

**Minutes of the Regular Meeting of the Board of Trustees
San Mateo County Community College District
August 23, 2017, San Mateo, CA**

The meeting was called to order at 5:00 p.m.

Board Members Present: President Thomas Mohr, Vice President Richard Holober, Trustee Maurice Goodman, Trustee Dave Mandelkern, Trustee Karen Schwarz

ANNOUNCEMENT OF CLOSED SESSION ITEMS FOR DISCUSSION

President Mohr said that during closed session, the Board will hold a conference with legal counsel regarding two cases of existing litigation and one case of potential litigation as listed on the printed agenda.

STATEMENTS FROM THE PUBLIC ON CLOSED SESSION ITEMS ONLY

None

RECESS TO CLOSED SESSION

The Board recessed to Closed Session at 5:03 p.m.

RECONVENE TO OPEN SESSION

The Board reconvened to Open Session at 6:01 p.m.

Board Members Present: President Thomas Mohr, Vice President Richard Holober, Trustee Maurice Goodman, Trustee Dave Mandelkern, Trustee Karen Schwarz, Student Trustee Alfredo Olguin Jr.

Others Present: Chancellor Ron Galatolo, Executive Vice Chancellor Kathy Blackwood, Skyline College President Regina Stanback Stroud, College of San Mateo President Michael Claire, Cañada College President Jamillah Moore, District Academic Senate President Leigh Anne Shaw

PLEDGE OF ALLEGIANCE

DISCUSSION OF THE ORDER OF THE AGENDA

None

MINUTES

It was moved by Trustee Mandelkern and seconded by Trustee Schwarz to approve the minutes of the meeting of August 9, 2017. The motion carried, all members present voting Aye.

STATEMENTS FROM EXECUTIVES AND STUDENT REPRESENTATIVES

Cañada College President Moore said she is providing Board members a copy of the book, "Overcoming Educational Racism in the Community College: Creating Pathways to Success for Minority and Impoverished Student Populations." President Moore co-authored a chapter of the book with Edward Bush.

District Academic Senate President Shaw said the Senate has new leadership. She said there will be an orientation meeting on August 28. President Shaw invited Board members to attend District and/or local Senate meetings.

STATEMENTS FROM THE PUBLIC ON NON-AGENDA ITEMS

Gregory Anderson, Interim Vice President of Planning, Research and Institutional Effectiveness, introduced Dr. Ka'Ryn Holder-Jackson, the new ACCEL Executive Director. ACCEL is a regional coalition of adult schools, community colleges and partners designed to create pathways to success for adult students.

NEW BUSINESS

APPROVAL OF PERSONNEL ITEMS: CHANGES IN ASSIGNMENT, COMPENSATION, PLACEMENT, LEAVES, STAFF ALLOCATIONS AND CLASSIFICATION OF ACADEMIC AND CLASSIFIED PERSONNEL (17-8-2A)

It was moved by Trustee Schwarz and seconded by Vice President Holober to approve the items in board report 17-8-2A. The motion carried, all members voting Aye.

APPROVAL OF CONSENT AGENDA

President Mohr said the consent agenda consists of board reports 17-8-1CA through 17-8-5CA as listed on the printed agenda. It was moved by Vice President Holober and seconded by Trustee Schwarz to approve the items on the consent agenda. The motion carried, all members voting Aye.

Other Recommendations

APPROVAL OF CONTRACT AWARD FOR CAÑADA VISTA HOUSING ROOF REPLACEMENT PROJECT (17-8-100B)

It was moved by Trustee Goodman and seconded by Trustee Schwarz to approve the contract award as detailed in the report. Trustee Mandelkern, noting that the bidders for this project were evaluated for their conformance with bidding requirements, asked if one of the requirements was that it be a prevailing wage project. José Nuñez, Vice Chancellor of Facilities Planning, Maintenance and Operations, said this was a requirement. He said the project is not under a Project Labor Agreement, but the recommended contractor is a union shop. After this discussion, the motion carried, all members voting Aye.

ADOPTION OF RESOLUTION NO. 17-11 REGARDING BOARD ABSENCE (17-8-101B)

It was moved by Vice President Holober and seconded by Trustee Mandelkern to adopt Resolution No. 17-11. The motion carried, with Trustee Goodman abstaining and all other members voting Aye.

