

AFA Report to Board of Trustees, 12/8/20, Sean Martin, AFA President

President Burns, Trustees, President Chong, Colleagues and other members of the community,

To begin, AFA leaders would like to congratulate Caroline Bañuelos on her election and welcome her to the Board of Trustees. Congratulations are also due to Mariana Martinez for her re-election to the board. We thank you for your service to the College and we look forward to a long and productive relationship with you both.

We also wish to express our thanks to Jordan Burns for his service as President of the Board and welcome Dorothy Battenfeld as she embarks on her term in that role. Again, we thank you both for all you do for the district.

I think we can all agree that Fall 2020 has tested our mettle. We've witnessed altogether too much suffering these last several months. We haven't always met the challenge as well as we would have wished. There has been much cause for disappointment and no shortage of disagreement. You've all heard a bit of that from me in these reports. But today, I'd like to set aside these differences and focus for a moment on some of the achievements we've managed to attain, in spite of it all, and look forward to the good work ahead as we leave this troubled semester behind.

The fact that we have pulled together to continue serving the community is a testament to the commitment and sacrifice of all constituents. Faculty, Classified Professionals, management and administrators, and of course students, have all performed admirably. We have a lot to be proud of.

We owe tremendous gratitude for the leadership and commitment of the Black Student Union and our colleagues in Black Leadership Association Collective for their bold demands and for challenging us to live up to our highest duties and aspirations to be a more just and equitable institution. At AFA we believe that equity work is the essence of union work. Thus, it is natural that AFA is committed to working with, and supporting these groups, including our affiliates at NBJWJ, and others dedicated to transforming ideals of justice into practice.

AFA is looking forward to negotiations related the formation of new programs in Black and Ethnic Studies along with numerous faculty support positions envisioned to serve equity goals at SRJC. We, in partnership with our colleagues on the district team, have forged an effective and efficient process for developing special assignments, as demonstrated by recent MOUs establishing coordinator positions for the Queer Resource Center and the Ignite program. We look forward to similar agreements launching numerous other positions on a legal footing, all while addressing urgent student needs and protecting faculty rights.

We also look forward to development of a shared governance system that offers a voice to all members of the community while also respecting the legal purview of each constituent group. And, we're eager to contribute to the development of an effective enrollment management plan. The stability and security that such a plan promises to provide for both students and faculty (especially Adjuncts) is well worth the investment in time and resources this project will likely demand.

Finally, as work begins to prepare the ground for the new science building, we'd like again commend this Board for your forward-looking support for the Project Stabilization Agreement to guide this development. We are gratified to have a Board that recognizes and

honors labor while putting our community's interests first. For decades to come, it will be a source of considerable pride to know that our facilities were built with respect for the dignity of the women and men who worked to make them possible.

On that note I'll close my report and I wish you all peace during the coming holiday season.