

## Faculty Senate Notes 11/10/20

**Senators Present:** Tim Kjenrud; Derek Lan; Heather Duncan; Carol Martin; Benjamin Rogers; Chelsea Campbell; Chris Javan; Ellie Camann; Janet Tarese; Jeffrey Kaplan; John Padgett; Leah Rogin-Roper; Sally Stablein; Erika Iverson

**Visitors:** Sandra Sajbel; Amanda Mathew

### ETC Committee Vote:

Volunteers:

Brandon English (chair)

Carlos Medina (Science)

Chun-Hess, Soomin (Social Sciences)

Amy Buckingham (Social Sciences)

Ashley Etchart (Communications)

Jensen, Andrew (Math)

Lou Hren (EMS)

(committee is unanimously confirmed as-is; there may be additional members added)

**Action Item:** 1-2 more members requested, particularly from CTE; email Brandon English / Foundation if interested

Other Questions / Concerns: Follow-up questions about the Leadership Model / Robert is following up with Linda this week (tomorrow) / he will also request that the Leadership Model be posted somewhere that faculty can access.

### Campus Police Discussion :

- Amanda Mathew visits to fill faculty in on Amanda's role in asking Administration to address positive changes to create an environment where students and faculty would feel safe with the presence of police
  - Conversations with PD have begun, but lacks prioritization and support from institution
  - Amanda suggests that faculty taking a stance on these issues could be powerful because it would highlight that these conversations are important and should continue, and are concerns of the wider community
  - Amanda is currently working with an unofficial steering team for advice on effective proposals for our community regarding changes that may support minoritized community wellbeing. Amanda is interested in feedback from any interested community members.
  - Amanda has Michele's verbal agreement that VPI description can be rewritten under guidance of E&I Council.
  - Thought about things like de-militarizing police's appearance: A change of clothes without a communicated change of culture is ineffectual
  - Amanda would be interested in coming back to offer some specific ideas to look at recommendations for faculty action. They will email more information and recommendations / add it to our MS workgroup.

- Discussion around police at townhall was not effective, with screened questions not being an ideal format for open discussion and no indication that suggestions were taken.
- Agreement that leadership and police department seem very unaware of the seriousness of the issue. Chief Duggan believes that everyone feels safe with the police department and was shocked to find that this is not the case. When people give feedback to Administration and Executive Team, it is often not adequately addressed / concerns downplayed. Hope is that ongoing and more effective conversation can be fostered.
- A faculty member who identifies as a dark-skinned minority talks about his decision to leave RRCC after the Spring Semester because of dangerous climate created by current executive team and police force. He states clearly that anything short of replacing the executive team and removing the police department is unacceptable. He discusses his own experiences as well as experiences of minority students who feel unsafe, unheard, and unassured that any incremental change will happen at RRCC. He reflects on the campus police as an institution that upholds white supremacy with the tacit approval of the executive team.
  - The faculty member also asked for the following to be added to the notes: "I would add in though that I know (believe) that if the police were a black supremacists or mexican supremacist or native american supremacist group killing people, everyone in the school would unanimously get rid of them immediately... if the police are as important as everyone believes then surely they can teach all of my classes. Plenty of minority faculty are only staying because they don't have job security but once they find another opportunity they will leave in mass, after which the executive team, police and deans can stop pretending to care about us because we will all be gone."
- What are we trying to accomplish? What are the goals of Faculty Senate? What is our role?
  - How do we make RRCC feel like a safe place for employees of color / students of color?
  - How can we eliminate the "polite racism" that currently permeates RRCC's culture?
  - Resistance to having big conversations should be examined.
- We were not able to complete our meeting goal of formally determining if Senate will choose to take a role/stance on the expectations of the campus police department or finalize these objectives. We hope to complete this after our next meeting.

**Action Item: Discuss with your Senator what actions faculty can take to support change.**

Next meeting: Continue conversation on campus police and vote on goals and objectives to move forward.