**Mission Statement**

Change Network is dedicated to increasing diversity, equity and inclusion through dialogue, reflection and action. We will create this environment by:

- modeling culturally competent leadership;
- supporting and encouraging honest communication, risk-taking and openness;
- reinforcing the principles of equity and diversity in word and deed; and,
- being a catalyst for educating and empowering our community.

As learners on our journey towards social justice, we approach our work with conviction, courage and compassion.

*Adopted January 24, 2008*

This mission statement had been endorsed by the following LPC faculty, staff, administrators, students and community members:

**Endorsements as of Spring 2008**

- Amber Machamer  
  Director of Institutional Research and Planning
- Andrea Alvarado  
  Articulation Officer/Counselor
- Bill Paskewitz  
  Prof. Of Fine Art & Art History
- Birgitte Ryslinge  
  Dean of Academic Services
- Brenda Weak  
  Mathematics Instructor
- Bob Kratochvil  
  Vice President, Administrative Services
- Catherine Suárez  
  Foreign Language Coordinator/ Spanish Instructor
- Christine S. Acacio, M.S.  
  Counselor & Professor, Psychology-Counseling
- Cindy B Rosefield  
  Instructor of Instrumental Music, Performing Arts Coordinator
- Cynthia Ross  
  Student Life Advisor & Psychology Faculty
- Dale Katherine Ireland  
  English Department, Adjunct Lecturer
- David Boehm  
  Instructional Assistant II Applied Technology
- Donna Hawkinson  
  Student Counseling Assistant supports the Mission Statement
- Diana Navarro-Kleinschmidt  
  Library Technician III
- Dave "Doc Quack" Riensche  
  Biology Faculty
- Dr. Candace Klaschus  
  Humanities Instructor/Director, Honors Program
- Dr. Catherine M. Eagan  
  English Instructor
- Dr. DeRionne Pollard  
  President Las Positas College
- Dr. Susan Hiraki  
  EOPS Director/CARE Coordinator/Professor
- Dr. Teri Ann Bengiveno  
  History Instructor
- Frances DeNisco  
  Program Coordinator, Community Education
<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Department</th>
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<tr>
<td>Fredda Cassidy</td>
<td>VCOM faculty</td>
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<td>Gilberto Victoria</td>
<td>Counselor</td>
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<td>Greg Johns</td>
<td>Instructional Computer Laboratory Specialist</td>
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<td>Janell Hampton</td>
<td>Instructor of English</td>
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<td>Jeanne Miller Virgilio, MA</td>
<td>ECD Professional Development Coordinator</td>
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<td>Jeff Baker</td>
<td>Dean of Student Services</td>
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<td>Jenna Heath</td>
<td>Outreach Specialist</td>
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<td>Jeremy Hamm</td>
<td>Instructor in theater Arts</td>
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<td>Jill Carbone</td>
<td>Biology Faculty</td>
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<td>John Ruys Ph.D.</td>
<td>Department of Psychology</td>
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<td>Jim Ott</td>
<td>Adjunct English Instructor</td>
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<td>Jennifer Ortiz</td>
<td>Instructional Assistant II - Computers</td>
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<td>Jonathan Brickman</td>
<td>ESL Faculty</td>
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<td>Karin Spirn</td>
<td>English Instructor</td>
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<td>Karen Zeigler</td>
<td>Alternate Media Technology Specialist</td>
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<tr>
<td>Kayla Moreland</td>
<td>ASLPC President- 2007-2008</td>
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<td>Kimberly Tomlinson</td>
<td>Faculty and CalWORKS Coordinator</td>
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<td>Laurel Jones</td>
<td>Vice President Academic Services</td>
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<td>Lee Torres</td>
<td>Student</td>
