



LGBTQ+ Advocates Committee Minutes

November 10, 2020

1 p.m. – 2:30 p.m.

Via CCC Confer Zoom:

<https://cccconfer.zoom.us/j/99386206502>

MINUTES

1:03 p.m. 1. Roll Call/Sign-In

Laura Adams, Peggy Campo, Marie Hicks, Brady Kerr, Adam Martin, Jan Muto, Danae Sampson, Jeff Warsinski

1:05 p.m. 2. Action Items

Move (Brady, Second (Laura); Minutes Oct. 13, 2020 meeting approved unanimously (1 abstention-Adam)

1:10pm 3. Agenda Discussion Items

3.1 RCCD gender markers for students and employees.

While doing research for the Campus Pride Index, Jan has found that job applicants and employees can only identify their gender as Male, Female, or Unknown. She has emailed Dr Green informing her of this serious problem as well as Chris Blackmore (District IT) and Lorraine Jones (District HR) to see how to correct this issue. No one supplied a solution. Many blamed the ERP system (Colleague) as the problem of not allowing non-binary denominations to be included. Since a new ERP is going to be implemented starting in the Spring of 2021, Jan wanted to know what we could/should do to make sure to rectify this problem. Discussion ensued, and it was agreed that the matter should be brought forward to the Norco College Academic Senate as a possible resolution. Jan and Peggy offered to write a resolution demanding the new ERP allow for correct gender identification and Jan will bring it to senate. In addition, the FA should also be made aware of this problem to see if they can move towards resolving this serious problem.

3.2 ALLY workshop offerings

Since Cameron could not attend this meeting, he emailed the following: "We really need ALLY training; I think two is still doable, but if not, we need one this semester for sure. Melanie has shared great information on suggestions and tips in transitioning it to an online format which was sent out in a previous email and I'm hoping we can transition into constructing it now. Is it possible that

we can set a date for a training and put one on before the November break and then another right before finals?”

The committee agreed that only 1 ALLY training would be possible to organize by the end of the semester. Brady and Laura will prepare a virtual ALLY training for Dec. 4, from 10 am-12pm. Jeff and Laura have access to edit the ALLY training site. It was mentioned that this was a first Friday and that promoting the event to newly hired FT faculty was a good idea. Peggy will email Kara and Tim to see if this is possible. In addition, Laura mentioned that having students on the panel is always helpful. Need to ask Cameron to contact Prism students to see if any are available to participate. Adam offered to make the flyer promoting the event and webform to register. The ideal number of participants is around 10, but Laura was willing to extend it to 15-20 if need be. It was also mentioned that the new Norco College LGBTQ+ Advocates website has been created within the NC Academic Senate website, but it is empty right now. We need someone to upload our agendas and minutes and populate the page; to do so you need to be trained by Lenny. Peggy offered to do this.

3.3 Update on Pride Index

Jan and Peggy are working on completing the questionnaire. They will be meeting this coming Thursday to talk discuss it and bring back a report to the committee on our Dec. 1 meeting.

3.4 Update on Curriculum

Laura reported that the workgroup assigned to create the ADT in Social Justice had met that same morning and that things were moving forward in a positive manner. The workgroup has identified courses that will fulfill the ADT requirements that we currently offer, and this has been forwarded to Nick Franco to make sure everything articulates properly and is placed within the correct Areas. Once that is done the workgroup will complete the Program Learning Outcomes and submit the ADT in SJ for approval from the Curriculum Committee. Laura believes the ADT will be submitted to curriculum by the end of the semester. Intro to SJ courses are being created by English faculty as Eng110 and the workgroup worked on its CLO's and SLO's.

3.5 Update on “online” Unity Zone

Cameron reported via message: The online Unity Zone will be up and running in a basic format. We should discuss whether we will all have equal access to the maintenance of it in the meantime and who may want to take that on. I'm thinking a handful of people to have editing access. I think Brady should have access for the visual aspect but I'm really looking for a total of 4 people. I have no problem being one of those people. Danae had volunteered to craft two letters to be sent to students, one to the self-reported students and the other to the general population. Students will be able to self-enroll.

4. Open Hearing/Good of the Order

In addition, Cameron reported Greg Aycock got back to me last month about the data; he says that there is a shared folder set up, but it has some glitches. He says the state is being very strict about

access due to privacy issues (which I do not understand entirely). I've sent a follow up explaining how we plan to use that information and why it is critical, but he did ask if there was anything in particular we may want to see/know about first and maybe he can get that for us. Not sure if there are any other data points beyond what I was hoping to find out below. I am unsure if this is the first time that state is releasing data or has collected additional years. I have also asked Daniella recently to pull self-reported data from students attending Norco College (within 5 years).

Success?	Current population and/or population increases or decrease?	
Retention?	Transfer rate/Completions (time of completion)?	Degrees?

Jeff added that completion of college-level math and English in their first year is also an important metric to consider.

1:55 p.m. 5. Adjournment

Next meeting:
December 1, 2020 (Zoom)