INFORMATION REPORTS

SKYLINE FACULTY AND STAFF EQUITY RECOMMENDATIONS (17-8-3C)

Danielle Powell, Professor of Communication Studies at Skyline College, said faculty and staff at Skyline College have met in response to incidents that were insensitive to the African American community. She said these incidents reflect a broader national climate of racial hostility and cultural antagonism and do not reflect the values of the District or Skyline College. She said that from the meetings come the recommendations included in the board report, which are intended to leverage “our profession as educators and our spaces as educational institutions to provide opportunities for our communities to be more informed and to create more harmonious human relationships among our colleagues, staff and students.”

Tia Holiday, Program Services Coordinator in the Student Equity and Support Department, read the list of recommendations:

- Course on Race Relations required for all SMCCCD graduates
- Flex Day workshop on Race and Racism attended by all faculty and staff (Fall/Spring)
- Development of Districtwide Cultural Proficiency Institute (Participation considered in Tenure Review and Staff Evaluation)
- Establishment of Ethnic Studies Programs on all SMCCCD campuses
- Creation of Multicultural Centers at all SMCCCD campuses

Professor Powell said the recommendations will require the cooperation of faculty, staff, administration and students. She said “we are confident that our community of colleagues will work collectively with us to bring these recommendations to fruition. It will be imperative to have the support of the Board of Trustees and the Chancellor. It is our belief that there is much work to do in our communities beyond these recommendations, but these five efforts will set us on a course toward cultural competency and educational equity.”

President Mohr said this is a very important discussion and is completely aligned with the values, practices and policies of the District that support social justice for everyone. He said the Board is grateful that the Skyline College faculty and staff took time to meet and discuss these matters and bring them to the attention of the Board.

Trustee Goodman quoted Alice Walker, author of the “The Color Purple,” as follows: “The most common way people give up their power is thinking they don’t have any.” He commended the group of African American educators who came together to address the issue. He said they could have become frustrated, but instead they got together in a positive way and focused on bringing this issue to the forefront for the betterment of the educational community. Trustee Goodman said the culture at Skyline College, Cañada College and College of San Mateo is important to the Board and to the entire community. He said that what this group did took a tremendous amount of courage and what they will

continue to do will be a beacon of light, hope and courage for staff and faculty to be able to stand up and know that they have a voice and have unity in numbers. He said it will also let students in the classroom know that they have a voice.

President Mohr read from the book “Tears We Cannot Stop: A Sermon to White America” by Michael Eric Dyson:

“America is in trouble, and a lot of that trouble—perhaps most of it—has to do with race. Everywhere we turn, there is discord and division, death and destruction. When we survey the land, we see a country full of suffering that we cannot fully understand, and a history that we can no longer deny. Slavery casts a long shadow across our lives. The spoils we reaped from forcing people to work without wages and treating them with grievous inhumanity continue to haunt us in a racial gulf that seems impossible to overcome. Black and white people don’t merely have different experiences; we seem to occupy different universes, with worldviews that are fatally opposed to one another. The merchants of racial despair easily peddle their wares in a marketplace riddled by white panic and fear. Black despair piles up with each body that gets snuffed on video and streamed on social media. We have, in the span of a few years, elected the nation’s first black president and placed in the Oval Office the scariest racial demagogue in a generation. The two may not be unrelated. The remarkable progress we seemed to make with the former has brought out the peril of the latter.

“What, then, can we do? We must return to the moral and spiritual . . . But such love and hope can only come about if we first confront the poisonous history that has almost unmade our nation and undone our social compact. We must face up to what we as a country have made of the black people who have been the linchpin of democracy, the folk who saved America from itself, who redeemed it from the hypocrisy of proclaiming liberty and justice for all while denying all that liberty and justice should be to us.

