



CONSULTATIVE COUNCIL MEETING  
MINUTES



**Facilitators:** Keith Curry/ Minodora Moldoveanu  
**Date:** October 12, 2020

**Recorder:** Paula VanBrown  
**Location:** Zoom

**Vision**

Compton College will be the leading institution of student learning and success in higher education.

**Mission Statement**

Compton College is a welcoming and inclusive community where diverse students are supported to pursue and attain student success. Compton College provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment.

**Attendees:**

Christine Aldrich	Amankwa McKinzie	Lauren Sosenko
Sheri Berger	Minador Moldoveanu	Holly Schumacher-Zakoren
Keith Curry	Andree Pacheco	Queen Juarez-Ward
Stephen Kibui	Heather Parnock	
Tina Kuperman	Jasmine Phillips	

**MINUTES**

**1. Review minutes from October 5, 2020**

The Consultative Council reviewed the minutes from October 5, 2020. Approved, as presented.

**2. President/CEO Items**

- A. COVID-19 UPDATE: Keith Curry stated there are no updates; we are just trying to keep people safe on campus.
- B. Update on Draft Eventual Return to Campus Plan Status Report: Dr. Curry stated there are no updates.
- C. Update on Compton College Spring 2021 Classes: Sheri Berger reported they are still working on the spring 2021 schedule. The searcheable schedule for winter should be ready tomorrow. For the spring they are on schedule to have the schedule ready at the end of the month for the timeline. Sheri Berger stated that they are still trying to make sure to communicate to the students appropriately about classes in the essential workforce training area that will be held on campus, so they know in advance that they will be expected to be in person.

Dr. Curry stated that at some point a letter has to be sent to the County about the essential programs and about cosmetology. Sheri Berger said okay. For cosmetology, she is going to make a statement, similar to what was done for athletics, that if we're allowed, it will be held on campus and you will be notified. But we will plan for it to start remotely, because it's beyond our control whether or not cosmetology will be able to be on campus. Dr. Curry asked if they had conversations with the faculty about cosmetology. Sheri Berger responded that Dr. Paul Flor has been working with the faculty, she has talked with Sean Moore a little about it, and they are also having a meeting

sometime this week with Paramount Adult School because they don't know what their situation is going to be like. Sheri Berger reported that the timeline indicates the spring schedule should be posted online and the searchable schedule will be live on November 6<sup>th</sup>. Dr. Berger reported that the coordinators have been very good, because with all of the changes they have to keep recoding all of the sections because the state also made changes to how we have to report the remote classes compared to how it's currently being done. So the Instructional Coordinators have been very responsive in making all the different changes that are necessary so they can accurately report the instruction.

- D. Compton College Athletics: Andree Pacheco, Director of Student Development & Athletics reported that for Compton College they are constantly editing and updating the resocialization plan for programming strongly in line with the guidance of higher education guidelines. It puts more boundaries in regards to the percentage of students and if they test positive within a ten-day period, and whether that tells us to discontinue practices or competitions and other events. During the last two weeks of September, we have had our student athletes tested at St. John's Health Center on campus. That has been going smoothly and the students are getting more acquainted with how this process works as far as following-up with Human Resources. Students have already been scheduled for testing the last two weeks of October. Student athletes are just about done going over their student athlete eligibility sessions, to which have been added a COVID-19 academic portion. All student athletes are shown the current policies in regards to COVID-19. If we were to return, at least we know what student athletes have gone through that training and they know what all the procedures are and the outlook of what we're trying to do as, as well as our coaching staff, prior to being allowed on campus.

Andree Pacheco said he knows this is a hot topic as far as what is going to happen with athletics; it's just a waiting game. He also stated that one of the biggest things is that we are one of the first colleges to do regular testing for students to possibly move forward. Other colleges are still in limbo as to what they are going to do, and even just trying to figure out expenses and how that would look like from a budgetary prospective. There are a lot of internal calls; not just testing. Andree Pacheco said he feels good about the steps our institution is taking and how that works with L.A. County.

