



CALL TO ACTION:
CONNECT • ENGAGE • TRANSFORM

Welcome

MARIN
COLLEGE OF MARIN

CONVOCAATION SPRING 2025

***Plan 2030:
Defining
Our Future***

Strategic Priorities:

- 1. Be the Best Place to Study and Learn**
- 2. Be a Great Place to Work and Grow**
- 3. Be a Catalyst for Positive Community Change**

Sabbatical Research:

**“Global Interventions in the
College of Marin's Art History
Survey”**

Kevin R. Muller

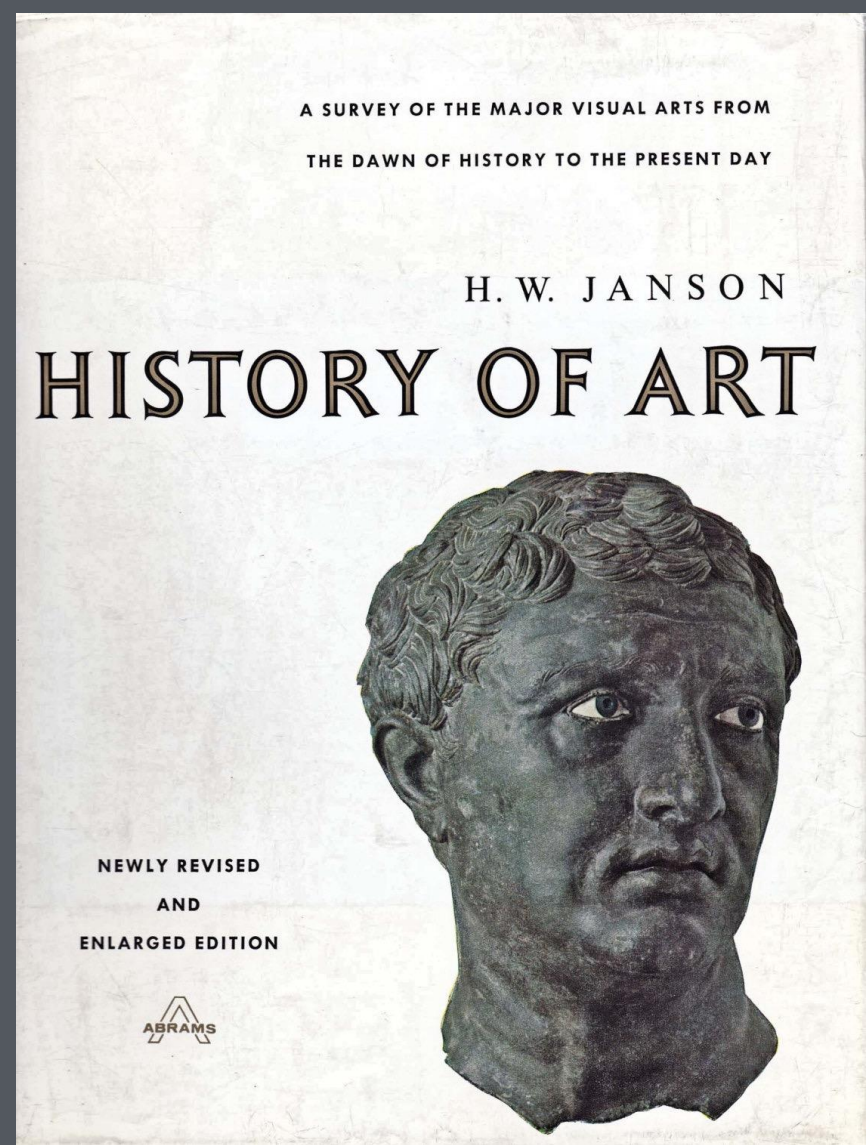
Department of Fine Arts and Architecture