“Yes, I said us. This is where I take leave of my analytical neutrality, or at least the appearance of it. This is where I cast my fate with the black people who birthed and loved me, who built a legacy of excellence and struggle and pride amidst one of the most vicious assaults on humanity in recorded history. That assault may have started with slavery, but it didn’t end there. The legacy of that assault, its lingering and lethal effect, continues to this day. It flares in broken homes and blighted communities, in low wages and social chaos, in self-destruction and self-hate too. But so much of what ails us—black people, that is—is tied up with what ails you—white folk, that is. We are tied together in what Martin Luther King, Jr., called a single garment of destiny. Yet sewed into that garment are pockets of misery and suffering that seem to be filled with a disproportionate number of black people.”

President Mohr said this statement is in line with the recommendations brought forward and he personally supports the recommendations.

Trustee Schwarz said that a few weeks ago, all Board members were invited to a meeting at Skyline College. She attended the meeting as an observer and learned a great deal from listening. She said the group of faculty and staff members who are at this meeting, and perhaps others, came together at the meeting to get clarity about an incident they had heard about. She said she admired the manner in which they worked to get to the truth, ask questions and discuss the issue. Trustee Schwarz said she fully supports this group and what they have done and she hopes they can accomplish their goals.

Student Trustee Olguin thanked the group of Skyline College faculty and staff for coming together and presenting this issue in a concrete way that can be applied to further the District’s vision. He said it is unfortunate that people have to endure some sort of pain in order for change to occur. He said it is necessary to talk about these issues in order to create and maintain a healthy community. Student Trustee Olguin said he admires what the faculty and staff are doing and is honored to be here with them.

Trustee Mandelkern thanked the faculty and staff members for coming to this meeting and for inviting the Board to the meeting at Skyline College, which he found informative and educational. He said that people donning blackface for a presentation in a classroom is unacceptable. He said it is offensive and is not in keeping with the values of the District and Skyline College. He thanked the group for doing the hard work to try to find solutions that will make the District better so that incidents such as this will not happen again. Trustee Mandelkern said he supports the recommendations that were presented.

Referring to the recommendations for “Establishment of Ethnic Studies Programs on all SMCCCD campuses” and “Creation of Multicultural Centers at all SMCCCD campuses,” Trustee Mandelkern asked where gaps exist currently and what additions are recommended. President Stanback Stroud said there is variation among the campuses. For instance, there is an Ethnic Studies program at College of San Mateo, while Skyline College offers some classes but does not have a program. There are Multicultural Centers at College of San Mateo and Skyline College. President Stanback Stroud said she does not believe completion of a course on Race and Ethnicity or Ethnic Studies is a requirement at any of the Colleges.

Trustee Mandelkern said the recommendations offer excellent suggestions but seem fairly long-term in terms of implementation. He asked if there are things that can be done in the shorter term, such as online materials, that could make a more immediate impact. Trustee Mandelkern said he senses that this is an issue that is growing in urgency for the nation at-large, the community at-large and at the Colleges, and he believes it needs to be addressed here and now. Lasana Hotep, Dean of Student Equity and Support Programs at Skyline College, recognized Jeremiah Sims, Director of Equity at College of San Mateo. He said College of San Mateo and Skyline College already have a slate of initiatives, programs and trainings that are in place and institutionalized. Dean Hotep said there may not be a call to do something new, but this is a prime time for people who have not considered participating in these opportunities to engage in conversations about educational equity and cultural fluency. He said Skyline College held an equity training series, with seven different workshops for faculty and staff. This semester, Skyline College will hold equity forums around key issues and College of San Mateo will hold a series of workshops as well.

President Mohr said each of the Colleges offers a course on Ethnicity and Race in Society. In addition, Cañada College offers a course on “Race, Ethnicity and Immigration in the U.S.” and Skyline College offers courses on “Intersectionality and Citizenship” and “Constitutional Law, Civil Rights, and Civil Liberties.” He said that while these courses are important, he believes the recommendations are intended to focus more on the impact of race on every aspect of society. He said that because race has an impact in every subject area, he believes there is a wonderful opportunity for faculty from all subject areas – division by division – to talk with each other about how to address race and how to make it relative to history, philosophy, science, math, art, etc.

Student Trustee Olguin said there will be a workshop on ethnic studies at Skyline College on September 5. Regarding the Multicultural Centers, he said this is simply a room at Skyline College and many students are not aware that it is a Multicultural Center. He said he believes more structure for the Multicultural Center is needed. Student Trustee Olguin said he also believes that the Ethnic Studies courses at the Colleges need to be improved.

