PRESENT: Lois Jenkins (President Elect) Sarah Corrao (Secretary) Teri Gerard (Treasurer) Nina Van (Section 1) Veronica Aparicio (Section 2) Pat Weinberg (Section 3) Karen Oeh (Section 6) Julie Ceballos (Section 9) Matt Trosper (Section 10) Tammy Ehle (Section 11) Tony Arellano (Section 12) Angelica Strongone (Section 14) Norma Johnstone (Section 15) Virginia Marquez (Section 16) La Donna Yumori-Kaku (Section 17) Lois Jenkins (Section 18)

ABSENT: Reza Kazempour (President) Tracy Chung-Tabangcura (Section 4) Melissa Sheldon (Section 8) Lorna Maynard (Section 13)

GUESTS: Veronica Neal (Office of Equity, Social Justice, and Multicultural Education)

1a. Approval of Agenda
   ● Today’s agenda was—(M/S/C – /): Yumori-Kaku/Trosper
     -Amended as follows: Agenda item three will be presented by Jenkins

1b. Approval of Minutes: All
   ● Minutes for 01/17/13—(M/S/C – /): approved by consensus
     -Amended as follows:
       02/07/13: 02/22/13 changed to 02/28/13 Lunar Luncheon
       02/21/13: 05/24/12 changed to 05/24/13 Classified Flex Day

2. Campus Equity Planning Process: Veronica Neal (Office of Equity, Social Justice, and Multicultural Education)
   ● The Campus Equity Planning Process last occurred in 2001. The result of this process indicated a need to address the achievement gap of African American, Asian, and Latino students.
   ● This year the campus is focusing on the Institutional Core Competency (ICC): focusing on Global, cultural, social and environmental awareness.
As a part of this campus wide initiative we as an Institution are revisiting our Campus Equity Plan.

- Neal is requesting that Classified Senate along with each division department office and other governance body develop their own equity plan based on our commitment to equity, social justice, and multicultural education.

- Neal shared the following institutional definitions of these concepts as follows:
  - **Equity** is not about equal treatment of all students. Rather, it is about equal outcomes achieved by individualizing the instruction and support for each and every student. Equity is about all students succeeding, especially when measured according to differences such as race, ethnicity, socioeconomic status, gender, language, family background—the list of diversities within our students goes on and on. - [http://www.livebookpd.com/equity.php](http://www.livebookpd.com/equity.php)
  - This approach to equity applies to all members of the college community.
  - **Social Justice** The Center for Economic and Social Justice provides the following definition for social justice, which guides our work in the Equity Office. Social justice is the virtue that guides us in creating those organized human interactions we call institutions. In turn, social institutions, when justly organized, provide us with access to what is good for the person, both individually and in our associations with others. Social justice also imposes on each of us a personal responsibility to work with others to design and continually perfect our institutions as tools for personal and social development. Social justice encompasses economic justice.

- Neal is further suggesting that these bodies create individual equity plans building the scaffold necessary to have a larger campus wide discussion.

- Once these equity plans are in place groups are encouraged to form core equity teams that can report back to the larger collaborative team.

- Jenkins mentioned that it is a difficult time to approach this subject due to the pending layoffs and current low morale of classified professionals.Neal suggested we think about the idea now and actually have the discussions next year.

3. **Election Planning: Lois Jenkins: Classified Senate President Elect**

- April 25, 2013 is Election Date
- Jenkins passed out a Grid for Election with vacant positions.
- All Executive Officer positions will need to be filled.
- Marquez mentioned that we need to send out a save the date.
- If you are interested in serving on the Election Committee email Jenkins.
- Please reach out to colleagues who do not use computers to make sure they know about elections.
- The Ice Cream Social costs will be covered through the Chase account.
4. **Flex Day Update: Lois Jenkins: Classified Senate President Elect & Virginia Marquez Section 16**
   - Save the Date: Friday, May 24th, 2013.
   - Theme: Safe and Sane: Safety, Dealing with Stress, Having Fun.
   - Food: Senior Staff will sponsor breakfast. Lunch will be sponsored by Palo Alto University. We will give Palo Alto University workshop space.
   - Marquez gave a workshop overview, and shared that Pat Hyland will be the keynote speaker for the opening activity.
   - Classified Staff achievements will be announced during lunch.
   - There will be Safety Kit giveaways.
   - Classified Staff will be receiving two surveys to express interest and one later to register for workshops.

5. **Committee Reports: All**
   - Communication Committee: Marquez shared that the Communication Committee will be sponsoring an event on April 22 about working with students with disabilities. The other workshop they hope to offer in the month of April is dealing with difficult people. The only cost associated with these events will be printing costs.

6. **Burning Issues/Event Sharing/Endorsing & Sponsoring: All**
   - Jenkins encouraged all classified staff to review and understand the email sent to us from Blanche Monary (ACE President). She asked us to stay informed about layoffs and the impacts of bumping.