Dr. Curry said he is probably going to take this to the Board of Trustees for the October Board meeting and have a discussion about athletics and where we are at. He asked Andree Pacheco to go to the next Health, Safety and Parking Committee, and also the Planning and Budget Committee meetings, and he also wants to update the Board of Trustees as we move through this process.

Lauren Sosenko asked if the estimated cost for athletics is still \$200,000. Andree Pacheco said it may have been reduced a little, maybe a couple of thousand, but it's still close to that amount. As we delay further and wait for the decision, it may go down a little. Andree Pacheco said he can provide a bi-weekly update. Dr. Curry stated that is why he wants the Planning and Budget Committee to see this also, because it will take a budget transfer, if we move forward to make this happen. Dr. Curry asked if anyone feels this should be a priority.

Heather Parnock asked how many colleges are planning on doing this and if there are enough teams to play against to make a season. Dr. Curry responded that no one is coming out in that regard. Most are trying to figure out the testing costs and also the budgetary costs. We already know our budget costs and we know what we will do for testing; so we're already ahead of most colleges.

The question will be, will schools opt-out in October or November due to their budgets? So some schools in the Los Angeles Community College District have already started cutting sports if they were to come back for spring.

Dr. Curry said his issue with cutting sports is a Title IX issue. Let's say, if you were to cut some sports here at Compton, and you keep football, then you have a Title IX issue in regards to women's sports. Dr. Curry commented that from his perspective, he doesn't know if cutting sports is a good idea.

Sheri Berger asked if the CCCAA is going to make the decision just statewide, or is it going to be by region? Dr. Curry replied that it will probably be made by individual colleges. The CCCAA is going to basically advise the schedule time, when the sports can be offered, but thinks the local college will make the decision in regards to who is actually going to participate, because there's a cost associated with it.

Lauren Sosenko asked if we could run sports without the competition. Dr. Curry said he doesn't see that that can be done. Andree Pacheco asked if she means like out of season, just practicing? Lauren Sosenko responded yes. Andree Pacheco said that would make things a lot less complicated. Andree Pacheco stated that we have our safety and our destiny in our own hands a little more, instead of going to other campuses, and vice versa. His biggest concern is, he knows what we're doing and likes the progress we're making in regards to testing, but who is to say whether other counties or other colleges are doing the same. If others provide notification in advance or following up after the fact, if someone from the competition, within 13 days, if someone has tested positive. Competition makes this all a lot more difficult. Andree Pacheco said he doesn't know how the set-up at other sites look. Traveling, for instance, the football team that needed two busses, now needs three and that would make the cost go up. You can have practices. Dr. Curry stated, hypothetically, if Compton were to opt out, but El Camino College and Cerritos College do not, then students are going to transfer and go to El Camino. Lauren Sosenko commented that she thinks other colleges are going to opt out.

Sheri Berger said she is very concerned about athletics. She has been watching the NFL on Sundays and all the different teams - that they're testing positive, rescheduling and postponing games. Basketball worked really well, but all of those players were in a bubble. Baseball works better than football even though they weren't in a bubble. But there is a lot less contact in baseball. Sheri Berger said she is just concerned in general and wished there was more information about vaccines and things like to help in the decision making.

Dr. Minodora Moldoveanu said she agrees with Dr. Berger's opinion regarding the safety of our students and she also thinks we need to watch what the competition is doing - other community colleges in the area, just because we might have students migrating over there. She stated that she doesn't know, at this point, what would be the best way to handle the situation. Dr. Curry stated that right now it is important that the Health, Safety & Parking Committee and the Planning & Budget Committee review this. He also wants to discuss this with the Board of Trustees at the next Board meeting. Dr. Curry stated that a decision does not have to be made today, but the more he thinks about it, the tougher it becomes.

Andree Pacheco commented that on the state-wide perspective every county has different regulations and are on a different tier, so that just complicates more things to where, let's say,

someone that's in a lower risk county, often goes to L.A. County, which is a higher risk county. Now you're almost putting them in harm's way when you accept the competition. Now you're going to a higher risk county, how does that look from a morale standpoint, that's another obstacle, every county has different regulations.

