

# Campus Change Network Annual Report 2008-2009



CAMPUS CHANGE NETWORK

*Courage, Conviction, Compassion*

# 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

Fredda Cassidy	VCOM faculty
Gilberto Victoria	Counselor
Greg Johns	Instructional Computer Laboratory Specialist
Janell Hampton	Instructor of English
Jeanne Miller Virgilio, MA	ECD Professional Development Coordinator
Jeff Baker	Dean of Student Services
Jenna Heath	Outreach Specialist
Jeremy Hamm	Instructor in theater Arts
Jill Carbone	Biology Faculty
John Ruys Ph.D.	Department of Psychology
Jim Ott	Adjunct English Instructor
Jennifer Ortiz	Instructional Assistant II - Computers
Jonathan Brickman	ESL Faculty
Karin Spirn	English Instructor
Karen Zeigler	Alternate Media Technology Specialist
Kayla Moreland	ASLPC President- 2007-2008
Kimberly Tomlinson	Faculty and CalWORKS Coordinator
Laurel Jones	Vice President Academic Services
Lee Torres	Student
Leslie Gravino	Workbase Learning Coordinator
Lisa Everett, M.S.	Faculty - Health and Physical Education
Marilyn Marquis	ESL Coordinator and Instructor
Maureen O'Herin	English Faculty
Melissa Korber	Mass Communications and English Faculty
Melissa Cervantez	ASLPC Senator 2007-2008
Michael Ansell, Ph.D.	Chemistry Faculty
Michael Schwarz	Counselor
Neva Bandelow	ECD Professional Development Coordinator
Pamela Luster	Vice President Student Services
D. Pauline Trummel	Tutorial Programs Instructor/Coordinator
Paula Schoenecker	Learning Disabilities Specialist
Paul S. Torres	Faculty, Political Science
Philip Manwell	Dean of Academic Services
Rajeev Chopra	Faculty-Business Department
Rich Butler	Director of Safety and Security
Ron Johansen	Program Coordinator Fire and EMS Technologies
Sean Day	International Admissions Specialist
Shannon Stanley	Counselor, Adjunct
Sharon Gach	Classified Staff
Steven Bundy	Counselor
Stuart McElderry	History Instructor
Sudharsan Dwaraknath	Director of Public Relations, ASLPC 2007-08
Sophie Rheinheimer	PE Instructor
Sylvia Rodriguez	Dean of Enrollment Services
Veronica Jennings	Administrative Assistant II/Student Staff Liaison Office Specialist
Tina Inzerilla	Instruction/Reference Librarian
Tony Costello	PE Instructor / Men's Basketball Coach
Valerie Ball	Early Childhood Development/California Mentor Program
Wendy Welsh	adjunct faculty, Psychology
Zina Rosen-Simon	ECD Faculty

# *Structure and Function of the Group*

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.

## Sub-Committees

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 shared 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 of 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**

Division meetings  
PE/Health/Wellness/Athletics  
Arts and Communication  
Business, Computing, Applied Technology &  
Social Sciences  
Mathematics, Science, Engineering & Public  
Safety  
Student Services  
Deans Meetings  
Administrative Staff  
English Department  
History Department  
ESL Program  
Political Science Department

Psychology Department  
Health Department  
ECD Advisory  
SS Coordinators Meetings  
Foundation Semester  
Accreditation  
Administrators Association (District)  
Women Tech Grant  
EOPS  
Chancellor’s Cabinet  
DSPS

### **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

SEP 12  
2008

### TRI VALLEY MAYORS' FORUM

Exploring Diversity in our Growing Communities  
In conversation with representatives of Livermore,  
Pleasanton, Dublin and San Ramon



## October 2008

OCT 10  
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

NOV 14  
2008

### THE IMPRINT OF IMMIGRATION ON OUR COMMUNITY

A panel discussion on immigration policy & reform



December 2008


**DEC 5 8**  
**DEC 2008**

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





February 2009

**FEBRUARY 27**




**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**



CONNECTION COURAGE COMPLETION CONFIDENCE

CHANGING COURAGE NETWORK  
Speakers Series

**FEMALE SHAMANISM**  
Women's Roles In The Healing Arts




A LECTURE & WORKSHOP WITH  
**VICKI NOBLE**  
Writer, teacher, healer and archemythologist.

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

**Staff Lounge**  
For further information call 935-424-1287

Series sponsored by the Campus Change Network & the La Follette 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

*East a Move* (short, dir. Philip Borel)  
*I Build the Tower* (documentary, dir. Edward Lander and Brad Ross)

Friday, May 1, 7:30PM  
*Fifty Cents* (short, dir. Philip Borel)  
*True Love Waits* (short, dir. Dana Fiamant)  
*L'America* (dir. Gianni Amadi)

Saturday, May 2, 3PM  
*Prisoners in Paradise* (documentary, dir. Conillo-Calamandrei)  
Closing Reception, 5PM  
Films, 6:30PM

*A Pena do Pate* (short, dir. Lucia Galati)  
*Nuovomondo* (dir. Emanuele Crialese)  
Evening films presented by Dr. Laura E. Roberts, Berkeley City College

## Photographic Exhibit, April 27-May 2

*Con le Nostre Mani*—Italian Americans at Work in the East Bay 1890-1960

Film Festival and Receptions, Building 2400, Room 2420  
Exhibition, Building 2400

### Sponsors

Las Positas College Foreign Language Department  
Campus Change Network  
Las Positas College Foundation  
Western Regional Chapter of the American Italian Historical Association.



For more information call Dr. Teri Ann Bongiorno (925) 424-1287



Italian Film Festival Committee  
Teri Ann Bongiorno (Las Positas College), Richard Dambor (Las Positas College)  
Laura E. Roberts (Berkeley City College), Catherine Scialoja (Las Positas College)



## ***Brown Bags Discussion Group/Capacity Building***

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

The Fall Brown Bag, held Sept 29<sup>th</sup> and Sept 30<sup>th</sup> 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<sup>th</sup>, 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<sup>th</sup>. 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<sup>th</sup>, 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 15<sup>th</sup>, 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 16<sup>th</sup>, 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.

**FEBRUARY 19**

**DUST STORM**  
Written by Rick Foster  
Starring Zachary Drake

*A one-man play that tells the story of Japanese internment through the eyes of a Berkeley teenager and his fellow internee, real-life painter Chiura Obata.*

February 19, 2009  
7:00 PM  
FREE and Open to the Public  
Las Positas College Little Theater  
For information, call 925.424.1287

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LAS POSITAS COLLEGE FOUNDATION

Photo credit: Christopher Irion

### 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.



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