

PGC Community Standards Workgroup Update

PARTICIPATORY GOVERNANCE COUNCIL MEETING

DECEMBER 7, 2023

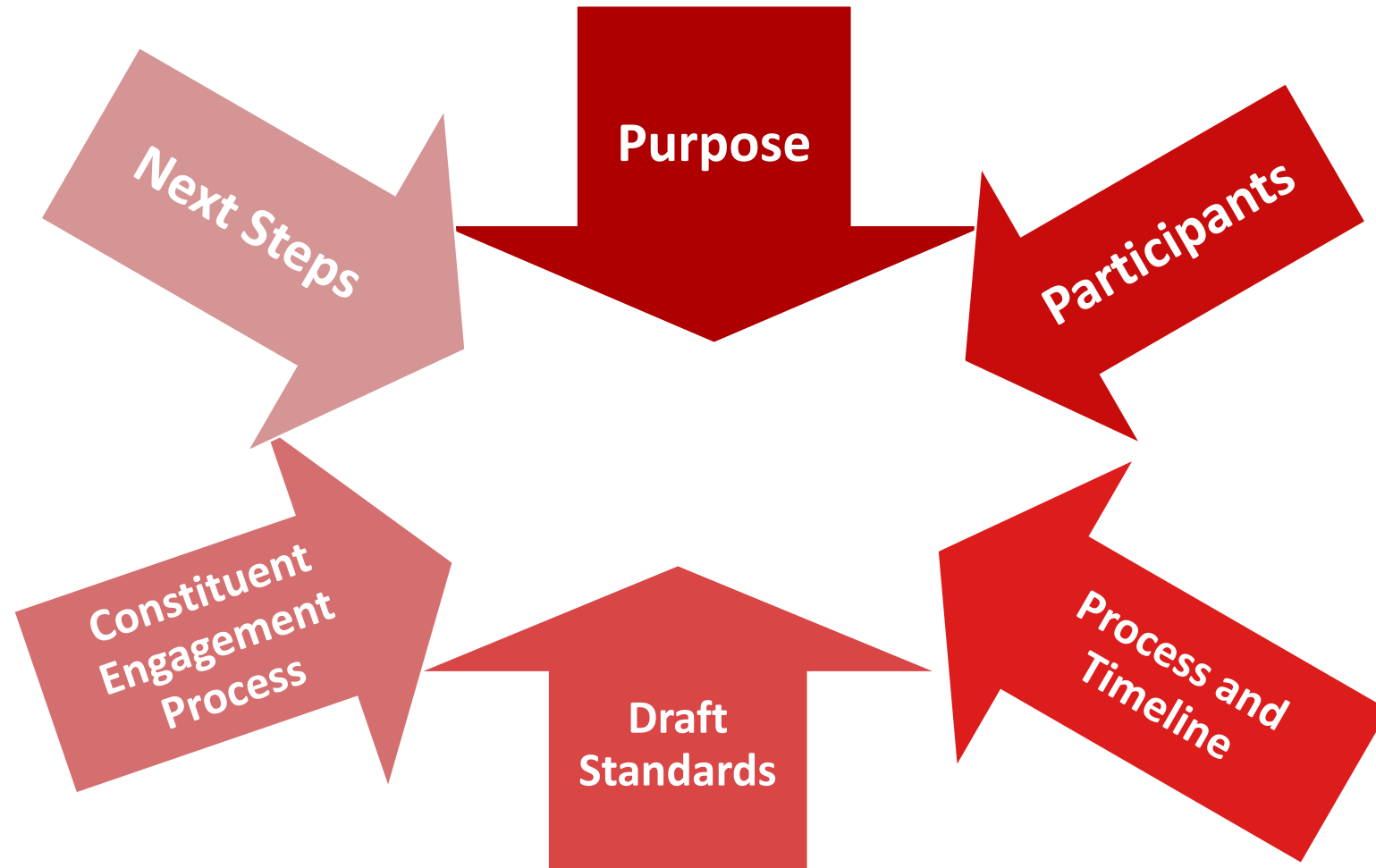
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Gratitude Changes Everything



"I've learned that people will forget what you said, people will forget what you did, but they will never forget how you made them feel." —Maya Angelou

Overview



Purpose

The purpose of this workgroup is to collaboratively develop community agreements for the Participatory Governance Council that once reviewed, vetted and officially adopted, will then also be shared with PGC's standing committees.