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<td>Leslie Gravino</td>
<td>Workbase Learning Coordinator</td>
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<td>Lisa Everett, M.S.</td>
<td>Faculty - Health and Physical Education</td>
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<tr>
<td>Marilyn Marquis</td>
<td>ESL Coordinator and Instructor</td>
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<td>Maureen O'Herin</td>
<td>English Faculty</td>
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<td>Melissa Korber</td>
<td>Mass Communications and English Faculty</td>
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<td>Melissa Cervantes</td>
<td>ASLPC Senator 2007-2008</td>
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<td>Michael Ansell, Ph.D.</td>
<td>Chemistry Faculty</td>
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<td>Michael Schwarz</td>
<td>Counselor</td>
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<td>Neva Bandelow</td>
<td>ECD Professional Development Coordinator</td>
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<td>Pamela Luster</td>
<td>Vice President Student Services</td>
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<td>D. Pauline Trummel</td>
<td>Tutorial Programs Instructor/Coordinator</td>
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<td>Paula Schoenecker</td>
<td>Learning Disabilities Specialist</td>
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<td>Paul S. Torres</td>
<td>Faculty, Political Science</td>
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<td>Philip Manwell</td>
<td>Dean of Academic Services</td>
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<td>Rajeev Chopra</td>
<td>Faculty-Business Department</td>
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<td>Rich Butler</td>
<td>Director of Safety and Security</td>
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<td>Ron Johansen</td>
<td>Program Coordinator Fire and EMS Technologies</td>
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<td>Sean Day</td>
<td>International Admissions Specialist</td>
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<td>Shannon Stanley</td>
<td>Counselor, Adjunct</td>
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<td>Sharon Gach</td>
<td>Classified Staff</td>
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<td>Steven Bundy</td>
<td>Counselor</td>
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<td>Stuart McElderry</td>
<td>History Instructor</td>
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<td>Sudharsan Dwaraknath</td>
<td>Director of Public Relations, ASLPC 2007-08</td>
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<td>Sophie Rheinheimer</td>
<td>PE Instructor</td>
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<td>Sylvia Rodriguez</td>
<td>Dean of Enrollment Services</td>
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<tr>
<td>Veronica Jennings</td>
<td>Administrative Assistant II/Student Staff Liaison Office Specialist</td>
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<tr>
<td>Tina Inzerilla</td>
<td>Instruction/Reference Librarian</td>
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<td>Tony Costello</td>
<td>PE Instructor / Men's Basketball Coach</td>
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<td>Valerie Ball</td>
<td>Early Childhood Development/California Mentor Program</td>
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<td>Wendy Welsh</td>
<td>adjunct faculty, Psychology</td>
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<td>Zina Rosen-Simon</td>
<td>ECD Faculty</td>
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The Campus Change Network is a collection of employees dedicated to creating access, inclusiveness and equity at Las Positas College. We are not a committee and hold no official place in the shared governance process. We are, however, members of most shared governance processes as well as various official structures and working committees on campus. We respect the Shared Governance process and understand that our projects are largely voluntary. Anytime we wish to make official change to policy we engage the responsible decision-making body or process.

