



District Planning Committee October 30, 2020 Minutes Zoom Meeting

Attendance: (19 members present)

Akl, Carole	Mission	Kudo, Mily	ESC
Badalyan, Anna	City	Master, Sarah	Mission
Cornner, Ryan	District	Nish, Melinda	District
Echeverri, Angela	DAS	Pai, Ed	Harbor
Fowles, Michelle	Valley	Pearl, Maury	District
Gallegos, Alfred	Southwest	Rivera, Jose	SAC Rep
Gallegos, Patricio	Pierce	Ventura, Bryan	East
Gonzalez, Roberto	West	Wardinski, Steve	East
Gribbons, Barry	Presidential Rep	Williams, Amari	Pierce
Hovosapian, Aris	District (Guest)		

The minutes of the January 2020 meetings were not available.

Meeting Calendar

The 2020-21 committee meeting dates were approved and will be posted on the DPC website.

Paid Parental Leave Policy

Aris introduced the topic implementing a paid parental leave policy for the LACCD. He noted that this issue was brought up at the Chat with the Chancellor session in February 2020, where it was suggested that the topic be taken up by DPC. Aris noted that the U.S. has one of the worst records of any industrial country in policies for parental leave. That, generally, employees have to rely on FMLA or CFRA, which are the minimum requirements by law for employers to offer employees. He proposed that the LACCD adopt a more rigorous paid parental leave policy that does not require employees to exhaust their vacation or illness, and does not subject them to unpaid time off time after employees have exhausted their leave. He maintained that this policy could also help LACCD diversify the age of its workforce and serve as a good recruiting tool for younger job applicants. Ryan noted that since this policy involved working conditions, it was not under the purview of DPC and would need to be collectively bargained. Discussion ensued concerning the most appropriate venue and process for consideration of this policy and Melinda recommended (and the committee approved) that the proposal be first directed to District HR for analysis and to JLMBC for consideration.

Results of Student Transition and Faculty-Staff Surveys

Mily presented summaries of the results of the Spring 2020 Student Transition Survey and the Faculty Staff Survey. The student survey results were presented to the IESS Committee in May 2020 and the Faculty Staff survey results were utilized to provide information about faculty/staff adjustments to a remote work environment. The results of both surveys were summarized in one-page infographics (attached to the agenda in BoardDocs) that were viewed during the meeting. Mily also noted that the District would be participating in National Assessment of Collegiate Campus Climate (NACCC), a survey administered through the USC Race and Equity Center, from November 10th to December 11th, 2020. Ed argued that the survey, which had previously been reviewed by the District Research Committee (DRC), lacked validity primarily because

it was designed for students at 4-year institutions and that administration of the survey should be deferred until it had been revised to better suit a community college student population. Ryan responded that assessment of racial climate was long overdue, that the survey was nationally recognized and validated, and that it should continue as planned. Steve added that, despite survey imperfections, it was better to have some information provided by the survey rather than none and that the survey administration should proceed. Maury and Mily had previously presented DRC feedback and suggestions for elimination and/or modifications of the survey to the USC research team and will continue to work with them, and in coordination with DRC, to improve the survey instrument.

2020-21 DSP Priorities: COVID-19 and Chancellor’s Framework for Racial Equity and Social Justice

The committee considered identification of DSP priorities in light of COVID-19 and the Chancellor’s Framework for Racial Equity and Social Justice. Maury reviewed the previous set of 2020-21 DSP priorities developed in January 2020 and noted that nearly all were relevant for both COVID-19 and racial equity considerations, although wording of some objectives and additional metrics may be required. The committee discussed prioritization, touching on the topics of student engagement difficulties (Jose), provision of student services in a remote environment (Barry), and hard to convert courses and the changes in student experiences due to COVID and AB705 (Angela). Overall, the direction of the committee was to conduct a more comprehensive DSP review. In response, Ryan proposed that a working group of DPC be formed to completely review the DSP and determine whether and in what ways COVID and racial equity were being addressed and, if needed, to develop recommendations for language changes and/or new objectives. . Barry, Michelle, Amari, Robert, Angela, Mily, Ryan, and Maury will be on the work group, which will meet prior to the next DPC and provide a report and/or recommendations for consideration at the next DPC meeting. Ryan also noted that since some DPC targets had been met that the DPC reset these. He recommended that DRC be charged to review and develop updated targets. Maury will work with Michelle to establish a DRC work group for this purpose.

Future Meetings:

The next planned meeting will be Friday, December 4, 2020, 12:30 p.m. to 2:30 p.m., Zoom Platform