



## **Request for Immediate Action by the Board Of Trustees to Address Pressing Climate Concerns**

Date: June 12th, 2024

Whereas, the Classified Professionals have voiced significant concerns regarding the college climate through both the 2024 Climate Engagement Survey and subsequent open forums, highlighting an ongoing culture of retaliation, fear, bullying, nepotism, dismissiveness, and both micro and macro aggressions that remain unmitigated;

Whereas, the independent consultant known as the "RP Group" identified psychological safety and employee wellness as significant areas of concern within our District;

Whereas, following the 2024 Climate Engagement Survey results, the effectiveness and independence of the current employee-reporting pathways have been placed in doubt, with multiple calls made for authentic accountability mechanisms;

Whereas, the District has not shown significant improvement in general employee welfare since the prior 2016 Climate Survey, despite having had ample time and opportunity to do so;

Whereas, multiple members reported concerns regarding inappropriate district spending and/or allegations of undisclosed conflicts of interest in district contracts;

Whereas, the District executive leadership has failed to adequately uphold and enforce Board Policy 7270 (9+1), with the vast majority of classified employees reporting that their perspectives are not genuinely considered in decision-making by the executive cabinet;

Whereas, maintaining the status quo is deemed unacceptable by the vast majority of our membership;

Therefore, Be It Resolved, that CSEA Chapter 725 and the Classified Senate of College of the Canyons formally request the Board of Trustees to:

A. Without delay, hold accountable those responsible for the current climate conditions and those who have perpetuated and enabled a culture of psychological unsafety. Furthermore, it is requested that this board report to the employees of this district the specific measures and direct actions that will be taken to rectify the current climate crisis on our campuses.

B. Establish a new, confidential, autonomous, and direct communication method available to all employees, improving transparency and ensuring that all classified professionals have a trusted and ongoing avenue to voice their concerns to the board of trustees, independent of existing HR structures.

C. Design and adopt a 360-degree evaluation policy for management positions to foster a culture of continuous improvement and accountability, where feedback from Classified Professionals and other stakeholders is regularly solicited. Furthermore, the Board of Trustees considers these evaluations before contract renewals.

D. Establish a Shared Governance Leadership and Ethics Council, or a similar body, tasked with providing regular reports to the Board on issues impacting the college climate and the progress made toward improving the college climate. Ensure equal representation with the same number of faculty, classified professionals, and other stakeholder groups to promote balanced decision-making and diverse perspectives.

E. Conduct a thorough and independent audit of past and current district complaints, grievances, legal actions, and/or settlements and related disclosure agreements to verify proper resolutions and handling of cases. Additionally, the Board is requested to establish and make available an ombudsperson, psychological counselor, or other necessary resources to assist in this process where applicable.

F. Conduct a comprehensive ethical spending audit that includes detailed interviews with Classified Professionals across various departments. This financial ethics audit should focus on spending practices, rigorously investigate potential conflicts of interest, the accuracy of property assessment values, and review reoccurring contracts below the open bid limits.

G. Allocate resources for the retraining of management to cultivate safe, effective, and collaborative work environments, with a significant emphasis on employee wellness. Additionally, initiate a comprehensive review to assess whether romantic relationships within the departments compromise integrity, impact workplace dynamics, affect professional standing, or constitute nepotism or harassment.

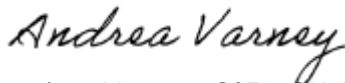
H. That the Board of Trustees mandates immediate measures to ensure full compliance with Board Policy 7270 (9+1), enhancing transparency and inclusivity in the decision-making process. This shall include regular review sessions to evaluate adherence to the policy, and the implementation of corrective actions to address any deviations. Additionally, mechanisms should be established to ensure that the perspectives of classified employees are actively sought, genuinely considered, and appropriately integrated into the executive decision-making processes.

I. Ensure that Climate Surveys are conducted at least biennially (once every two years) until a consistently positive and significantly improved climate is established, guaranteeing ongoing monitoring and responsiveness to the needs of employees and students.

Adopted by: CSEA Ch. 725 and The Classified Senate, College of the Canyons

Date Adopted: 6/10/2024

Signed:

A handwritten signature in black ink that reads "Andrea Varney". The script is fluid and cursive.

Andrea Varney, CSEA CH. 725 President

A handwritten signature in blue ink that reads "Michael Monsour". The script is fluid and cursive.

Michael Monsour, Classified Senate President