

Ysais, M

March 29, 2023

Senate Public Comments

Today, I am addressing the on-going drama with regards to EODAC & the Referendum.

At our February 15, 2023 senate meeting, the EODAC updated charge was brought up for a vote to either approve or decline. There was a fair amount of debate and discussion but in the end, we voted to approve the charge.

Some have said that this vote was invalid due to vacant senate seats but it was then noted that we did have a proper quorum.

This did not go over well with those who opposed the charge but rather than live with the results (as we all must do at some point), a referendum was created with the goal to nullify our votes as if to say, our view is not of value.

This shows utter disrespect for those who voted in support of the charge by attempting to undermine and manipulate the situation by creating a referendum.

EODAC is a Participatory Governance Committee which allows for votes from faculty, classified employees, administration & students.

Our Academic Senate President researched the matter and found that out of 116 California Community Colleges, 57 have committees regarding diversity with only 7 who have a 50% faculty majority membership and only 3 who fall under the 10+1 Academic Senate Committee. Glendale College offers both EEO that is faculty majority and the DEIA committee is of both faculty and students.

The EODAC charge approved at the February 15 Senate meeting is in line with 88% of the colleges that have a staff diversity/EEO type of committee.

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By all rights and according to a Participatory Governance Committee, the EODAC's charge meets the guidelines and it is clear that a great deal of work was put into the charge document.

My heartfelt concern is, why are so many faculty opposed to this charge?

Is there a deeply rooted fear of losing power and/or control?

Is there resentment that "they," who were silenced or ignored, now get a voice?

Are they insecure about their own importance?

This should have been a simple action of a vote and then we move on to the next agenda item(s) but this goal to stop any productivity by EODAC through a referendum has interrupted other work the senate is responsible to address and or complete.

It seems to be creating deep divisions that can result in a hostile work and learning community.

I believe that the EODAC charge respectfully embraces the diversity, equity, and inclusion for all the BC community.

And lastly, let me leave you with this:

"You can't always get what you want
But if you try sometimes, well, you just might find
You get what you need" The Rolling Stones

Thank you,

Melissa S. Ysais