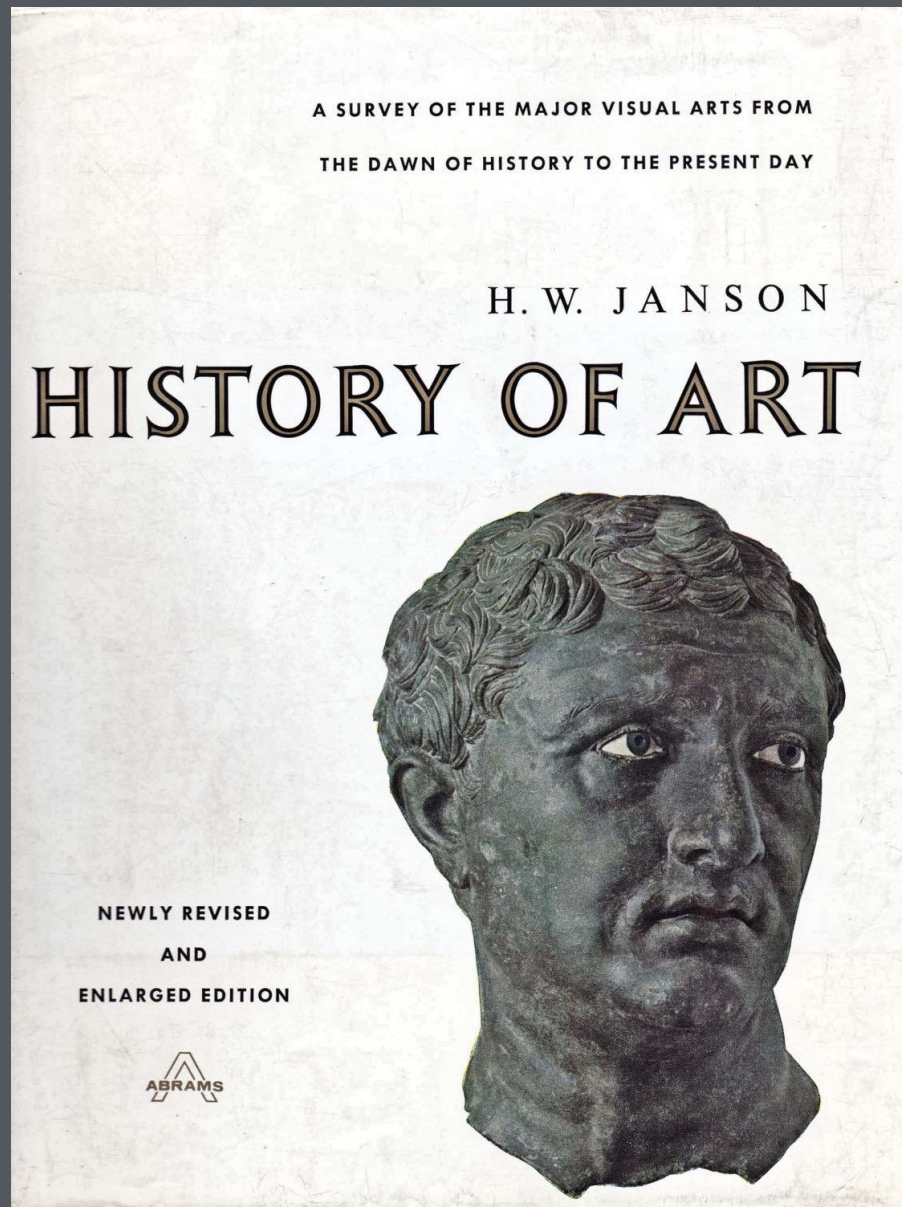
1. Prehistoric
2. Mesopotamian
3. Egyptian
4. Aegean
5. Greek through Hellenistic
6. Etruscan
7. Roman
8. Early Christian
9. Byzantine
10. Islamic
11. Early Medieval
12. Romanesque
13. Gothic

L: College of Marin Students

R: C-ID Descriptor for: Survey of Western Art from Prehistory through the Middle Ages



