

MINUTES

North Shore Community College

Board of Trustees

Tuesday, April 27, 2021, 4:45 pm - 6:30 pm

via zoom

Approved 6.15.21

In Attendance

Andrea Gayle-Bennett; Anh Dao Tran-Moseman; Barbara Heinemann; Dr. Dharma Cortes; Dr. J.D. LaRock; Elijah Alouidor; Joseph Riley; Maria Vega-Viera

Not In Attendance

Nicole Bluefort

- Consensus Motion 21:18 to accept the minutes of 3/23/21 and 4/6/21

In fall 2019 the DLC revisited the Academic Policy Committee at their December meeting to share faculty feedback from Divisions. The DLC was advised by the Academic Policy Committee to revisit Division Meetings for further faculty feedback. From spring 2020 to fall 2020, the DLC revisited Division meetings to collect feedback and a faculty vote on the policy. All Divisions voted in majority favor for the gender pronoun policy to be implemented at NSCC. Faculty did not express concern or objection to the policy being implemented during interactive discussions at the Academic Division meetings.

In spring 2021, the DLC revisited the Academic Policy Committee at their February meeting to present the feedback and vote from faculty from all Divisions. The DLC discussed the gender pronoun policy with the Academic Policy committee members, and there were a number of friendly amendments approved and voted on affirmatively to make the policy more inclusive and broaden its scope. This broadening of scope was suggested and led by members of the Academic Policy Committee.

The policy has moved appropriately through the governance system process and the DLC implemented the suggestions from the Academic Policy Committee to revisit the Academic Divisions twice during spring 2019 through fall 2020. The Gender Pronoun Policy was brought to the College Forum in March 2021 for a vote and the attendees, who included faculty, unit professional staff, non-unit professionals, and other staff voted in favor of the policy by 86 percent. Thirteen percent abstained and one percent voted no.

The updated Gender Pronoun Policy states:

In keeping with diversity, inclusion, and equity, students may use the gender pronoun that aligns with their gender identity in any capacity at NSCC. Students may use the gender pronoun that aligns with their gender identity in all forms of communication and course work including but not limited to narrative essay and speech assignments and not be penalized for doing so.

This clear policy on gender pronoun use will help faculty and staff who may not be aware of gender neutral pronoun use to support students in using the gender pronoun that aligns with their identity. To provide additional context and acceptance of using a gender pronoun that aligns with a student's identity, the APA endorses the use of "they" as a singular third-person pronoun in the seventh edition of the Publication Manual of the American Psychological Association. The Modern Language Association (MLA) supports the singular they and the use of a person's chosen pronouns as well, advising that these uses are "correct." Finally, The Washington Post has accepted the singular they as acceptable in 2016 and it was added to the Associated Style Book in 2017." Source: Merrill Pearlman Columbia Journalism Review from 2017. The policy will clearly align North Shore

Community College with the latest scholarly and journalistic practice. This clear policy on gender pronoun use will help faculty and staff who may not be aware of gender neutral pronoun use to support students in using the gender pronoun that aligns with their identity. North Shore Community College's adoption of the Gender Pronoun Policy demonstrates its support for a growing population of students. This policy will promote inclusion and provide protection for students to use the gender pronoun that aligns with their gender identity while respecting student's individual identities. It supports the College in its urgent goal to promote diversity, equity, and inclusion for all students.

Zahriannah Karakashian-Jones read the following on behalf of the Student Government:

To The Board of Trustees of North Shore Community College: As the Student Government Association of North Shore Community College, we are writing to stand in favor of the Gender Pronoun Policy that is being presented. We feel that the Gender Pronoun Policy is a positive step forward to help protect our fellow students and help create a climate that will allow our students to feel comfortable as themselves. We feel a pronoun policy will help prevent the act of making assumptions about individuals' pronouns. This helps create an environment that is welcoming and allows students to feel their individual identities and

Move: Dr. J.D. LaRock
Second: Barbara Heinemann
Status: Passed

6. Vaccination Discussion

Hearing none, he asked for a motion to sunset the culinary program.

Move: Joseph Riley
Second: Barbara Heinemann
Status: Passed

b. Covid update

This update was covered in the vaccine discussion.

c. Community Project Funding

Trustees were referred to slides in boardpaq.

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