Vice President Holoher said he appreciates the faculty and staff members being present at this meeting and inviting the Board to the recent meeting at Skyline College. He said he was flabbergasted when he heard about the blackface incident at Skyline College and that it was tolerated on one of the campuses. He said he wishes to believe it was an aberration but when examining what is occurring around the country, including planned rallies in the Bay Area, it is clear that this is an issue that must be dealt with. Vice President Holoher said it appears that some of the recommendations can be easily implemented while others, such as new courses and graduation requirements, would need a more rigorous collaborative review process. President Stanback Stroud said the group bringing the recommendations are aware that they will go through the appropriate processes, such as Curriculum Committee and Academic Senate review.

Vice President Holoher said the blackface incident involved a presentation by an international student from a country in which blackface is viewed differently. Trustee Goodman said it is not possible to assume what the student was feeling at that moment or to assume that being an international student was an issue. Vice President Holoher said he is not offering an excuse for the student; however, he said that with the growing number of international students on the campuses, and with a push to expand the international student program, perhaps there is an additional element around cultural issues that needs to be addressed. Trustee Goodman said that no matter what background you come from or what lens you might look through, this is not acceptable. He said the African American staff and faculty should not have to put up with it and the young white student should not have to put up with it. He said that when someone comes to a professor to say that this is not acceptable, it is incumbent on the professor to use his/her discretion and to make the right decision.

Trustee Mandelkern said he appreciated Dean Hotep’s comments about learning opportunities at Skyline College and College of San Mateo. He asked if similar things are being done at Cañada College to address the issues. President Moore said there was a meeting at Cañada College today to discuss how to move forward in furthering the conversation and educating students and staff on the Board’s recent “Affirmation of the San Mateo County Community College

District's Commitment to Educational Social Justice through Access, Affordability, Individuality, Diversity and Inclusion." She said Cañada College is also working with College of San Mateo to hold an event on September 26. President Moore said completion of an Ethnic Studies class is a requirement for graduation at Cañada College.

Trustee Goodman said that throughout time, people have chosen silence during atrocities instead of choosing the right side of history. He said many have argued that this silence makes people complicit in the atrocities. Noting that the blackface incident occurred three or four months ago, he asked if CSEA, AFT or the Academic Senate has reached out in solidarity to show support and to say they would like to make this a teachable moment. Paul Rueckhaus, Professor of Health Science at Skyline College, said he was one of the first AFT representatives to deal with the incident. While refraining from addressing any information that may be private or confidential, he said he wanted to acknowledge, from both his and AFT's perspective, that harm was done. He said there is a process of restorative justice which is a framework for addressing harm that has been done, finding accountability, moving those who have committed harm to become accountable for what they have done, allowing those who have either witnessed or been on the receiving end of the harm to voice what it felt like to them, and to build healing from that place. Professor Rueckhaus said he would like to propose this process as a possible starting point, whether for this particular case or as a way to handle future incidents in which harm is done.

Monica Malamud, President of AFT Local 1493, thanked the Skyline College faculty and staff for bringing the recommendations to the Board.

President Stanback Stroud said that although there may be different levels of understanding of the harm that has been done, it is a surprise to her that it is necessary to have this kind of conversation at this time, in this nation. She said the impact of the blackface incident is one of severe, visceral pain that gets increased by a lack of validation of the harm that occurred. President Stanback Stroud thanked Professor Rueckhaus for acknowledging that harm was done.

Speaking to the Skyline College faculty and staff in attendance, she said there have been more faculty and staff standing in the board room wearing T-shirts regarding issues that the Board is dealing with than there are joining them today. She said the group is represented by the Academic Senate, the ASSC, the Classified Senate and the different unions, and they have a right to ask for the same kind of support and solidarity. Addressing the organizations that represent faculty and staff, President Stanback Stroud said this is not an issue that is only black people's problem to solve. She encouraged them to tell their colleagues that this is not a spectator sport but is an issue impacting the District, society at-large and our students.