We are not a committee; we are a lens. Our unofficial mottos are: “Anywhere you are, CCN is there”, and “Once CCN, always CCN”. We bring this lens of access, inclusiveness, and equity to the work we do in whatever form that work takes. It could be as a member of the committee writing the new mission statement. It could be as a member of a hiring committee. It could be in the curriculum we teach, the web sites we create, the facilities we are building.

We consider anyone engaged in this work to be part of the network even if they are unable to attend the meetings. The CCN is there to support this type of work wherever and however it happens. The CCN is a place to gather support, build capacity, generate synergy, make connections, and get traction.
Philosophy and Tenets

Start small and make it doable. We can always build it out later. Don’t allow perfectionism to paralyze.

This work must be sustainable. We choose not to get ourselves overwhelmed and thus burn out.

Pilot projects and draft documents are great ways to get momentum.

Don’t dream up work for others to do. If you have a passion, do it and we will support you.

Everyone is both a worker bee and a leader.

Capacity building as individuals, as a network and as a College is vital to our continued success.

We try to engage in one exercise each meeting to build capacity and trust.

Stay mindful that we are all in different places.

Have conviction.

Have the courage to stand by that conviction.

Most of all, have compassion for those who are in different places in their understanding of these issues.

We are here to start dialogue and deepen understanding; not to create confrontations.

However, we are also here to challenge ourselves and the College to be open to change so that we can meet the needs of our students and our communities.

CCN meetings are ones we actually look forward to attending. We try to create a supportive, engaging, collegial and energizing environment.
Much of our work has been done through sub-committees. At the beginning of the year we identify areas that have sufficient need and energy to work on.

In 2008-2009 the sub-committees:

- **Speaker’s Series:** Typically held on Fridays each month in the MD Building.

- **Brown Bag Series:** One Brown Bag each semester which will be open to the entire campus community.

- **Facilities/Space:** The goal was to work with the facilities committee to create a process by which art could be approved. Additionally, this committee hoped to implement one mural project.

- **Conferences:** Research and distribute conferences, events, activities that CCN and LPC staff could attend. Identify funding for these if possible.

- **Curriculum:** This committee set out to provide a list of best practices to faculty about both content related issues and classroom management techniques that encourage inclusiveness.

- **Hiring Practices/Processes:** A training document on the issue of unconscious bias would be developed and provided to faculty and staff. While this is not an official training document we will notify shard governance committee and ask for their feedback on the document.

- **Communication:** Investigate and implement ways to communicate with campus community. Potential areas of activities are: Website update, activity calendar on Groupwise, Blog

- **Assessment:** Will research the use of the National Campus Climate Survey; Repeat student equity data from 2005; and look into outcome measures for each sub-committee’s activities
Membership-Core Members and Associates

Campus Change Network is not the only place where this type of work takes place on campus and in the community. Part of our success has been to recognize and partnership with those entities that do this work institutionally. We use sub-committees to get work done that is generally not housed in other offices, processes, committees. We realize the vast majority of this type of work is institutionalized and we maintain a networking relationship with those entities and individuals. In addition to the “core” membership (those who attend meetings regularly and work on sub-committees) we also maintain a circulation list of associates. This list is a broader list if people who we know to be engaged in this work.

Sphere of Influence

Being a non-shared governance network we rely heavily on institutionalized offices, committees and process. As such we rely on Network members who are also members of those entities to carry the lens of access, inclusiveness and equity with them in their work. The following is a list of the offices, committees and other campus structures that CCN members and affiliates attend. We call this our Sphere of Influence. Wherever you are, Campus Change is there.

**OFFICIAL STRUCTURES**

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<tr>
<th>Division meetings</th>
<th>Psychology Department</th>
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<tr>
<td>PE/Health/Wellness/Athletics</td>
<td>Health Department</td>
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<td>Arts and Communication</td>
<td>ECD Advisory</td>
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<td>Business, Computing, Applied Technology &amp; Social Sciences</td>
<td>SS Coordinators Meetings</td>
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<td>Mathematics, Science, Engineering &amp; Public Safety</td>
<td>Foundation Semester</td>
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<td>Student Services</td>
<td>Accreditation</td>
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<td>Deans Meetings</td>
<td>Administrators Association (District)</td>
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<td>Administrative Staff</td>
<td>Women Tech Grant</td>
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<td>English Department</td>
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<td>Chancellor’s Cabinet</td>
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<td>Political Science Department</td>
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**COMMITTEES**

- Student Success Committee
- Outreach Committee
Staff Development
College Council
Planning & Budget Committee
Student Learning Outcomes
CEMC
Food Services Committee
Academic Senate
Curriculum
District Curriculum Council
Classified Senate
Health and Safety
Bookstore Committee
Graduation Committee
Facilitates Committee
Basic Skills Task Force
Sustainability Committee
Technology Committee