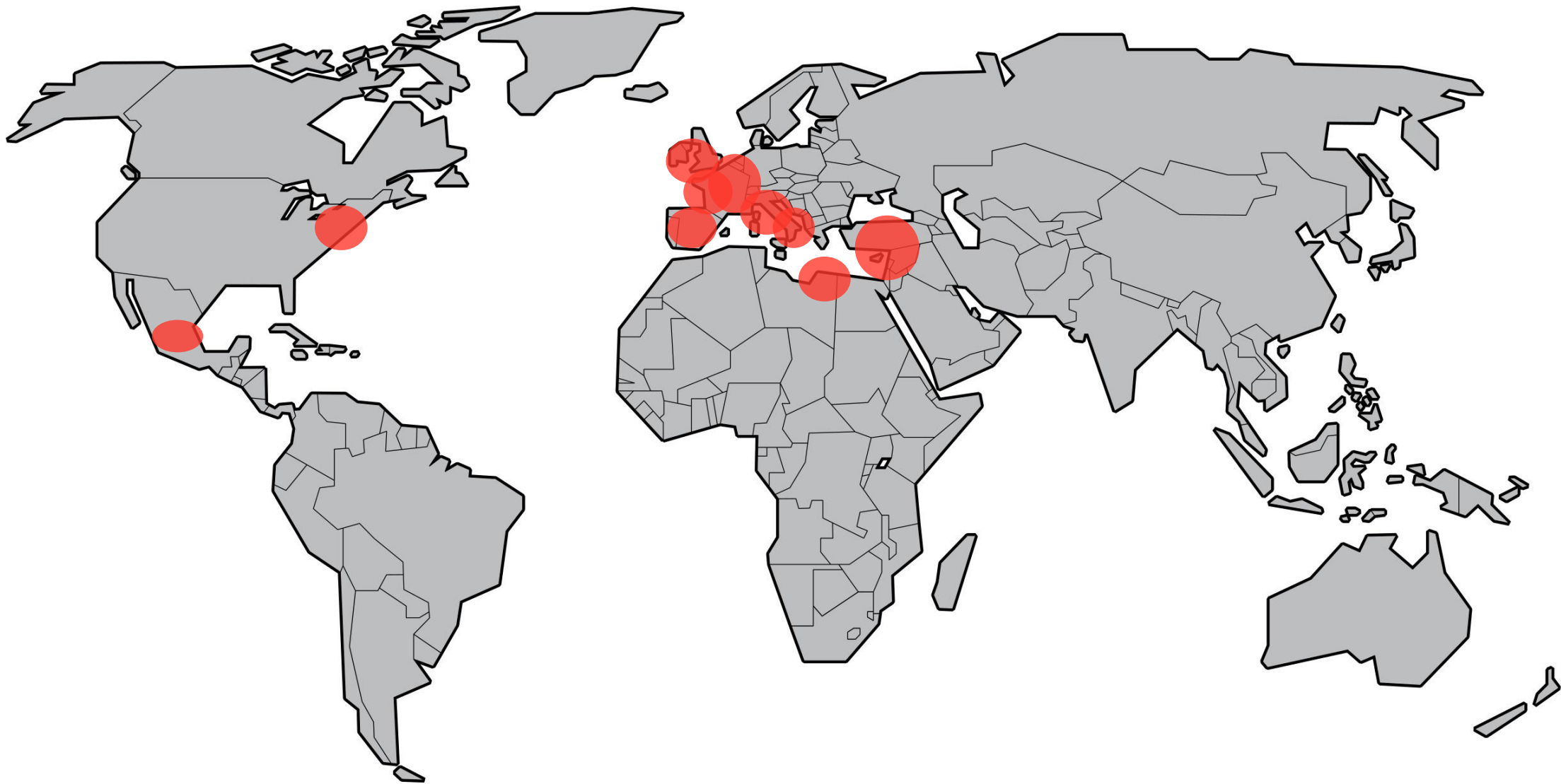
L: Early 20th c University Lecture Experience
R: H.W. Janson, History of Art, first edition, 1962