President Mohr said that as a teacher, he was trained to believe that this kind of incident results in tremendous trauma and pain in the hearts and minds of the children, youth and everyone who was exposed to it. He said he was also trained to understand that the teacher is totally responsible for everything that happens in the classroom, especially for any kind of physical or psychological violence. He said that educators can never walk away from this. President Mohr said the District is an intellectual environment and people should be able to look deeply at painful subjects and be honest with one another. He said he believes this includes looking at the profound impact of race on everything and incorporating it into the curriculum. He said the group of faculty and staff have outlined recommendations that he believes are practical and doable.

Tony Jackson, Psychology/ASTEP Instructor at Skyline College, said that racially, these are trying times that wear on people's hearts, minds, spirits and souls. He said that witnessing the pain and anguish caused by incident after incident, loss of life, constant social media, and managing personal fear for the safety and well-being of families can cause race-based traumas. Mr. Jackson discussed the history of racism and racial violence in America and how it is tied in with the image of blackface. He said the incident at Skyline College speaks to a level of obvious ignorance on the part of faculty and perhaps some staff and, by extension, students. He described post-traumatic growth as an ongoing process that refers to a set of positive changes that occur as a result of traumatic events. Recovery includes confronting historical and contemporary trauma. He said the recommendations presented speak to this process and he hopes they can be acted on as quickly as possible.

Johannes Masare, Professor of Political Science at Skyline College, said education is about thinking and knowledge. He said the attitudes of many people are based on ignorance and the antidote to ignorance is knowledge. He said that for those who are genuinely racist, there is not hope but for those who are ignorant, something can be done. Citing historical and current examples, Professor Masare said incidents based on racism are not only in the past, but exist today. He said people must look into their consciences and know that they will be held responsible for their thoughts, words and deeds.

He said he points out to his students that every individual is a product of their mother and father; no one chooses who they are and no one should be hated for who they are. Professor Masare said the incident at Skyline College involved a student and a teacher. He said the first proposed recommendation is for students and the second recommendation is for teachers.

Professor Danielle Powell said she would like to put a face to the theories that have been discussed. She related incidents that occurred when she was in college where professors told her that she could not do better or be better than they thought she could because of who she was. She said these incidents made her realize that as a young black woman who was raised in the South, she could not be successful based simply on merit. She had to work harder and constantly adapt because people might not feel safe if she spoke or dressed a certain way. Professor Powell said that because of her experiences, she made a commitment to not be that professor who treated people differently, but would be responsible for making sure her classroom is a safe space for all students at all times. She said as we move forward with the recommendations and changes, she believes the changes should benefit everyone; for example, if it is recommended that faculty go to training, every faculty member should do so. She said she believes in restorative justice and cares about doing what is right and just for everyone involved in the process. Professor Powell said she is grateful to be part of a district and college with people of all races, ages and sexual orientations and where people care about those who are different.

Pcyeta Stroud, Project Director for the Bay Area Entrepreneur Center of Skyline College, said it is the job of educators to provide education that is equitable. She said part of this is providing safe spaces for students to learn. She said that when incidents occur and we do not respond to them in a way that we should, we fail our students. She said students deserve better from all of us and deserve to have a space that is safe for them to learn. She said she believes it is imperative that incidents like this carry consequences and that the consequences are clear.

Lauren Ford, College Recruiter at Skyline College, said that while there may be facts regarding the incident that have not been made known, silence is not the answer and it is not in the best interest of the District to pretend that nothing happened. She said this is not just a black issue, but is a District issue. She said that in order for the District community to resolve the issue, there must be honest conversation about what happened. She said open communication reminds the entire community about the importance of the equity programs that Lasana Hotep and Jeremiah Sims are promoting within their institutions and may encourage individuals who have not spoken up before to explore and participate in these activities.

Jeremiah Sims said the incident at Skyline College was egregious and must be dealt with swiftly and fairly. However, he said we must be cognizant that other injurious situations occur on a daily basis. He said racism is predicated on power – the power to negatively impact people’s upward mobility and to control the life outcomes of people who have been subjugated. He said that in addition to the need for quick redress for this particular situation, there is a need to figure out what can be done systemically to make sure these types of incidents are never considered palatable. Regarding the organizations that represent faculty and staff, who have been present while the Board considered other issues but are not present at this meeting, he said this is indicative of an environment that allows people to exculpate themselves from this important conversation. He advocated for uniform training around cultural fluency and educational equity for everyone who interfaces with students. He said this will not solve the problem right away, but will intentionally address the environment that some people have been led to believe allows for that type of behavior.