### **3. Compton College Response to the California Community Colleges Call to Action –**

Tina Kuperman reviewed the document “Compton Community College District Compton College Response to California Community Colleges Chancellor’s ‘Call to Action’ dated October 12, 2020” (which is included with today’s agenda packet). The content of Compton Community College District Compton College response to the California Community Colleges Chancellor’s Call to Action is our response to the Chancellor’s Call to Action against systemic racism.

The Chancellor’s Office had six main points:

- 1) Review of campus and community-wide law enforcement and expand first responder training and curriculum;
- 2) Initiate honest and open dialogue among faculty, staff, and administration that addresses issues surrounding campus climate;
- 3) Assess classroom climate and create an action plan with a focus on building a campus-wide anti-racism curriculum and a more inclusive classroom space.
- 4) Review and update our equity plans with immediate speed.
- 5) Shorten the timeline for the full implementation of our Diversity, Equity, and Inclusion Integration Plan.
- 6) Join and engage in the Vision Resource Center, “Community Colleges for Change.”

Tina Kuperman reported they started with that introduction, and then brought in our own background and story. They talked about the community we operate in, and numbers from the Factbook regarding the low representation of African American male students, as well as student success rates. Dr. Curry asked Lauren Sosenko if the numbers of Black males for these categories could be included; maybe in a box or a chart. Then put the different categories. Then put African American students, narrow population, and African American males. Lauren Sosenko said she will work on it. Tina Kuperman continued that right now the paragraph talks about both, and having data on the African American male students would definitely make it better. She said already included what has been done in the past, such as Men of Color. Lauren Sosenko interjected that it is important to bring our focus to African American males, but we also need to look at the whole African American population in our college. Dr. Curry commented that we made statements a couple of times, saying especially for males, and our data does not show males. Tina Kuperman responded that this isn’t so much that we’re only going to show the males, but we’re going to show both.

Tina Kuperman further commented on the document; that additionally, the background talked about the reasons for joining the ATD (Achieving the Dream) network, and that we need to be bold and innovative in addressing the the issues for Black male students and all of our underrepresented students.

Tina Kuperman talked about the First Action: Law Enforcement and First Responder. The idea is to provide training and professional development opportunities on issues such as implicit bias, de-escalation training, community-oriented and demilitarized approaches. They are looking at reviewing the current Administration of Justice Program to determine how they can increase equity in community policing. They are also borrowing from the work on Black Lives Matter to form a task force called

Compton College Task Force for an Equitable Approach to Community Safety and Health. This task force will include constituents from current peace officers, to faculty, classified, administrators and to the broader Compton community. The goal is to remove and amend any policies or practices and provide recommendations, or other instruction or direction that correlate with the equitable application of justice or which is contrary to our operative to create an equity-minded and safe environment.

Action #2 - Dialogue to Address Campus Climate is a dialog to address the campus climate. We are in a partnership with the USC Race and Equity Center and as part of that partnership, we are also part of their California Community Colleges Equity Leadership Alliance.

Action #3 – Inclusive Classrooms and Anti-Racism Curriculum. Tina Kuperman reported the Academic Senate has authored a resolution to declare the equity and Black Lives Matter, and there are three solid points here. We are going to be adding a Cultural Diversity and Equity requirement for all students applying to graduate with a degree from here, and that's in compliance with following Administrative Regulation 4025. The requirement will allow students to analyze a wide range of past and contemporary issues among historically racialized populations, while holistically developing an understanding of race, ethnicity, class, gender, sexuality, power and American society.

Action #4 – Board Reviews and Updates Equity Plans with Urgency-Tina Kuperman reports this item is recognizing the importance of welcoming and honoring all forces on campus. A team will be assembled, through the Student Success Committee to review, plan, provide insights, and make updates. In addition the Director of Student Activities title has been changed to the Director of Basic Needs and Student Success, because we recognize that equity is a part of everybody's job. The plan is to update the Equities section of our website to reflect the news elicited by structural racism encoded.

