

College Advisory Council Meeting Minutes
Minutes for June 20, 2017
3:30 - 5:00 p.m.
Room 641 (Main Building)

Present:

GSE Reps -Robin Hummel, Amy Kline,
CP Reps - Pam Wheeler-Civita, David Mortimer
IPR Reps - Sylvia Fan (Hsiao-Yi Fan),
DERO Rep – Charles Babian
BSEC Rep - Katherine Baldwin
Ex-Officio Reps: Akilah Rosado
Rep From SJEC: Sarah Willis

Absent:

Michele Ryan (SAT), Ali McKersie (SAT), Kelly Lorenz, Angela Persaud, Alexander Iwachiw

Call to order at 3:31 PM

Recap and Administrative Stuff (15 minutes)

- a. Approval of May Minutes
- b. CAC Meeting Schedule 2017-2018: Mark Your Calendars (Kelly will send invites.)

Subcommittee Reports (30 minutes)

CAC would like subcommittees to present formally to CAC 3x per year.

- **Exhibit Committee:**
 - Group met and elected co-chairs: Kate Marcus and Pamela Guarrera
- **Social Political Advisory Committee:**
 - Primary issue addressed by committee: Being a Sanctuary Campus.
 - Fundamentally, this makes the most sense for residential campus schools.
 - Committee decided it was not appropriate for BSC to adopt the sanctuary campus title now.
 - Actionable steps:
 - What data do we collect about students and families? What is the role that we play in collecting data?
 - We will delete/protect certain data about immigration status.
Point person has been identified who is on this SJAC for this action.
 - June/July: communication will be sent to community from SJAC.
 - We do not want to bring more attention to anyone undocumented at BSC.
 - What are other things that we can do that are aligned to the notion of “sanctuary”?

- How could we include resources for different community members on the website?
 - Questions raised at Board of Trustees: Do the security officers know what to do if confronted with a police officer/ICE agent?
 - Will the group take on another issues after this? Dave will find out.
- **SJEC with Akilah and Sarah (see PPT for more info):**
 - Diversity came up from strategic plan as issue to be addressed throughout college
 - Goals: promote access to BSC to a more diverse population; promote institutional impact; improve and reflect upon a culture of diversity.
 - Akilah is working with Wendi Williams and Coy Dailey to see where this work intersects.
 - Created cohort of 12 people to go through Undoing Racism training. SFC already does this. Why don't all employees go through this training?
 - Training focused on personal and institutional development
 - Created affinity groups within this group to expand next year. Looking into creating several white affinity groups for next year.
 - How does SJEC committee fit in? How do we raise awareness? Understand ourselves? Move the institution forward?
 - Looking for more members
 - Could there be an off-shoot, like a book group?
 - Looking to create more access for members of the BSC community.
 - Sarah is co-chair for the group.
 - The 12-person cohort has:
 - debriefed the documentary 13th
 - engaged in a reading from bell hooks.
 - College has approved affinity groups across the college
 - Group would like to engage with other departments around the college
 - Looking forward: How can we create access to Undoing Racism training to other members of the College?
 - Meeting with POCOC (Parents of Children of Color) in the SFC

Dave asks: How are you reaching out to SFC teachers who have been here a long time, that have the long-term lens? Might have something to offer.

Dave asks: Have you contacted Zenny Muslin (former SFC diversity coordinator)?

Akilah: We are looking to see if this training can be something that the entire staff participates in. Looking for the money to fund this.

Could the CAC advocate for this? Robin says, yes. There has also been follow-through every month to keep the 12-person cohort connected. Akilah is leading and supporting this. How else do we create opportunities for more consistent touch points?

Big Ideas from Cabinet Conversation for 2017-18 (45 minutes)

Robin feels that, as a council, we are considered a “real” group that is taking root. Moving away from the reputation of the previous Staff Council.

Discussion with Cabinet helped solidify the issues that are under our purview. Here are some of those issues:

1. Undoing Racism training
2. Shared space—more than just booking a room and following norms
3. Online learning and Bank Street's presence online
 - a. Online Research Group (ORG): already exists in the Grad School
 - b. Is there a need for cross-divisional technology group like this?
4. Budget issues
5. Pace of change
6. Bringing "unspoken" issues to the forefront (from Shael's suggestion that when there are things that are left unspoken, it is essential to bring them out into the open for the health of the community)
7. Might we want to consider another subcommittee: College-wide events planning committee?

Some discussion at last meeting about the timing of All-College meetings to allow for Liberty Leads and Head Start to attend next year

How are we hearing from our constituents? Is the online tool working to get at the correct issues? What are the right issues to address starting next year?

Sylvie: There are some issues at Head Start in IPR (union and pension issues, for example) that the group doesn't know where to bring up the issues.

Katherine agrees that there are some issues in the Ed Center that employees talk about and they're not sure who to bring it up to. Are these CAC issues?

Sylvie: For example, the Head Start teachers get all the emails about everyone's yearly % raise, but they don't get the raise. And it feels bad to see that email.

Pam: We need to hear about each other's roles. I didn't know this was an issue at Head Start. How can this council support more cross-pollination among divisions?

Sylvie: Also, we would like to observe in the SFC. But we don't know who to reach out to?

Katherine: There should be systems in place that don't force Head Start teachers to ask for this. Why isn't it systematic?

Dave: This is true for the Graduate School and the SFC. We're all in the same building and there's not a lot of collaboration. Internal attitude of collaboration—you should feel freedom to reach out and collaborate. But it doesn't happen as much right now, and maybe admin needs to play more of a role to facilitate this. Could it be more institutionalized so it's not just bottom-up only? How do we match people across divisions?

Pam: Could this council create some sort of PD calendar or something where staff from different branches can visit each other?

Charles: We also talk a lot about resources, but what we don't have is time. That's a resource as much as money. How do we protect time? Is that one of those "unspoken issues" that Shael brought up at the last meeting? How can we bring to Cabinet that we want to advocate for protected time for staff to collaborate?

Pam: A once-per-year retreat is not enough. How can collaboration be built into our job descriptions? What are opportunities for us to walk in each other's shoes?

Robin: We have to be the council that advocates for this.

Dave: In September we need to talk about SFC contract negotiations; for example, health insurance, which is not part of the contract but it goes up every year. What can we address here? What is the process for negotiating the health insurance in HR? Could we find this out, even if we can't deal with union issues?

Dave: Also, institutional identity. Humanities teachers were once called “core teachers.” This is no longer true. I have also heard now that we are a social justice institution. Is this our identity? Can the CAC take this on? Could we get Shael and Cabinet to buy in to our priorities? Then we can get the ball moving. Could all of this be under the umbrella of institutional identity?

Robin: Could we sponsor an event around institutional identity at the College? How else could we create events that are co-designed and presented by cross-divisional groups?

Pam: Also could groups that visit each other’s programs share what they have learned?

Amy: Could this connect also to what we present at the All-College meetings?

Dave: New schedule for next year in SFC. Nothing scheduled from 9-9:30am. This is an opportunity for time for SFC to participate in more college-wide events.

Group agrees that this has been an inspiring and productive meeting.

Adjourn 4:54 PM