Tia Holiday said the reaction of many students who heard about the incident was traumatic and led them to talk about things that have happened to them on campus and/or in the community. She said students are coming to the campuses every day wondering if they will be safe, whether alt-right riots will come to the campus, and whether this could be their last day because of what is happening. She said she appreciates the opportunity to come to the Board and speak up for students. She said she trusts the Board, Skyline College and the District as a whole to make the campuses safe for all students.

Nathan Jones, Associate Professor of English at Skyline College, referred to a racist incident that occurred in his classroom at Skyline College in 2012 and described how it made him feel unsafe in the campus environment. Regarding the recent incident, he said that Japan and Korea have had major incidents with blackface and there are negative stereotypes of people of African descent around the globe. Therefore, he said we cannot talk about these issues on just a local or national level, but must tap into the international level. He said it is important to understand the trauma that occurs with these incidents because it does not go away. He said he would like to ask where are our allies, where is the white constituency, and when will they come to talk about what they can do to assist in change. He said there is a

tendency to have a code of silence when something major happens or when something happens to a person of African descent. He said the tendency is to brush it under the rug or to have a clandestine meeting through email where only one group can discuss the issue, when the issue really is about all of us as a collective. Professor Jones said that until we begin to do more than have conferences, trainings and guest speakers, nothing will change. He said everyone must come together and figure out how to dismantle the system and then rebuild it so that students, faculty, staff and administrators work together to come up with solutions to educate the masses. He said he is willing to work with anyone who is capable and ready to make positive change happen. He said the recommendations are good but he wants to make sure that when we go through those processes, everyone is on the right side of history and is doing their best to make sure that these types of situations never occur again. He said we must be in constant educational mode not only for students but for others who have come from other countries, have never had exposure to black people, and have preconceived notions or stereotypes about black people.

President Stanback Stroud said she talks with faculty and staff who are serving on screening committees about the expectations for people coming to work at Skyline College. She said the College is looking for people who have expertise in their area but also have some form of cultural fluency and racial literacy. She said she tells the people on the committees that part of the work of Skyline College is to make room for people to be imperfect; people may not use the right words or have a high level of literacy, but if they want it, we can work with them. President Stanback Stroud said that with the blackface incident, it was painful for her as a leader to have to address an issue she would not have expected to have to talk about at Skyline College. She said that since the incident, one white student has raised the issue in a classroom but no other white voices have approached her to offer anything other than a possible excuse or justification. She said it has actually been asserted that there was no blackface incident. President Stanback Stroud said it is important to recognize how significant this incident was and to develop some form of literacy and fluency around this so that we can become better institutions.

Student Trustee Olguin said he heard about the incident only last week. He said he believes it needs to be called out and believes there should be honest conversations. He said people need to be actively conscious and call out anti-blackness on a regular basis in their communities. He said San Mateo County educators can be trailblazers across the area.

President Mohr said it is not every day that a group of faculty and staff with a tremendous amount of insight and experience come to the Board to talk about something that has happened and about the quality of the education we are providing, especially how it is impacted by race. He said the best way to thank this group is to continue to work together to generate the best culture we can. He said they are leading the way and have shown tremendous dedication, vision and courage.

President Stanback Stroud updated the Board on the upcoming “Black Lives/Grey Matter” event to be held at Skyline College on August 30. She said the event is an informational symposium and will include a documentary and panel discussions. She said the San Bruno Police Department notified Public Safety Captain Jim Vangele that they received a telephone call about the event. The call was from a neighbor who was concerned that it would be a Black Lives Matter rally in their neighborhood. Captain Vangele and Dean Hotep will meet with the San Bruno Police Department to make sure the event is characterized in a way that is appropriate. Likewise, all information distributed by the College will make clear that it is an educational symposium and not a rally.