STUDENT ORGANIZATIONS
ASLPC
Gay Straight Alliance
Inter-Club Council
International Students
BSU
Future Teacher’s Club
Student Newspaper
BACCHUS and GAMMA
Psychology Club
Latino Student Alliance
Art Club
Young Democratic Voters Club

SPECIAL STUDENT PROGRAMS
College Foundation Semester
Honor’s Transfer Program
College Bound Scholars Program
International Student Program
Veterans First Initiative
Outreach Program
Student Ambassador Program

OTHER
Town Meetings
Student handbook
Hiring Committees
Scholarship Committee
Tenure Committee
Program Review Task Force
Tri-Valley One Stop
Junior Achievement
Livermore Rotary
Livermore Lions Club
Shakespeare's Associates
Cantabella Children's Chorus
Livermore Valley Opera
Livermore-Amador Symphony

Major activities/projects

Speaker’s Series

The Speaker’s series held 7 events in 2008-2009. A grant from the LPC College Foundation helped to fund the series.
September 2008

TRI VALLEY MAYORS’ FORUM
Exploring Diversity in our Growing Communities
In conversation with representatives of Livermore, Pleasanton, Dublin and San Ramon

October 2008

EXAMINING THE IMPACT OF RELIGION ON THE LGBT COMMUNITY
A viewing and discussion of “For the Bible Tells Me So”
With Reverend Steven F. Kindle

November 2008

THE IMPRINT OF IMMIGRATION ON OUR COMMUNITY
A panel discussion on immigration policy & reform
December 2008

LA SEMANA CUBANA
Dr. Carlos Cordova, Professor of Raza Studies,
San Francisco State University

February 2009

CAMPUS CHANGE NETWORK  Speaker Series
In celebration of African American History month:
An evening with
ISHMAEL REED
Author, novelist, poet, playwright

February 27, 2009
7:00 PM
FREE and Open to the Public
Las Positas College Building 2400, Room 2420
For information, call 925.424.1287
March 2009

MARCH 24

FEMALE SHAMANISM
Women’s Roles in the Healing Arts

A LECTURE & WORKSHOP WITH
VICKI NOBLE

Writer, teacher, healer and anthropologist.

TUESDAY, MARCH 24
Lecture: 3:30 - 4:45 pm - Workshop: 5:00 - 6:30 pm

Staff Lounge

For further information call 305-449-3287

Sponsored by the Lewis Center for the Arts and Le Moyne College Foundation.
April 2009

Ciao Italia-
Ciao America
April 30 - May 2, 2009

Las Positas College Italian Film Festival

Thursday, April 30
Opening Reception, 6PM
Films, 7PM

Best in Nove (dir. A. Paoli, USA)
I Build the Tower (documentary, dir. Robert Letts and Rob Bunt)

Friday, May 1, 7:30PM
Fifty Cent (dir. A. Paoli, USA)
True Love Waltz (dir. A. Paoli, France/Italy)

Saturday, May 2, 3PM
Prisoners of Paradise (documentary, dir. Emiko Kojima)

Closing Reception, 5PM
Films, 6:30PM

A Pen in Your Pocket (dir. A. Paoli, Germany)

Photographic Exhibit, April 27-May 2
Cen Le Nostre Mani—Italian Americans at Work in the East Bay 1906-1960

Film Festival and Receptions, Building 2000, Room 2020
Exhibit, Building 2000

Sponsors
Las Positas College Foreign Language Department
Center for the Arts
Las Positas College Foundation
Western Region Chapters of the American Italian Historical Association

For more information call Dr. Teri Ann Bergmann (925)-44-1287

April 2009

Las Positas College Italian Film Festival Committee
Teri Ann Bergmann (Las Positas College), Richard Pastor (Las Positas College)
Laura E. Roberts (Berkeley City College), Catherine Sarratt (Las Positas College),
Brown Bags Discussion Group/Capacity Building

The Campus Change Network committed to one Brown Bag (called CCN 360º) per semester and one discussion event for the core membership.

