

Northern Virginia Community College Senate  
Meeting Minutes

7/16/2020

Meeting conducted on ZOOM

Attending: Teba Aljumali, Kristin Balbuena, Breana Bayraktar, Mike Blackwell, Felicia Blakeney, Barbara Canfield, Rebeccah Carrier, Julie Combs, Kerry Cotter, Santwana Das, Kathleen Deal, Will Straight (proxy for Karen Doheney), Cari Dresser, Joan Elrich, Nicole Evans, Andrew Goldstein, Chris Hafen, Stephanie Harm, Evette Hyder-Davis (alternate for Katherine Hitchcock), Trish Kurban, Elizabeth Lanthier, Jack Lechelt, Rakene Lee, Aldous McCrory, Beatrice McKeithen, Donna Minnich, Mary Moseley, Manori Nadesalingam, Negin Noorzada, Mary Pat O'Brien, Marilyn Odaka, Mark Plaughner, Mike Polcen, Nicole Reaves, Karen Walters (proxy for Regina Sanders), Maxine Toliver, Ashlie Warnick

Absent: Stephanie Dupal, Mike McMillon, Tykesha Myrick, Chevella Wilson, Ghul Zadran

- I. Senate Chair Donna Minnich called the meeting to order at 1:00 PM. Roll called.
- II. Meeting minutes from April 16, 2020; April 23, 2020 (organizational), and June 18, 2020 approved
- III. Senate Executive Board presented three proposals in response to Dr. Kress's call re: Making Equity a Priority.
  - **Proposal 1: Senate Special Committee on Inclusion / Opportunity (SCIO) Establish a Special Committee on Inclusion / Opportunity (SCIO).** The Special Committee is as an advisory committee to the Senate on the state of equity in opportunity across the College. The Special Committee will report to the Senate annually by the third Thursday in February on the following:
    - *Aggregated data from campus CARE reports related to diversity, equity, and inclusion;*
    - *Campus equity reports from the Office of Institutional Research reviewing trends and opportunities in diversity, equity, and inclusion;*
    - *Survey results assessing the state of inclusion across the College;*
    - *Annual hiring data; and*
    - *Recommendations from various College and campus committees addressing diversity, equity, and inclusion.*

Based on the annual report of the SCIO, the Senate shall advise the President of the state of Inclusion and Opportunity across the College by May 1 of each year.

- **Proposal 2: Diversity, Equity, and Inclusion theme for college events**

**Promote Diversity, Equity, and Inclusion as a theme across the college.** Seek opportunities across the college to learn about the Diversity, Equity, and Inclusion concerns of our students, faculty, and staff. This initiative shall include College and Campus convocations, Student Life events, professional development training and other events that bring the college together. This initiative will also include increasing diversity on committees.

- **Proposal 3: “Diversity, Equity, and Inclusion” college-wide syllabus statement**  
**Recommend that the College adopt a “Diversity, Equity, and Inclusion” statement to be included in all college syllabi.** The Senate shall establish a special committee to draft a “Diversity, Equity, and Inclusion” statement to be included in all college syllabi. The statement shall promote a welcoming and respectful space for all students to learn and grow.

Senate Chair Donna Minnich made a motion to consider the 3 proposals as a slate. Motion seconded.

Senator Breana Bayraktar made a motion to consider each proposal in turn and to start with Proposal 3. Seconded. Vote on Chat. Motion passes.

### **Proposal 3: Syllabus statement**

- 1) Senator Breana Bayraktar noted that the statement should include perspectives from across the college. This task can be completed within a year. And it will have a visible and immediate impact for students.
- 2) Senator Barbara Canfield asked about the composition of the special committee. Can we consider having students involved? Senator Bayraktar said that there are no specifics in the proposal but that student voice is a good idea. Senator Cari Dresser said that, as a Student Government advisor, she thinks it is a great idea to bring student attention to the effort.
- 3) Senator Kristin Balbuena suggests including a member from the college-wide Committee on Equity and Inclusion
- 4) Senator Beatrice McKeithen asked if there is a timeline for completion. Senate Vice Chair Mary Moseley said that the proposal will first go to Dr. Kress. Senate Chair Donna Minnich said that the committee can be crafted and staffed after the proposal goes to Dr. Kress. It is possible the statement could be ready for inclusion in Fall 2020 syllabi. Senator Bayraktar said that that might be difficult since 9-month faculty would be working off contract. She suggested a Spring 2021 target.
- 5) Senator Julie Combs suggested adding the statement to the Student Handbook as a Shared Values Statement. No motion made.
- 6) Senator Manori Nadesalingam asked how this is different than the DEI statement. Senate Chair Donna Minnich said that this will be a college-wide statement specifically designed for