Trustee Schwarz thanked the group of faculty and staff for sharing their stories and making the issue even clearer. She said the meeting she attended at Skyline College is probably the most important meeting she has attended during her tenure as a trustee. She said it scares her to know that there are other things going on that people do not know about. Trustee Schwarz said she is committed to doing whatever she can to keep moving these issues forward so that everyone is more educated and enlightened about what we should have known already.

Trustee Goodman said this is the Board’s third or fourth conversation about race, class and equity. He said this is very unusual and it is no accident that it is happening with this Board. He said we have a strong administration and Board that understand the issue. He said the while saying thank you to the faculty and staff for their courage, he would also like to acknowledge the Board – President Tom Mohr, Vice President Richard Holober, Trustee Karen Schwarz, Trustee Dave Mandelkern, and Student Trustee Alfredo Olguin Jr. – for making the conversation possible and for allowing adequate time for voices to be heard.

CHARLOTTESVILLE, VIRGINIA INCIDENT – DISTRICT RESPONSE AND IMPACT ON STUDENTS AND THEIR EDUCATIONAL PROCESS (17-8-4C)

President Mohr said the Board believes there is a need to respond to the incident in Charlottesville. He read the following statement on behalf of the Board and Chancellor:

There are times when we see or hear something and we know it's wrong. There is no explanation needed. There's no context required. There are just some acts and words that have been, are, and always will be just flat out wrong, inappropriate and unacceptable.

The recent events in Charlottesville fall into this category. They brought to light one of the cruel sides of our national nature. It has always been there (though we had hoped it was small), simmering as a dangerous vessel of hate and ignorance. Sometimes it's overt, other times covert. But no matter how it rears its ugly head, it's wrong. The hate of racists, bigots, misogynists, homophobes, xenophobes, anti-Semites and all in between who proffer discrimination and prejudice have no place on our campuses, in our community or in our country. This hate and prejudice goes against everything we are and believe as a District and everything we want to create for our students and employees.

As a Board along with the administration, faculty and staff, we are in solidarity in this resistance. We have and will continue to pursue justice where we live, work and learn, so that our students and their families have safe and welcoming environments in which to thrive and realize their potential. We condemn in the strongest possible way the blatant hate and violence in Charlottesville and at all other places and against all other people by those with this malice in their hearts. We want to assure our students, faculty, staff and all who are part of our District family and community that we will not condone this disgusting behavior and mindset and we will fight any attempt to allow it to permeate our campuses.

Presidents Claire, Moore and Stanback Stroud expressed appreciation to the Board for the statement and thanked them for their leadership and courage.

President Mohr asked that the Board will adjourn this meeting in memory of Heather Hyer, who was murdered in Charlottesville, and State Troopers H. Jay Cullen and Berke M. M. Bates who also lost their lives. The Board agreed unanimously to do so.

DISCUSSION OF ACCESS TO DISTRICT PROPERTY BY MILITARY RECRUITERS (17-8-5C)

Chief of Staff Mitchell Bailey said questions about military recruiters were raised at the last meeting because of the President's earlier tweet regarding a ban on transgender people serving in the military. Mr. Bailey pointed out that at this point there have been no executive orders, directives from the Department of Defense, or laws that change current practice. He said he has reviewed the Board's policies on nondiscrimination as well as federal directives. He said staff will continue to monitor the situation. President Mohr said the Board will return to the discussion should there be any formal action.

Vice President Holober said he believes the Board should at some point examine more broadly recruitment practices by any entity that engages in discriminatory practices. Trustee Mandelkern added that discrimination in any form is wrong. He said anyone engaging in discriminatory practices should not be allowed to come onto the campuses to recruit. President Mohr said this represents the view of the Board.

TRANSITION TIMELINE FOR BY-TRUSTEE AREA ELECTIONS FOR BOARD OF TRUSTEES (17-8-6C)

Mr. Bailey said that on June 14, 2017, the Board voted to move forward with transitioning to by-trustee area elections. At the same time, the Board agreed to consider the two existing five-district maps prepared by Larry Ferchaw of Cooperative Strategies and requested that one additional five-district map be drawn with no consideration given to incumbency. In order to gain approval from the Board of Governors and enter into the San Mateo County 2018 election cycle, Mr. Bailey proposed the timeline listed in the board report:

- September 27 – The Board reviews the proposed maps and provides feedback to the demographer.
- October 11 (changed from currently scheduled October 10) – The Board holds a final public hearing on the proposed trustee areas and considers adoption of a resolution with proposed trustee area boundaries and the sequence of elections from each area.