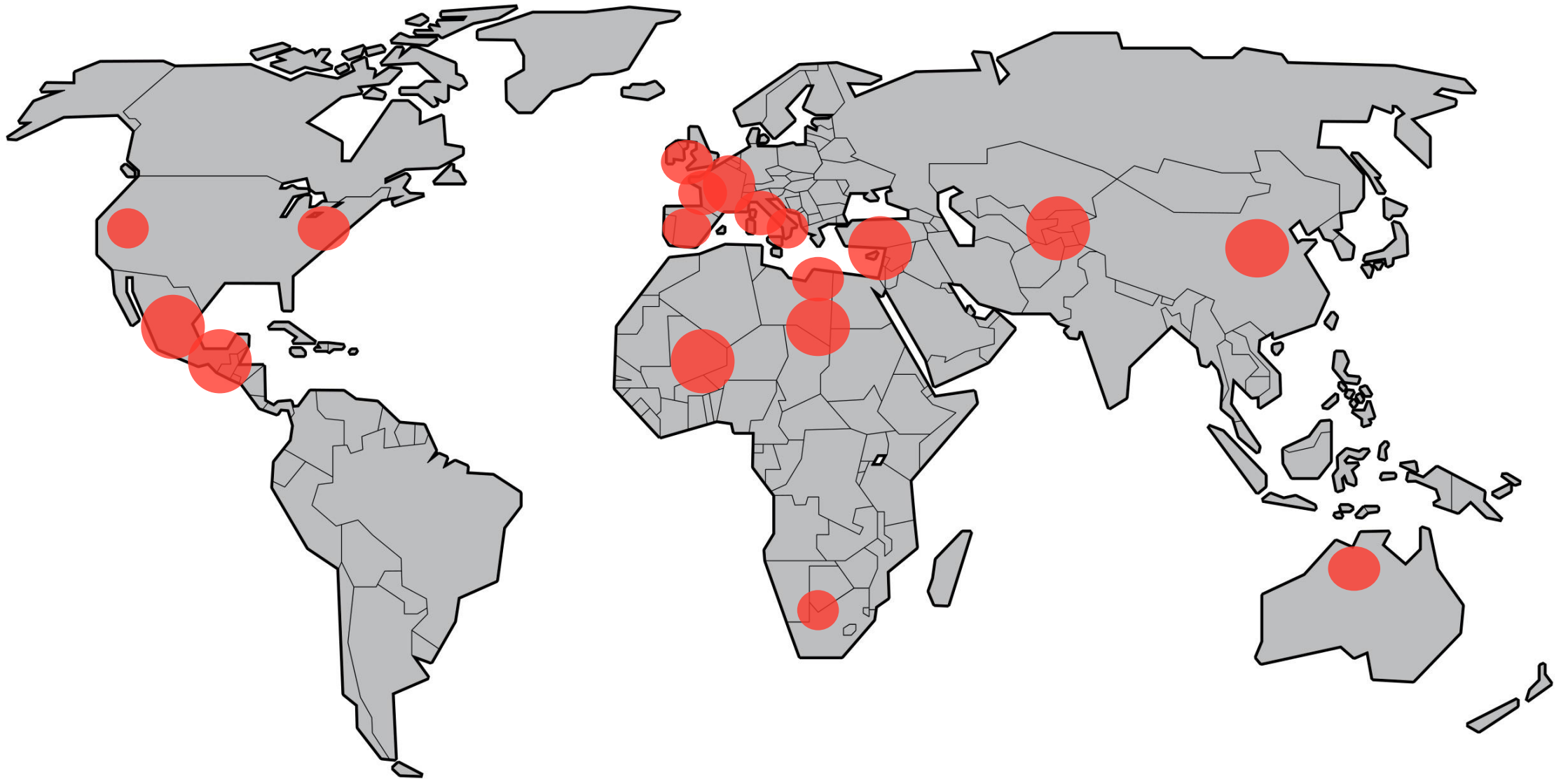
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L: H.W. Janson, History of Art, revised first edition, 1962

R: C-ID Descriptor for: Survey of Western Art from Prehistory through the Middle Ages



Geography of Surveys of Western Art according to C-ID Descriptors



Geography of Surveys of Western Art after Sabbatical Research/Interventions

Intervention Topics

- **Prehistoric Art - Global Cave Painting/Rock Art Traditions**
- **Art of Ancient Nubia**
- **Art of Ancient Gandhara**
- **Art of the Ancient Maya**
- **Art of The Mali Empire/Djenné Peoples**
- **Art of the Ottoman Empire**
- **Chinese Landscape Painting of the Ming and Qing Dynasties**
- **Art of the Aztecs**

