

# SAN DIEGO MESA COLLEGE

## President's Cabinet

October 6, 2020 | 2:15 p.m. | Zoom

### 1) CALL TO ORDER: President Pam Luster

### 2) PRESIDENT'S REPORT

President Pam Luster opened the meeting and stated following the Senate reports and a second reading from the Environmental Sustainability Committee, the group would discuss the incident at the September 15, 2020 meeting. This discussion will begin with a statement from Dr. Luster and Laura Kass-Moreno from the National Conflict Resolution Center will work with the group on the impact of the September 15 event.

Pam Luster

Campus and District updates: Dr. Luster shared that we continue to watch for emergency assistance funds both locally and nationally and continue to watch our budgets carefully. President Luster thanked the Chairs and Deans for their work in creating the spring schedule.

### 3) STANDING REPORTS - GOVERNANCE

a) Associated Students: Associated Students (AS) President, Taylor Carpenter, reported the following:  
 1) Most of the AS Senators are assigned to committees; please contact Taylor at [asg.mesa@gmail.com](mailto:asg.mesa@gmail.com) if your committee does not have a student representative.  
 2) Taylor requested to please let her know if any committees would like to make a presentation to Associated Students about any projects or events.

Taylor Carpenter, President

b) Classified Senate: Classified Senate (CS) President, Charlie Lieu, reported the following:  
 1) Charlie thanked Dr. Danene Brown and Lisa Shapiro for attending their Classified Senate meeting last week and shared information about the midterm accreditation report and how Classified Professionals are included in this process.  
 2) CS launched their Professional Learning Incentive Program yesterday; this is a great time for Classified Professionals to engage in professional learning such as working from home efficiently or new ways to serve students through technology and equity. They are challenging Classified Professionals to participate in at least three learning activities this year and will be recognized on their Wall of Wisdom page. They will also be acknowledging the Classicon participants and hold an opportunity drawing at the end of the year.

Charlie Lieu, President

c) Academic Senate: Academic Senate President, Manuel Vélez, reported the following:  
 1) Manuel stated that he will now serve on the Chancellor's Steering Committee as the faculty representative.  
 2) AS met on Monday and passed two resolutions:
 

- Credit for Prior Learning was discussed and the Curriculum Committee made suggestions in terms of changing board policy which the

Manuel J. Vélez, President

members of Academic Senate discussed and voted unanimously to support the changes. This resolution will now go to the District.

- The second resolution was brought forward from Chicano Studies and Black Studies to urge an ethnic studies requirement for California Community College associate degrees. Manuel shared that the ASCCC is discussing the Ethnic Studies requirements and that legislation will be occurring in the coming year for Ethnic Studies requirement for Community Colleges. The Academic Senate passed this resolution at the Monday meeting supporting Ethnic Studies requirements at the Community College level and urging to work with ASCCC during the fall plenary to pass a resolution also supporting at the studies requirements for California Community Colleges. AS created an ad hoc work group consisting primarily of leadership from Black Studies and Chicano Studies to look at the AB 1460 requirements and report back to the Academic Senate in terms of how those AB 1460 requirements are going to be addressed and how to best create a transfer process for those classes.

3) The Area D meeting will be held on October 17, 2020 in preparation for the fall plenary. The Ethnic Studies requirement will be discussed among other topics.

4) Their next open Forum is October 9, 2020 to discuss distance education and academic integrity. They will be representatives from "Examity" speaking about their product and also have some of the professors who have been using "Proctorio" to talk about their experience.

#### 4) INSTITUTIONAL COMMITTEE REPORTS\*

a) Second Reading of Environmental Sustainability Committee proposed updates to policies and procedures. Dean Leavitt, co-Chair of the Environmental Sustainability Committee, brought forward the proposed changes to the committee's policies and procedures that were presented at the September 15, 2020 President's Cabinet meeting. President Luster stated the Senate groups have had the opportunity to review this document.

Action Item: A motion to accept the proposed changes to the Environmental Sustainability Committee's policies and procedures was made by Andy MacNeill; Second: Lorenze Legaspi. The motion was approved unanimously and this document will be forwarded to President Luster for her review and consideration for final approval.

D. Leavitt / L. Seiger

**5) SPECIAL REPORTS**

a) Discussion regarding impacts from the September 15, 2020 President’s Cabinet incident. Breakout sessions and group dialog.

P. Luster

1) President’s opening statement:

At our last Presidents Cabinet meeting we experienced a sudden and unwelcome disruption. Dr. Kim Perigo interrupted the meeting and uttered unacceptable language. At the time of the incident, I did not hear all of what was said, but I did hear the egregious and unacceptable word, one that is misogynist and violent towards women. To be clear, that language has no place in any room, let alone one that is the heart of the work being done at the Leading College of Equity and Excellence.

Dr. Perigo then muted herself. The report that was being made was continued, and then others were given. At the end of the reports, Dr Perigo made an apology for the interruption, describing her embarrassment. The meeting proceeded with other reports and our breakout sessions on our work in anti-blackness and racial equity. As the meeting progressed, I received a text message from another administrator saying that Taylor believed that the remarks were directed at her.