syllabi. Senator Bayraktar said that the goal of including it in syllabi is that it is student-facing. Reinforced in every syllabus in every class.

VOTE on Proposal 3 via Chat. Motion passes.

### **Proposal 1: Special Committee on Inclusion/Opportunity (SCIO)**

- 1) Senate Parliamentarian Aldous McCrory said that the proposal was crafted from several proposals received from Forums and Senators. The Executive Board broadened those proposals to look at the state of equity at the college. The SCIO is about collection and analysis of data. SCIO will present a report to the Senate each year. The Senate will review the report and make recommendations to the President, as necessary.
- 2) Senate Vice Chair Mary Moseley said that this was a good proposal and will allow the Senate to have consolidated access to data. Senate Secretary Ashlie Warnick said that the SCIO will allow the Senate to be proactive – the Senate will gather information and may be able to foresee areas of concern and act upon them.
- 3) Senator Kristin Balbuena said that the college has a group for Diversity and Equity. How will the Senate’s committee work with them and differ from them? Senate Secretary Ashlie Warnick said that this is a committee for the Senate’s information. SCIO will aggregate information. This will allow “de-siloing” of information. Senator Kristin Balbuena said that the D&E Committee makes a report to her forum, the College Staff Forum Council. Other forum chairs present at the Senate meeting said that that was not their experience.
- 4) Senator Breana Bayraktar said that data analysis is a heavy task. Is the SCIO creating new information? Senate Parliamentarian Aldous McCrory said that the SCIO would be receiving reports and consolidating information, aggregating information to look at it from a student/staff/faculty point of view.
- 5) Senator Beatrice McKeithen asked if this Committee would duplicate the efforts of the new Chief Diversity Officer. [That position is new and has not been filled yet]
- 6) Senator Stephanie Harm asked how this proposal fits Dr. Kress’s charge. Senator Mary Moseley said that it makes sure things get done. Senate Secretary Ashlie Warnick said that the Senate’s is about information exchange – from the President to faculty and staff and from faculty and staff to the President. The SCIO will make that more effective. Senate Parliamentarian Aldous McCrory said that the point was to make this inquiry an ongoing effort by the college Senate and not just a response to recent events. Senator Julie Combs said that Dr. Kress specifically said she didn’t want more committee without action. Senator Breana Bayraktar said that there is a tension between what the Senate can do and what Dr. Kress wants. Senator Mary Pat O’Brien said that getting information is an “action,” but what can we do with it? Senate Parliamentarian Aldous McCrory said that the Senate can advise the President. Proxy Will Straight (for Senator Karen Doheney) said that the Senate can also give information to the College Forum Councils, too. Too much theorizing without data.

- 7) Senator Breana Bayraktar made a Motion to Table Proposal 1. Motion seconded. Vote in Chat. 21 Aye votes, 11 No votes, 2 Abstentions. Request for a Roll Call Vote. 21 Aye votes, 11 No votes, 2 Abstentions.
- a) AYE: Teba Aljumali, Breana Bayraktar, Mike Blackwell, Felicia Blakeney, Barbara Canfield, Rebeccah Carrier, Julie Combs, Kerry Cotter, Kathleen Deal, Cari Dresser, Joan Elrich, Nicole Evans, Andrew Goldstein, Stephanie Harm, Trish Kurban, Rakene Lee, Beatrice McKeithen, Manori Nadesalingam, Negin Noorzada, Nicole Reaves, Maxine Toliver
  - b) NAY: Will Straight (proxy for Karen Doheney), Chris Hafen, Elizabeth Lanthier, Aldous McCrory, Donna Minnich, Mary Moseley, Mary Pat O'Brien, Marilyn Odaka, Mark Plaugher, Mike Polcen, Ashlie Warnick
  - c) Abstentions: Kristin Balbuena, Jack Lechelt

Proposal 1 Tabled.

