadership.

Dustin is concerned about having time to digest this information, in order to get buy-in from faculty. He would like to have something to read and understand and then be able to ask questions about it. John agreed that more time is needed. Information will be coming out with more detail about the goals and objectives.

David prefers the term ownership rather than buy-in. He suggested limiting the number of action plans, as much of the work the first year is informing the college community.

Matt Larkin said he is waiting for the plan and how we will measure success. If there are big expenses, there needs to be a clear and direct result from that expenditure.

Melissa said many of the goals will have influence on other initiatives as well, such as SEM and Guided Pathways.

**BUDGET UPDATE**

Jeff provided a budget update. Changes from last forecast include bargaining agreement actuals or estimates and changes to enrollment and tuition revenue.

He shared the financial forecast through 2023. We will be using the last of the PERS reserves to reduce the budget gap. The only things we can do to improve out financial situation is lobby the state legislature for a higher level of funding or raise tuition. Enrollment is the main thing that could change the forecast, but tuition and fee changes will impact it, as will finalizing the labor agreements and PERS costs.

He provided a brief status report on the budget development process.

Denice is scheduling meetings for Board members to come in a talk with ASG and other students about the tuition and fees proposal.

# ASSOCIATION REPORTS

ASG – Katie reported:

* Next week is international week. The theme is Dance around the World.
* On Wednesday, concessions will be open for the basketball games.

Classified – Matt reported:

He talked to Tim about setting up a peer-to-peer network for classified employees

PTF – Leslie reported:

* Bargaining is ongoing; they are going to mediation.
* She is working with Jason Kovac to make sure PTF have office spaces, phones, and cabinets.

FTF – Dustin reported:

* They have reached a tentative agreement, and will be going out for vote soon.
* FTF luncheon is on Thursday. The DEI committee will be there for feedback from faculty.

Admin/Confidential – Matt reported:

* Admin/Confidential will celebrate Pi day on March 10, and there will be pie.
* March 19 is the All Staff Breakfast from 7:00 to 9:00 am. There will be a special guest attending.

College Council – Cynthia Risan reported topics at the last College Council included:

* ISP 171 – Academic use of the brand. There was lots of discussion and it will go back to the ISP committee for review.
* A budget process update.
* The process for space reallocation and expansion.
* Guided Pathways EFA rollout.
* Association reports.

ANNOUNCEMENTS

The groundbreaking for the new student services center will be March 13 at 4:00 pm.

Adjourn 4:42 pm