- November 2017 – District staff completes an application to the California Community Colleges Board of Governors requesting approval of the transition.
- November/December 2017 – The District submits the application to the Board of Governors no later than 30 days prior to the Board of Governors' next meeting.
- January 2018 – Board of Governors considers approval of the request at a subsequent meeting.
- Spring 2018 – The District works with the Registrar of Voters to implement the new election system for the 2018 election cycle.

Trustee Mandelkern said that in addition to reviewing the maps at the June 14 meeting, the Board discussed the possibility that incumbents might wish to consider their plans for the future. He said this could also be discussed at the meeting of September 27.

Trustee Schwarz asked if there is a guarantee that the Board of Governors will place the District's application on the agenda for their January 2018 meeting. Mr. Bailey said there is no guarantee but staff will do their best to see that it is on the agenda. Chancellor Galatolo said he is very confident that the application will be considered in January.

COMMUNICATIONS

None

STATEMENTS FROM BOARD MEMBERS

Trustee Schwarz thanked Skyline College for sending the Board copies of Dr. Paul Hernandez's book, "The Pedagogy of REAL Talk – Engaging, Teaching, and Connecting with Students at Risk." Dr. Hernandez was the keynote speaker at the opening day event at Skyline College. Trustee Schwarz said it was disturbing to watch people in Charlottesville come out to spread their hateful message and to watch the harm they do with their words and actions. She said it is also disturbing to watch people who could do something about it sit by and do nothing. She said she is proud that the District is making clear that it does not condone this type of behavior and she hopes that people understand that this behavior will not stop unless they do something to stop it.

Vice President Holober said the issue of what happened in Charlottesville and who organized it is a huge problem that has been around for a long time but is now more open because it is being encouraged by the White House. He said that while he finds little common ground with people like Senator Marco Rubio and Mitt Romney, he is happy with what they said about the response that came from the White House. Vice President Holober said members of the Board are elected officials at the local level and must speak out. He said he is pleased that the Board did so at this meeting.

President Mohr said he believes the book by Dr. Paul Hernandez is an immensely important work that every educator should take the time to read. He said Dr. Hernandez explains how the quality of the interface between faculty and students is the nature of the educational process. President Mohr thanked Skyline College for making the presentation by Dr. Hernandez possible.

Trustee Goodman thanked President Mohr for his leadership as Board President to further the conversation that took place at this meeting and others. He said it is not only what people in a position of power and influence say that is important, but also what they don't say when they have the opportunity to say something. He said the conversations show that the Board is not quiet and is on the right side of history as the District moves forward.

Trustee Mandelkern said he agrees with the sentiments expressed by his colleagues on the Board. He said he cannot imagine the feelings of people in his father's generation, who fought and defeated the Nazis, upon seeing the marches going on in the streets of the United States. Trustee Mandelkern said there can be no moral equivalency between people spreading bigotry, hatred, racism, white supremacy and anti-Semitism and the people who protest against that behavior. He said that to have doubt about that coming from the highest levels in this country is shocking and embarrassing. He said there is no doubt that the Board has a moral compass, is not afraid to speak out, and will continue to speak out.

Student Trustee Olguin said he attended the Student Trustee Workshop in Long Beach and enjoyed interacting with others from around the state. He said he enjoyed his first opening day event with a good keynote speaker, followed by a

presentation by the DREAMers Task Force. Student Trustee Olguin said he is shocked but not surprised by the event in Charlottesville. He said people's lives are regularly being ruined for miniscule things. He said that not everyone is able to participate in protests but as a person of color, he believes that loving one's family and community and wanting more for them sends an important message to those who support messages of hate.

ADJOURNMENT

The meeting was adjourned by consensus at 8:43 p.m. in memory of Heather Heyer, Lieutenant H. Jay Cullen and Trooper Berke M. M. Bates.

Submitted by

Ron Galatolo, Secretary

Approved and entered into the proceedings of the September 13, 2017 meeting.

Richard Holober
Vice President-Clerk