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 Kratochvi 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, M.S. 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
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 process 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 motos 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, get traction.
Philosophy and Tenants

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 capacity building 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 dialoged and deepen understanding; not to create confrontations.

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

In 2007-2008 the sub-committees and membership were:

- Web Presence: Inter and Intra including our Mission statement and reference Library.
- Speaker’s Series: First Friday of each month in the MD Building.
- Brown Bag Series/Discussion Group: One Brown Bag each semester which will be open to the entire campus community. The Discussion Group will be an opportunity for CCN members to get together in a more social setting and dialogue about some pre-determined topic to deepen our knowledge about issues of diversity and equity.
- Facilities/Space

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 who 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.
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
- Social Science and Wellness
- Arts and Communication
- Business, Computing & Applied Technology
- Mathematics, Science, Engineering & Public Safety
- Deans Meetings
- Administrative Staff
- English Department
- History Department
- ESL Program
- Political Science Department
- ECD Advisory
- SS Coordinators Meetings
- Foundation Semester
- Accreditation
- Administrators Association (District)
- Women Tech Grant
- EOPS

**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 ORGANIZATION**

- ASLPC-
- Gay Strait Alliance
- Inter-Club Council
- International Student Advisor
- BSU
- Future Teacher’s Club
- Student Newspaper

**SPECIAL STUDENT PROGRAMS**

- College Foundation Semester
- Honor’s Transfer Project
- College Bound Scholars Program

**OTHER**

- Town Meetings
- Student handbook
- Hiring Committees
- Scholarship Committee
- Tenure Committee
- Program Review Task Force
Major activities/projects

Speaker’s Series

The Speaker’s series held 6 events in 2007-2008. A grant from the LPC College Foundation helped to fund the series.

October 2007

[Image of event poster]

November 2007

[Image of event poster]
March 2008

JOIN US AS WE CELEBRATE WOMEN'S HISTORY MONTH
WITH A PRESENTATION BY
Dr. Doris “Lucki” Allen
VIETNAM VETERAN
Friday, March 14, 2008 7:30 PM
MULTIDISCIPLINARY READING ROOM, 2401
FREE ADMISSION, LIGHT REFRESHMENTS

sponsored by CAMPUS CHANGE NETWORK AND LAS POSITAS COLLEGE SPRING EVENTS

April 2008

Join us to view
Stranger With A Camera
Followed by Q&A
with Filmmaker
ELIZABETH BARRET

The Campus Change Network explores
Media, Culture and Identity
Friday, April 11, 2008 7:30 PM
MULTIDISCIPLINARY LECTURE HALL, ROOM 2420
FREE ADMISSION, LIGHT REFRESHMENTS

Stranger with a Camera is the story of a singular incident, the murder of documentary filmmaker Hugh O’Connor as he attempted to document Central Appalachian poverty, yet it is emblematic of today’s unresolved questions concerning media images and the individuals lack of power to define themselves within the American landscape. The film focuses on the O’Connor murder as a pivot point to explore issues of representation, culture and media.

SPONSORED BY CAMPUS CHANGE NETWORK AND 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 October 23rd was designed around the article “Unpacking the Knapsack”. The Facilitator, Tom Chapman, was excellent. He created a safe atmosphere and helped along our dialogue. He helped us come to some key points. One of those was that each of us must step up to the plate. When we see something or hear something we need to correct it. Another thing we got out of the Brown Bag is the all you can do is your best. We cannot beat ourselves up for not changing the world. We have to meet people where they are yet pull them along. We need to work on our own individual capabilities to have the courage to say something, to have the wisdom and compassion to say it in a way that will be heard and effective.

The Spring Brown Bag was held April 16th and 17th. The day session was very well attended and we opened this up for students to attend. We showed the film: Mirrors of Change: Making Whiteness Visible. We created a template for the facilitators to use that included ground rules for the session as well as prompting question for participants to consider.

On November 2nd, before the Speaker’s Series event the committee got together for dinner and discussion. We met at the Marriot Courtyard from 4:30-6:30. The members who attended NCORE briefed the members about the different session they attended.
Facilities

The faculties sub-committee conducted an inventory of spaces for potential installations, demonstrations, displays. An e-mail, requesting ideas from the campus at large, was well received and garnered ideas and allies. The sub-committee noted that there is not a campus process for creating murals and public art. The facilities committee will start in Fall 2008. The sub-committee will ask the Facilities Committee to create the process. In March we devoted half of our meeting to the “Tour of Blank Spaces”. We brainstormed ideas for places artwork could go and potential content. This was a great activity to get us motivated and share the work of the sub-committee with the larger Network.

Other Accomplishments

Membership:
Growth in membership had been a continual focus. We make an effort to make personal contact with both the people we now are interested in the work and those that resistant. Many people would like to attend meeting but are busy or forget. A personal invitation and reminder can go a long way. The same is true with those who are resistant to this work. Often times, those who are resistant misunderstand our goals. Resistant can turn into support when we take the time to have a compassionate conversation with someone who might have had a negative experience with diversity training in the past.

Mission statement writing and endorsements
This year we drafted and adopted our Mission Statement. Since we are not a Shared Governance Committee we did not go through an official process. We presented the Mission Statement at the Town Meeting and e-mailed it to the entire Campus. We asked that those who supported it to endorse the statement. The list of endorsers can be seen on page __ of this Report. Campus response was overwhelmingly supportive.

Categorical Visit Commendation
In Spring 2008 The California Community Colleges Chancellor’s Office conducted the mandatory Matriculation Site Visit. All state funded matriculation services are required to complete a detailed self-study and a team of peers from other colleges conduct a site visit to verify the self study and make recommendations to the College. The Campus Change Network was singled out for Commendation for the work it has done.
CCN Award
Working with the Office of the President, the Campus Change Committee sponsored the first annual Diversity, Equity, Inclusion Award. The campus community is asked to nominate someone who embodies the CCN mission statement. This work can take many forms from high profile activities to everyday kindnesses. The nominee need not be part of the CCN. There were 9 nominations. The Award is presented at the Convocation in August.

Statewide Student Services Conference: Presentation on CCN
In Spring 2008 representatives from the Campus Change Network made a presentation to the Statewide Student Services Conference. The presentation included the history of the CCN, our structure and achievements.

Future Work

Summer Retreat
We will arrange a retreat this summer to evaluate the year and set priorities and subcommittees for the 2008-2009 year. This 1-day retreat will also aid in team building and leadership development.

Web-site
The construction of a web site is important to aid in communication.

Capacity Building
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
We hope to be able to start dialogue and even prompt changes to processes via official or unofficial channels.

Curriculum
We would like to be able to provide support to faculty who wish to infuse issues of diversity into their courses (either in course content or classroom management). We would work with the Curriculum Committee where appropriate.

Increase Capacity
The CCN will continue our work to increase our individual knowledge, group trust, membership, partnerships and college-wide engagement.