Student Success Council

Meeting Notes

NAME OF COUNCIL/TEAM: Student Success Council			
OBJECTIVE OF MEETING: Discuss report from the resource panel on retaining employees of color. Discuss idea for a resource panel on achieving operational effectiveness.			
DATE: 12/15/2020 **TIME:** 1:00pm		**LOCATION/ROOM #:** Zoom **CALL-IN NUMBER:**https://cccconfer.zoom.us/j/94162614734 **CALL-IN CODE:**	
FACILITATOR(S): Frank Kobayashi, Sarah Lehmann			
TIMEKEEPER:			
ASSISTANT: Beth Madigan			
MEMBERS PRESENT: Roderic Agbunag, Nimo Ali, Sharon Gott, Carina Hoffpauir, Frank Kobayashi, Sarah Lehmann, Adam Windham, Vicki Alonso, Raquel Arata, Pamela Chao, Arthur Jenkins, Jennifer Laflam, Beth Madigan, Jeff Stephenson,			
SUPPORTING RESOURCES (ITEMS READ IN PREPARATION FOR AND/OR BROUGHT TO MEETING):			
UPDATES AND BRIEF REPORTS:			
Topic	**Person(s) Responsible**	**Notes**	
ACTION ITEMS:			
Question	**Person(s) Responsible**	**Notes and Decision(s)**	**Next Steps**
Approve notes from last meeting	Frank Kobayashi & Sarah Lehmann	0	Approved by consensus with no changes.
DISCUSSION ITEMS:			
Question	**Person(s) Responsible**	**Notes and Next Steps**	
What feedback does the Council have on the employee retention resource panel's report on retaining employees of color at ARC? What should be the next steps the Council recommends to the College?	Carina Hoffpauir, Sarah Lehmann, Joshua Moon Johnson, Parrish Geary	A draft report on Retaining Employees of Color was introduced to the Council. A resource panel was convened by the Student Success Council in October 2020 to study best practices for retaining employees of color at American River College (ARC) and make recommendations to the Council on next steps. The panel's work was guided by these goals: ● Develop an awareness of the issues affecting the retention of Black, Indigenous, and other People of Color (BIPOC) campus colleagues ● Compile a preliminary set of recommendations based on this information ● Convey this information back to the Council for further consideration of continued work. The panel found that employees of color at ARC and in higher education in general face institutional barriers that impact their position longevity, opportunities for advancement, and overall job satisfaction. One study cites five major problems faced by BIPOC college employees: 1. a lack of respect, 2. isolation, 3. feeling overburdened, 4. a lack of mentors, and 5. low levels of job satisfaction that reflect campus racial hostilities. Institutional change is necessary to support more robust retention of BIPOC professionals: ● increasing staff input, ● increasing representation, ● providing support, ● connection building, ● mentoring, ● more training for supervisors, ● creating more safe spaces for professionals of color, and ● dealing with racism on campus. Feedback by Council Members included: 1) Need to survey employees of color as representational	

		equity needs to reflect more than just administrative leadership and tenured faculty; 2) need more supervisor training to promote mentoring abilities; 3) need robust onboarding and exit interviews; 4) outreach needs to be more inclusive for new hire applicant pools; 5) add recruitment and retention; 6) include part-time, adjunct and temporary employees; 7) cluster hires; 8) funding practices and processes need to be investigated to identify how racist structures are perpetuated; 9) more feedback requested on how employees of color are overburdened such as overdeployment as equity reps on hire committees. Next steps include how these recommendations can be operationalized and who is responsibile.Council Members are encouraged to take this draft report to their constituents for review and feedback. Consideration of combining the $500 in advertising funds for each job posting to buy memberships in diverse organizations.
Achieving operational effectiveness - idea for resource panel.	Frank Kobayashi	Operational effectiveness is being hindered by clunky and outdated forms and processes. Administrative forms and processes are under the purview of Operations Council while forms and processes for instruction and students are under the purview of the Student Success Council. This Council Chair will communicate with Chair of Operations Council to discuss how to encourage better efficiencies.

ITEMS FOR FUTURE CONSIDERATION:

Topic	**Contact Person**
Operational Effectiveness feedback from Operations Council	Frank Kobayashi
Retaining Employees of Color draft report feedback	Frank Kobayashi and Carina Hoffpauir