

Proposal for Representation at District Safety Committee (DSC)

February 17, 2022 (Revised March 1, with input from CSEA)

Faculty recommend the appointment of one CSEA classified employee, one AFSCME employee, and one AFT faculty member to represent each campus on the District Safety Committee. While we would appreciate the representatives having a vote, we think they would be valuable additions even if they were non-voting members. This proposal is based on two main reasons:

Reason 1: Improved transparency and communications:

- DSC meetings are closed to classified and faculty members on this committee and we are unable to respond to questions that come up there.
- The DSC meets quarterly. It can be four or more weeks or more before their meeting summaries are posted to their website and made available to the majority of our committee members. Waiting for DSC's responses to our recommendations hinders our ability to work effectively on timely matters especially during times of emergencies.
- Representatives of the DSC do not regularly report back to this committee, despite our committee charge to convey our recommendations there. Having representatives at DSC would improve the flow of information substantially.
- It can be weeks between the time that HSEPC approves recommendations and the time that they are heard by the DSC. Faculty and classified representatives would be able to provide needed updates to bridge that gap.

Reason 2: Democratic processes:

- Faculty and classified employees provide a perspective based on their work on the ground that District and administrative personnel may lack.
- Other colleges/districts have bodies composed of faculty and staff who work collectively with administrators to decide process and procedures and recommend policy to their Board. The Emergency Operations Center had a faculty representative (District Academic Senate President) in this role.
- The DSC stands to benefit from our expertise and experience working directly with students. Administrators are less likely to be able to gauge how their top

level decisions affect our students' health and wellbeing, or their impact on our student's education individually or collectively, or even if students are receiving, understanding and following the District's messaging on health/safety topics. Faculty and classified employees can provide the information needed to put students first in our health and safety work.

- One of the most important virtues of a democratic process is that it is the best way to facilitate respectful disagreement. It demonstrates to all people that their reasons were understood and responded to, even if they were found ultimately unpersuasive. The District Safety Committee's closed door deliberations are not promoting a feeling of respect or trust.