Workgroup Participants/Invitees

Convener: Dr. Lisa Cooper Wilkins

- ❖ Associated Students Executive Council
 - Student Chancellor Malinalli Villalobos
 - Student Vice Chancellor Amelia Khong

- ❖ Classified Staff Representative
 - Michael Snider

- ❖ Academic Senate
 - Sheri Miraglia

- ❖ Administrators Association
 - Stephanie Chenard

Process and Timeline

❑ Reviewed sample standards including:

- 1) CCSF Academic Senate Community Guidelines
- 2) California CCC Academic Senate Community Standards
- 3) Vision's (adapted) Guidelines for Dialogue



❑ April 6, 2023: PGC voted to have this working group

❑ April 20, 2023: While the membership for this group is open based on interest, it was recommended that the PGC Agenda Review Group and other volunteers would become the work group. The workgroup has been convening since the Summer term:

- Tuesday, July 11th
 - Tuesday, August 29th
 - Tuesday, September 12th
 - Tuesday, December 5th
- } ○ *October/November constituent group presentations conducted*

Draft Standards

The draft Community Standards are organized emphasizing and utilizing the following three themes:



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graph TD; A["The draft Community Standards are organized emphasizing and utilizing the following three themes:"] --> B["I. Collegiality"]; B --> C["II. Creating Safe Shared Spaces for Engagement"]; C --> D["III. Self-Awareness, Presence, and Patience"];
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I. Collegiality

II. Creating Safe Shared Spaces for Engagement

III. Self-Awareness, Presence, and Patience

Draft Standard: Collegiality



- **Disagree** without disrespecting **others** or assuming ill intent.
- Be aware of the **intent of your comments and the impact that they will have.**
- **Practice** a “**yes, and...**” **approach** to expand ideas or create more inclusivity
- Solicit feedback.
- Honor and appreciate experiences, knowledge, and diversity of perspectives.
- **Try** on new ideas that are uncomfortable **and have a** willingness to challenge your discomfort.
- **Make** positive inquiries/Be respectful when making inquiries or asking for clarification/Ask clarifying questions (“I understand you to mean **X**, **is that correct?**”)
- **Look for and present** feasible options/practical solutions.

Draft Standard: Creating Safe Shared Spaces

- Provide and accept feedback with humility and respect.
- **Recognize** differences in communication **styles**.
- **Be** aware of when to step up and/or step aside, and when to invite others to step up.
- **Be** affirming and solution-oriented, look for positive outcomes (and understand solutions can come from authentic sharing).
- **Create** a supportive place to ask questions and make observations.
- Practice grace and gratitude.

Draft Standard: Self-Awareness, Presence & Patience

- **Use** “I” language to differentiate between one’s personal opinion and objective facts
- Invite others into the conversation.
- **Honor** the dedication of committee members **and assume that** committee members all have the best of intentions.
- Communicate with respect and humility.
- Recognize that we all have biases and avoid making assumptions when interacting with others.
- Exercise patience with others.
- Value transparency as it serves the goals of the council.

Engagement Process



☐ Shared draft standards with following constituency:

- Academic Senate
- Administrators Association
- Associated Students Executive Council
- The Classified Senate
- Service Employees International Union (SEIU) Local 1021
- **American Federation of Teachers has received an e-update and a request for feedback; it was not our intention not include AFT in this vetting process, please note that SEIU was included because of their role in arranging for classified staff to participate in governance and other college committees.*

Next Steps:

☐ Return to PGC with an update and recommendations for possible action:

- Anticipated: Thursday, December 7, 2023

Q&A



Thank you!!!