**Proposal 2: Diversity, Equity, and Inclusion theme for college events.**

- 1) Senator Kerry Cotter said that access to Student Support Services should be included. Motion to Amend Proposal 2 to include "equitable access to Student Services for evening and weekend students." Senate Parliamentarian Aldous McCrory asked if this amendment fits in Proposal 2? Senator Kristin Balbuena said that this proposal is not specific or measurable. Senator Balbuena made a Motion to include more specifics.
- 2) Senator Rebeccah Carrier said this is a big topic and supports including evening and weekend students.
- 3) Senator Jack Lechelt offered language. Motion to amend to include the number of events. Senate Secretary Ashlie Warnick said this debate gets to the fact that the Senate advises; the Senate does not sponsor events. Senator Rebeccah Carrier asked how we would measure this? Senate Secretary Ashlie Warnick said that we would be held accountable for things that are out of our control (how many event are held by others). Senate Vice Chair Mary Moseley asked if we needed specifics. Senator Kristin Balbuena read Dr. Kress's charge which asks that actions be "measurable." Senator Jack Lechelt said that the Senate advises. Admin Council has the power to implement. Motion to amend Proposal 2 to strike all by last sentence. Seconded.
  - a) Senate Chair Donna Minnich asked how we could increase diversity on committees which are made up of volunteers. If the same people volunteer, the same people serve. We can't make people serve. Senator Kristin Balbuena said that some supervisors do not support classified staff serving on committees.
  - b) Senator Breana Bayraktar made a Motion to Amend to include Affirmative Action Committee. Senate Chair Donna Minnich said that "increasing diversity on committees" is too broad. Senator Barbara Canfield said she is in favor of doing what is manageable. When the request for volunteers goes out, is there bias? Senator Stephanie Harm said Proposal 1 is broad and looks at students, hiring. Senate Secretary Ashlie Warnick noted

that getting people of all job classifications to run for Forum is challenging. We can only be as diverse as the people who volunteer. Senator Felicia Blakeney said we should increase awareness about Forum and Senate. Motion to Amend passes on Chat. No further discussion.

VOTE on Proposal 2, as amended. 12 Ayes, 21 Nos. Proposal 2, as amended, FAILS.

MOTION to take Proposal 1 off the Table. Seconded. Vote on Chat to Uutable. Passes.

**Proposal 1: SCIO. Motion to approve.**

- 1) Senator Julie Combs suggested rephrasing to remove “committee.” Senate Parliamentarian Aldous McCrory said that the Senate is not a committee. Senator Elizabeth Lanthier said that data comes from different places. Senate Parliamentarian McCrory said the SCIO would collect information about hiring (who applied, recruiting, etc) which would cover some of the same material as the Affirmative Action Committee proposed as an amendment to (failed) Proposal 2. Senator Beatrice McKeithen asked if we could use other committees rather than establishing a new one. Senate Secretary Ashlie Warnick said this isn’t really a new committee – it is just about information gathering for the Senate. Senator Felicia Blakeney said that Personnel Services can’t do it. Senator Kristin Balbuena asked if this is a subcommittee of the Senate. Senate Parliamentarian Aldous McCrory said that this is a special subcommittee of the Senate made up of Senators.

VOTE on Proposal 1 on Chat. Passes.

**MOTION** by Senator Kerry Cotter: Senate look at scheduling of staff during the evening and weekends for student access to Student Support Services, including Counseling and Library Services. Are we serving people adequately through Counseling/Student Services, Library, and Technology Resources? Senate Parliamentarian Aldous McCrory asked what “look at” means. Senate Chair Donna Minnich said that an effort is already underway by the college to address these concerns. Senator Beatrice McKeithen made a Motion to Table the Motion. Seconded. Motion Tabled.

MOTION to **Adjourn** passed at 2:58 pm.

NEXT MEETING: Thursday, August 20 at 1 PM via Zoom.