After the meeting, I waited for the zoom meeting to upload so that I could review the entire incident. After that, I contacted our Chancellor and asked for the district to begin an immediate investigation. I also asked that an independent outside investigator do the work to assure as much objectivity as possible. I also reached out to Taylor that evening and spoke with her the next day.

For those who are asking, why an investigation, there are several reasons for doing so. Interviews and evidence are gathered by an independent entity, and then a recommendation is made to the Chancellor and the Board for remediation and action. The actions are determined by several influencing regulations: Title V Ed Code, federal laws regarding EEO, the Board of Trustees policies, and the collective bargaining agreement. Due process in this situation is key to assure that all parties are heard and that actions are guided by legal tenets.

The next day I communicated the actions of the investigation to the President’s Cabinet, and offered support for those who were impacted by the incident. Then last week I communicated to the entire college the actions being taken by the district.

While all of that describes the logistics of what happened, it doesn’t come close to capturing the impact of this incident for all of us as individuals, and for the college collectively. It also doesn’t begin to measure the impact on Taylor, who was attending the meeting to represent the students of Mesa College and experienced all of this as a personal attack on her. If the college’s response has been slow to identify that, I am sorry, that was never the intent. Personal messages aside, I could have been clearer about where I stand on that matter. Hindsight is indeed 20/20, and if I had to do it all over again, I would have asked Dr. Perigo to leave the meeting. The one

word I did hear should have driven me to take that action. I did not, and for that I am sorry.

It is clear that we have experienced an earthquake, unexpected and violent. There have been many aftershocks, and we have discovered fault lines in our foundation. I am hopeful that we can begin today to talk to each other about the impact on us, and then to discover together how we learn from this earthquake so that we can collectively create a safe and inclusive space for all of us. To that end, I am now turning our meeting over the Laura Kass Moreno from the National Conflict Resolution Center.

2) Breakout sessions and group dialog on the September 15, 2020 incident.

President Luster introduced Laura Kass-Moreno from the National Conflict Resolution Center (NCRC). Laura stated that attendees would be sent to breakout rooms with a Mesa College facilitator in each room to discuss the following questions: *How has the situation impacted you personally? What reflections have you made since the incident?*

Laura Kass-Moreno stated for all to focus on their own feelings and a chance for all speak and be heard and supported.

Upon returning from the first breakout room session, Laura Kass-Moreno asked the group: *What is one thing you know about Mesa College that gives you hope that we can move forward successfully and ensuring safety and inclusiveness for all?*

Laura Kass-Moreno stated in looking forward to create an action plan, for the attendees to return to the breakout rooms and create some distinct and concrete thoughts on how to move forward using the following discussion questions:

- 1) *What do we need, and how do we move forward to ensure that this cabinet and other spaces on the campus are safe and inclusive for everyone?*
- 2) *How we expect the leading College of equity and excellence to respond to issues like this in the future?*
- 3) *How do we turn our emotions into actions that will allow us to collectively create a positive and trusting environment?*

President Pam Luster thanked Laura Kass-Moreno and stated if any attendees have thoughts to share to please contact her or someone from their constituent group so that all voices are heard and we move forward together.

Lara Kass-Moreno  
National Conflict Resolution Center

## 6) OPERATIONS

No reports at this meeting.

**7) ACTION ITEMS:** A reminder there are two second readings for review at the October 20, 2020 President's Cabinet meeting:

1) **Facilities/Safety Committee:** This proposal can be found on the President's webpage at:  
[http://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/Safety\\_FacilitiesCommitteeMergeProposal\\_9-1-20.pdf](http://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/Safety_FacilitiesCommitteeMergeProposal_9-1-20.pdf)

2) **Program Review Membership:** This proposal may be found on the President's webpage at:  
[http://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/Program\\_Review\\_%20Membership\\_Change\\_Proposal\\_Pcab\\_9-15-20.pdf](http://www.sdmesa.edu/about-mesa/office-of-the-president/presentation-documents/Program_Review_%20Membership_Change_Proposal_Pcab_9-15-20.pdf)

Calendar:

November 12, 2020: 4:00 p.m., Mesa College BOT Campus Meeting (Virtual)

**Fall 2020 Pcab Meetings: 9/1, 9/15, 10/6, 10/20, 11/3, 11/17, 12/1**

**\*INSTITUTIONAL COMMITTEE REPORTS:**

Sept. 15, 2020: Environmental Sustainability Committee (Leslie Seiger / Dean Leavitt)

Oct. 6, 2020: Second Reading: ESC Approvals

Oct. 20, 2020: BARC (L. Legaspi), Second Readings: Program Review and Facility/Safety Committee Proposals

Nov. 3, 2020: Honors (Rosiangela Escamilla, Ranmali Rodrigo), Tutoring (Mark Manasse)

Nov. 17, 2020: Professional Learning/Equity/HSI Presentation (L. Maxey, L. Lopez, J. Johnson, PIEC (B. Herrin)

Dec. 1, 2020: Mesa Pathways and Mesa 2030 end of semester presentations