

Special AFT 2121 Executive Board Meeting Minutes

June 30, 2020, 4:00-6:00 p.m., Virtual Meeting

Present: Alan D'Souza, Alisa Messer, Beatriz Herrera, Dayna Holz, James Tracy, Joe Berry, Malaika Finkelstein, Mary Bravewoman, Tim Killikelly, Yvonne Webb; Absent: Jenny Worley

Guests: Edgar Torres, Patricia Nunley, Ramona Coates, Wynd Kaufmyn

Staff: Alayna Fredricks, Athena Waid

1. Call to Order

2. m/s/p Approval of Agenda as amended.

3. Group agreements: Covering conduct in meeting with guests, open to differing perspectives. Consensus around building towards supporting Dr. Coates strategically, together.
4. AATF presentation: Background on Dr. Coates' part time to full time upgrade history; demands of teaching for home department (Behavioral Sciences); special skills/needs in teaching for Latin American and Latinx Studies department; history of African American Studies department Chair election. What has been missing in the discussions with the District and DCC is the voices of students: students really want an African American Chair for the AFAM department. Also great need for faculty of color to teach classes designed to serve students of color (LALS 5).
5. Grievance and legal status: AFT 2121 is currently in arbitration with the District over a grievance filed on behalf of multiple part time faculty who worked beyond the 2 of 6 semester full time upgrades, in violation of state education code and often without appropriate compensation or movement into tenure track. It's possible that union advocacy to violate this part of the contract will have adverse effects on the ongoing grievance.
6. Possibilities / Paths forward: Possible to advocate for Dr. Coates to resume Chair position in AFAM without expressly asking that she be allowed to work more than 67% time.
7. Clarifications: Discussion, questions, and clarification on Dr. Coates' preferred course of action.
8. Decision and implementation

m/s/p The AFT 2121 Executive Board is in full support of reinstating Dr. Ramona Coates to the chairship of the African American Studies Department. We will have a letter of support ready in 48 hours. Passed unanimously.

Points in the letter of support should include demands that the College:

- reinstate the elected chair, making sure that Dr. Coates does not lose units in the process.

- demonstrate commitment to Black students by funding and expediting the hiring of AFAM chair
- demonstrate commitment to equity, particularly for African American, Native American/Indigenous, and Latin American and Latinx students, by ensuring that LALS 5 class is back on the schedule at earliest moment

9. Adjourned