Action #5 – Shorten Time Frame for Full Implementation of Diversity, Equity, and Inclusion (DEI) Integration Plan. Tina Kuperman reports the Chancellor's Office Diversity Task Force created this plan and has 68 recommendations; different levels of recommendations for Tier one and Tier two, and the Chancellor is saying we really should be shortening that time. In June the Board adopted the Resolution Affirming the District's Commitment to Faculty and Staff Diversity and it also includes an action plan. We have also partnered with the IEPI (Institutional Effectiveness Partnership Initiative) from the Chancellor's Office, so we will be having a Mini Partnership Resource Team come and provide expertise on how to improve our professional development, specifically around Equity, Diversity, and Inclusion issues.

Action #6 – Vision Resource Center “Community Colleges for Change”. Tina Kuperman reported the goal of the Vision Resource Center has a lot of good content, dialogue and modules and that we need to invest time to learn as an educational community. The Professional Development Manager is heading the initiative to get our staff involved and invested with the Vision Resource Center. The plan is for her to send monthly updates to all employees with new information about the Vision Resource Center, provide sign-up assistance, and forward pertinent resources to our campus community. The goal is to have 100% of our employees and the Compton Community College District Board of Trustees participating in the Vision Resource Center by March 1, 2021.

Tina Kuperman stated that we know this is just the beginning of our work, especially given how long structural racism has been embedded in our history. We recognize that a journey of a thousand miles begins with a single step, so we are proud of our efforts as we march towards building a better future for our communities.

Dr. Curry thanked Tina Kuperman and Dr. Kendahl Radcliff for their amazing work on this project. Tina Kuperman said if anyone has comments or suggestions, please send them to Tina Kuperman or Dr. Radcliff.

#### **4. Board Policies and Administrative Regulations Review**

Dr. Curry reviewed some of the board policies brought forward this week. The schedule is included in today's agenda.

Board Policy 3560 - Alcoholic Beverages; not allowed or served on campus; The Board Policy stays the same; changed the Administrative Regulation.

Board Policy 3600 - Auxilliary Organizations – Made minor changes; the only change kept was regarding the Foundation for the Compton Community College District and the Associated Student Body.

Dr. Curry stated it is important to document which policies have been approved by the Board.

Board Policy 3900 – Speech: Time, Place and Manner – Update on title and a change from CCLC in regards to hate violence.

Board Policy 4300 – Field Trips and Excursions – Updates; minor changes; the District does not endorse, support or assume liability in any way for employees or students of this District who do not follow established procedures for field trips and student travel.

Board Policy 7400 – Employee Travel – mostly a title change

Administrative Regulation 4300 – Field Trips and Excursions – There are a few minor changes; title change.

Administrative Regulation 36040 – Auxilliary Organization Protocols – Changes and updates were added; consistent with CCLC template. Dr. Curry reported the one change he made that was different than what was brought forward, was that he kept the statement about the Auxilliary Services for the cafeteria, vending, and bookstore in regards to the ASB and how much they receive. Because it is important to keep this documented in the policy about what we are doing for the funds and how much the ASB receives. It is important that we keep that in the policy for documentation purposes.

Administrative Regulation 35640 – Alcoholic Beverages – this is just a clean-up about alcoholic beverages not being allowed on campus.

Administrative Regulation 5500 – Standards of Student Conduct; this was developed by Student Services and added to the packet.

Administrative Regulation 3900 – Speech: Time, Place and Manner; all goes back to the CCLC template. Need to add Administrative Procedure.

Administration Regulation 7400 – Field Trips and Excursions – title change only

Dr. Curry reported some of these will go to the Academic Senate as an information item this week, and will go to the Board of Trustees for first reading next week.

#### **5. Campus Committees Update (Included in agenda packet)**

A. 2020-2021 Institutional Standings Committees – Dr. Curry said he needs to update the Administrative Regulation for the Campus Committees. Dr. Curry said he added Tartar Support Network (#3), and added information about the Pandemic Outbreak Emergency Plan. He will update.

#### **6. Thinking Out of the Box**

No discussion

**7. Other Items**

None presented

**8. Future Agenda Items**

- A. Board Agenda Review
- B. 2020-2021 Compton College District Budget to Actuals Update
- C. Compton College Athletics

**The next Consultative Council meeting is scheduled for Monday, October 19, 2020  
at 2:00 p.m. via ZOOM**