The Fall Brown Bag, held Sept 29th and Sept 30th was designed around the “Cultural Competency” curriculum that CCN members learned at the NCORE conference. Participants learned about the various levels of the Cultural Competency Continuum and dialogued about their own experiences. Facilitators were Cynthia Ross and Amber Machamer.

The Spring Brown Bag was held March 30 and 31st. The topic of the Millennium Generation was facilitated by Jenna Heath. Participants learned about what influences this generation, what are their motivations and expectations and how they differ from other generations. Participants had a lively discussion about their own perspectives, frustrations, and positive experiences with this generation. Participants learned about and shared their own best practices for understanding and working with this generation.

Facilities

In Fall, 2008, the Campus Change Network endorsed several projects and initiatives that would stimulate – even provoke – richer, more intentional campus dialog and some ultimate positive steps that would promote a more positive climate of diversity, equity, and inclusion for all members of the college community. One of these – The Mural Project – was very well received by the members of CCN and “next steps” were initiated:

1. A tour of the campus to determine spaces where “art” representing multiple cultural perspectives could be placed. Ultimately, the exterior wall of the 2200 building that faces the 2400 building was identified as a place where something like this would enliven and enrich the campus.
2. A proposal – attached – to “pilot” the project (along with suggested “mock” visuals) was presented to the college Facilities Committee by CCN members for its recognition and endorsement. [The proposal was not taken to the committee until the Spring, 09 semester for a variety of compelling reasons.]
3. The Facilities Committee endorsed a “pilot” that would be reviewed before any further spaces were utilized similarly.
4. Bryce Beecher – student and student assistant at the college – and a fine artist in his own right – was approached to lead this initial venture. He readily agreed to work with anyone on campus that would enjoy helping to create the “pilot”.
5. $2,000 was set aside for supplies and materials – some of which would be used for a simple “pilot”, some to be used later once the “pilot” was accepted and similar “murals” could be created.
6. Mr. Beecher will purchase a variety of materials that can be used in multiple ways – beyond the initial “pilot”. (Purchases will be made before June 30, 2009)
7. Members of the CCN and others will be invited to meet with Mr. Beecher to discuss the design for the “pilot” and will execute it in the late Spring and early Summer.
8. The Facilities Committee (and the entire college community) will have a chance to see the “pilot” throughout the Summer and early Fall; hopefully, the reaction will be positive and further planning will take place bringing CCN’s vision full circle.

**Curriculum**

The Curriculum sub-committee worked on developing a day-long workshop on Inclusiveness in the College Curriculum. Due in great part to the efforts of John Ruys, we were honored to host Dr. Bonnie Gray and Dr. Paul Grocoff on March 13, 2009.

Drs. Gray and Grocoff are from Maricopa Community College in Arizona, and are the principals in Gray Matters Consulting. They are internationally known for their work on infusing diversity and inclusiveness into college curriculum. Our workshop covered strategies for building an inclusive classroom environment and updating curriculum to be accessible to all students.

The morning session focused on defining diversity and discussing the theoretical aspects of infusing inclusiveness in the curriculum. In the afternoon, application of the theories was presented in lively and participatory exercises and discussions. The workshop was well-attended by faculty, administrators and classified staff, and all participants found the day instructional and meaningful.

Following is a summarized version of the agenda:

**Definition of Diversity**
**Two Aspects of Infusing Diversity Into the Curriculum**
**Building a Toolbox for Diversity Education**
**Applying What We Have Learned**
**Discussion/Reflections**
**Hiring**

The Hiring Sub-Committee produced the document: Reducing Unconscious Bias Resource For Hiring Committee Members. The document was distributed to the Campus and posted to the blog for comments. The sub-committee will continue to work with District to make this part of the official Hiring Committee training.

**Assessment**

The Assessment committee helped to complete the 2007 Student Equity data and compare it to the 2005 data. The committee also produced this report.

