

Campus Change Network Annual Report 2007-2008



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 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

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 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 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, 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 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

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

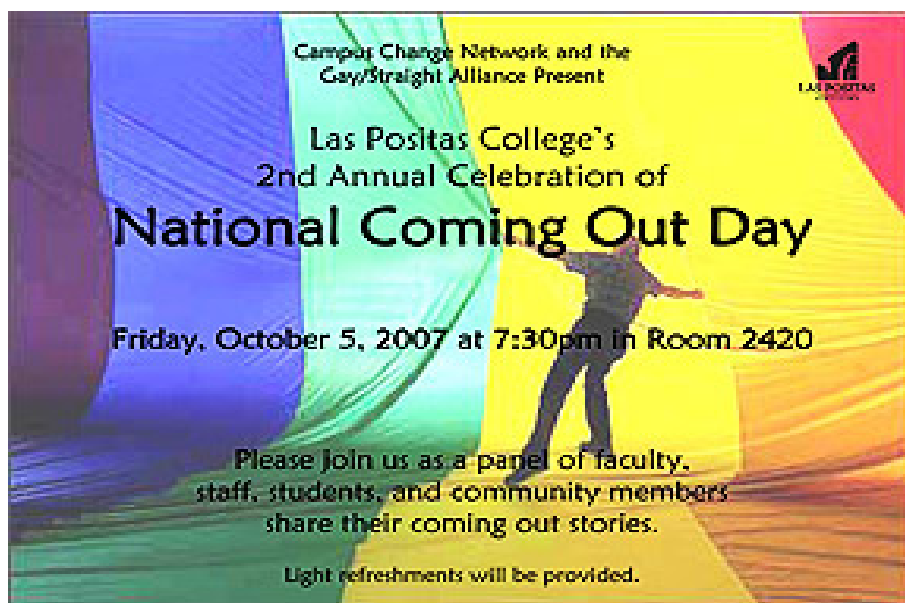
Program Review Task Force

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



Campus Change Network and the
Gay/Straight Alliance Present

Las Positas College's
2nd Annual Celebration of
National Coming Out Day

Friday, October 5, 2007 at 7:30pm in Room 2420

Please join us as a panel of faculty,
staff, students, and community members
share their coming out stories.

Light refreshments will be provided.

The poster features a silhouette of a person standing on a rainbow-colored path that leads towards a bright light. The background is a vibrant rainbow gradient. The Las Positas College logo is in the top right corner.

November 2007



California
Indian
Storytellers

Witness the cultural revitalization of a people.

Join us for an evening of story, song, and language.

Friday, November 2, 2007 at 7:30pm
Multidisciplinary Building Rm. 2420
(925) 424-1027

Presented by Las Positas College and the Campus Change Network

The poster features a close-up of a feather quill pen resting on a wooden surface. The text is in a mix of red and black fonts, with some parts in italics. The Las Positas College logo is in the bottom left corner.

December 2007



Cuban Culture Week

The Faces and Spaces of Music and Dance in Early Modern Havana

Presented By **Dr. Luz Mena**

*Friday, December 7, 2007 at 7:30pm
Multidisciplinary Building Rm. 2420
(925) 424-4027*

La Semana Cubana

Presented by Las Positas College and the Campus Change Network

February 2008



Diversity, Equity, and Inclusion - What Next?

LPC Campus Change Network celebrates its third anniversary with a panel presentation/discussion by students and staff.

We will welcome our new President
- **Dr. DeKionne Pollard.**

Friday, February 29
7:30 PM
Room 2401
(Reading/Study/Student Union)
2400 building

Free admission/Refreshments

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

Dr. Allen served in three tours of Vietnam. She was also an instructor of
Foreign of the Intelligence at the Army Intelligence Center and School,
Fort Monmouth, NJ. She worked in support of the Military Intelligence and
Defense Investigation Service and her retirement is 1980. Dr. Allen earned her
Ph.D. in psychology from the College of William and Mary.

Sponsored by CAMPUS CHANGE NETWORK AND LAS POSTAS 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
individual's 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 POSTAS 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 t the Marriot Courtyard from 4:30-6:30. The members who attended NCORE briefed the members about the different session they attended.

Facilities

The facilities 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 sub-committees 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.



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