



California Community Colleges Classified Senate

November 4, 2020

Chancellor Eloy Ortiz Oakley
Deputy Chancellor Daisy Gonzales
California Community Colleges Chancellor's Office
1102 Q Street
Sacramento, CA 95811

RE: Request for Modification to Consultation Council Membership Structure

Dear Chancellor Oakley and Deputy Chancellor Gonzales:

In January of 2019, the California Community Colleges Classified Senate (4CS) formally requested to be included in the CCCCCO Consultation Council membership. 4CS is currently the only entity in the California Community College system that embodies all classified professionals, and works collegially with a variety of unions throughout the state, all of which are representing only a partial section of the entire group. For 27 years, 4CS has continued to advocate for modification to the membership structure of the Consultation Council to be inclusive of all. It is with great respect, we now ask for a decision to our request per Article 3: 342 (a) in the [Procedures and Standing Orders of the Board of Governors](#).

As you know, the Consultation Council membership currently consists of classified representation from only two of the more than thirteen (13) unions serving classified professionals among the 115 community colleges across the state and whose constituency groups, in many cases, include a broad spectrum of K-12 or state employees. 4CS, along with the local classified senates it represents, works in collaboration with unions throughout the state and has a different focus that adds broader content to the contributions of the classified professionals of the community college system.

Though it is stated on the Consultation Council's website that "the Organizations who appoint institutional or organizational representatives to the Consultation Council shall establish and maintain procedures: for communicating with their constituencies, for securing the input and views of their constituencies, and for representing the views of their constituencies", a significant number of classified professionals are left out of the conversation due to the limited or zero dissemination of information among the classified affiliated with other unions. 4CS has received considerable feedback about this issue since it is **the one** participatory governance body representing community college classified professionals across the state SPECIFICALLY in the areas of governance, student success, and professional development.

Statewide Representation

4CS is a non-profit organization, formed by the California Community College's classified professionals to serve as the statewide classified senate. We embody the ideals of shared governance and classified participation by supporting the leadership roles of classified professionals in the governance process of the California Community College system through the development and support of local senates, advocating statewide for classified professionals increased involvement at the state level, and promoting leadership skills among classified professionals. As a statewide organization for appointing governance representation by classified professionals, 4CS serves a role on the board of the Community College League of California (CCLC) and has been requested by the Chancellor's Office to appoint representatives to various committees including The Institutional Effectiveness and Partnership Initiative (IEPI), Student Equity and Achievement Program, California Community Colleges Curriculum Committee (5C), Common Course Management System (CCMS) Committee, California Virtual Campus – Online Education Initiative (CVC-OEI), Advisory Committee, and the Ad Hoc California Professional Development Advisory Committee.

Now, more than ever, this equitable representation is imperative in order to truly move the needle on diversity, equity, and inclusion for classified professionals. One of the two basic principles that The Vision for Success Diversity, Equity and Inclusion Task Force developed to address this systemically is that “community colleges must shift to an intentional practice of compliance to partnerships across systems/departments/divisions in order to design, implement and reinforce policies, procedures and behaviors that serve to cultivate an inclusive ecosystem.” [\(Vision for Success Diversity, Equity and Inclusion Task Force, 2020 Report\)](#) Not only is this an important practice for individual community colleges to adopt but also for the statewide organizations, committees, and councils that represent community colleges and their communities to embrace.

Statewide Communication

As an advocacy group, we strive to keep classified professionals informed with communications we receive from our community college partners: chief executive officers, administrators, members of Community College League of California (CCLC) League Board of Directors and Advisory Committee on Legislation, California Community College Chancellor's Office (CCCCO) advisory committees and Board of Governors, Student Senate, Academic Senate, affiliated unions, and the community. Being the organization that represents classified professionals across the state, we work on bridging the communication gap that frequently occurs.

Statewide Coordination

In conjunction with the Community College League of California (CCLC), 4CS has conducted the Annual Classified Leadership Institute (CLI) for nearly 30 years, providing the opportunity for all California Community College classified professionals to receive training and guidance in the creation and maintenance of classified senates and professional leadership. In addition to CLI, 4CS conducts an annual Presidents Retreat for classified senate presidents and conducts a north and south retreat for classified professional leaders. For all of these events, we invite passionate speakers to share ideas as well as have a dialogue about the important leadership roles classified professionals have in assisting with the success of statewide initiatives.

In 2017, 4CS was one of two organizations to receive a \$100,000 IEPI grant in which we created the California Community College Leadership Academy ([3CLA](#)), designed to improve collaboration across constituency groups and develop leadership skills among classified professionals.

Statewide Collaboration

The 4CS President serves as 2nd Vice President and Secretary of the CCLC Board of Directors and appoints a member to the CCLC Advisory Committee on Legislation. One of our more recent unique endeavors was to create and administer the IEPI grant-funded project: ([3CLA](#)), designed to improve collaboration across constituency groups and develop leadership skills among classified professionals. We built on the strengths of relationships with statewide community college networks and partners to enhance and increase the representation of all classified professionals across California.

The engagement of classified professionals is critical to the vision of student success. Classified not only aid with edifying students, implementing pathways, participating in accreditation, and supporting the various state initiatives in conjunction with faculty and administrators, classified professionals are also educators who inform the processes and policies that help students be successful.

We sincerely appreciate your time and ongoing efforts to make our community colleges equitable for students, classified, administrators, faculty, and the community, as well as providing 4CS an opportunity to join the council. We look forward to being able to support authentic, honest, equity-minded, respectful and purposeful leadership by classified professionals, and seek to bring an all-inclusive voice to the council.

Respectfully,



Karen Jimenez

4CS Classified Senate President

LOGOS OF PARTICIPATING CLASSIFIED SENATES ALONG with
SIGNATURES OF PARTICIPATING CLASSIFIED SENATE PRESIDENTS TO FOLLOW

Sample

John Smith

*President, DC Community College Classified Senate
(186 classified professionals)*