**Other Accomplishments**

**Celebration of Dr. Doris “Lucki” Allen:**

On March 11\textsuperscript{th}, we celebrated the life and work of “Lucki” Allen, the first woman to be inducted into the Military Intelligence Hall of Fame. Several of our members read from her biography, and she answered questions about her life and career.

**Native American Exposition and Pow Wow:**

The Pow Wow was held on Saturday, April 18\textsuperscript{th}. A Pow Wow is an event that celebrates the long-established Native American culture. It is a social gathering of Native Americans from several states. Pow Wows consist of competition in all categories of traditional song and dance, community dances in which the students and community members may participate, and the sale of traditional arts and crafts. This first Las Positas Pow Wow was open to the entire community, free of charge, and it was estimated that over 1,000 people attended during the event. A grant from CCN helped to fund it.

Although most of the CCN grant was targeted towards the Pow Wow, the Native American Exposition which was held April 13-16 was also a beneficiary. Beautiful displays of Native American artifacts graced the Multi-Disciplinary Building. Both documentaries and feature films were shown during the day Monday-Thursday in the Student Center to expose as many students as possible to important issues facing the Native community.

Tuesday evening, April 14\textsuperscript{th}, Mr. Tom Phillips, California State University, Stanislaus, spoke about the Indian boarding schools that many young children were sent to.
between the 1870’s and 1960’s as part of the U.S. government’s policy of educating Native Americans in the ways of western society. The documentary, “Our Spirits Don’t Speak English” was also shown. Wednesday evening, April 15th, our own Dr. Amber Machamer spoke about sports teams mascots and her work with ALLARM (Alliance Against Racial Mascots), and the documentary, “In Whose Honor”, was shown. Both of these events were extremely moving and meaningful, and all those who attended were touched by the stories.

On Thursday evening, April 16th, a traditional feed was held, and about 100 students, staff and community members enjoyed delicious Native American food. The evening was capped off by performances of Native California dancers, Aztec dancers, and Polynesian dancers.

Partnerships with Campus Committees:
This year the CCN started to create partnership with other committees and organizations to leverage our resources and create broader participation. This has been a highly effective strategy and we plan to continue it in the future. This year our partners have been: Curriculum and Staff Development Committees on the Inclusiveness in the Curriculum Workshop; the English for the Japanese Internment Experience event.

District Hiring Process:
The CCN was asked by District HR to help develop the training for Hiring Committees based upon the unofficial document the Hiring Practices Sub-Committee produced this year. We will work with District and Chabot to gather the appropriate input and go through the proper channels to create official training to decrease Unconscious Bias in the hiring process.

Blog:
A CCN Blog was started at the end of the year to increase communication. This is a pilot and we will see if there is campus interest in using the blog as a means for information distribution as well as a venue for dialogue.
PACE Survey Sponsorship:
The CCN sponsored the first PACE survey. This survey measures campus climate. Results will be used to prioritize changes that need to be made.

Capacity Building:
At each campus change meeting we engaged in a team building or knowledge building exercise. The membership was also trained in the use of the Conversation Meter. The Conversation Meter is part of the curriculum students go through as part of the Foundation Semester (A learning community).

Future Work

Summer Retreat
We will arrange a retreat this summer to evaluate the year and set priorities and sub-committees for the 2009-2010 year. This 1-day retreat will also aid in team building and leadership development.

Communication
The construction of a web site is important to aid in communication. Use blog to increase institutional Capacity.

Capacity Building
The CCN will continue our work to increase our individual knowledge, group trust, membership, partnerships and college-wide engagement. The CCN will provide more venues for the campus to learn as well as use some of our meeting time for capacity building exercises.

Hiring
Revise existing document and work with District and Chabot to create official training document.

Curriculum
Build upon our success with the first Curriculum workshop. Request funding for a follow-up workshop.
Campus Change Network
Las Positas College
3000 Campus Hill Drive
Livermore, CA 94551-7623