Goal of Interventions

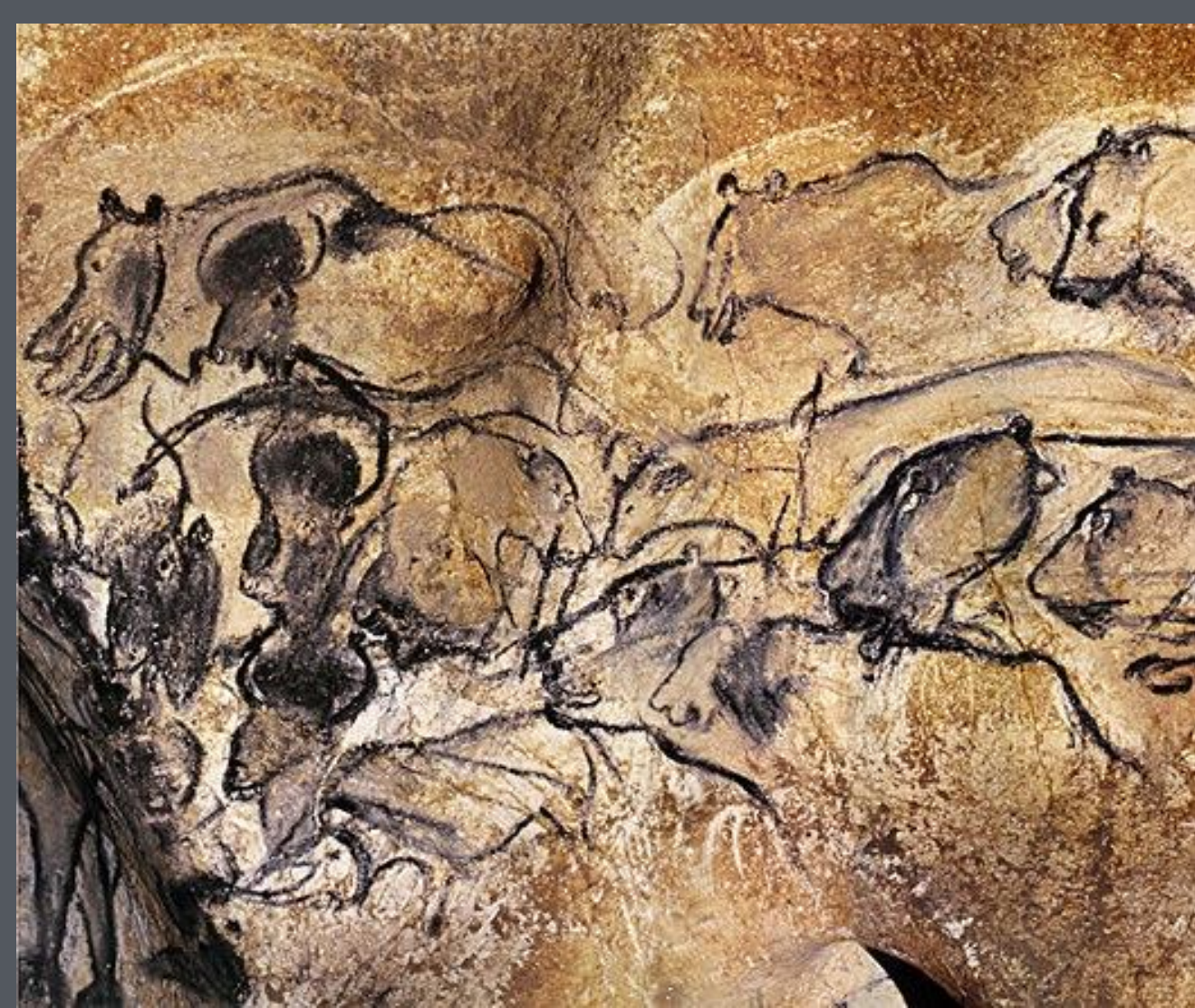
Cross-Cultural Comparisons:

Develop Visual Literacy

Cultivate Cultural Relativism

Recognize Interconnectedness

Awareness and Empathy for Shared Human Experience



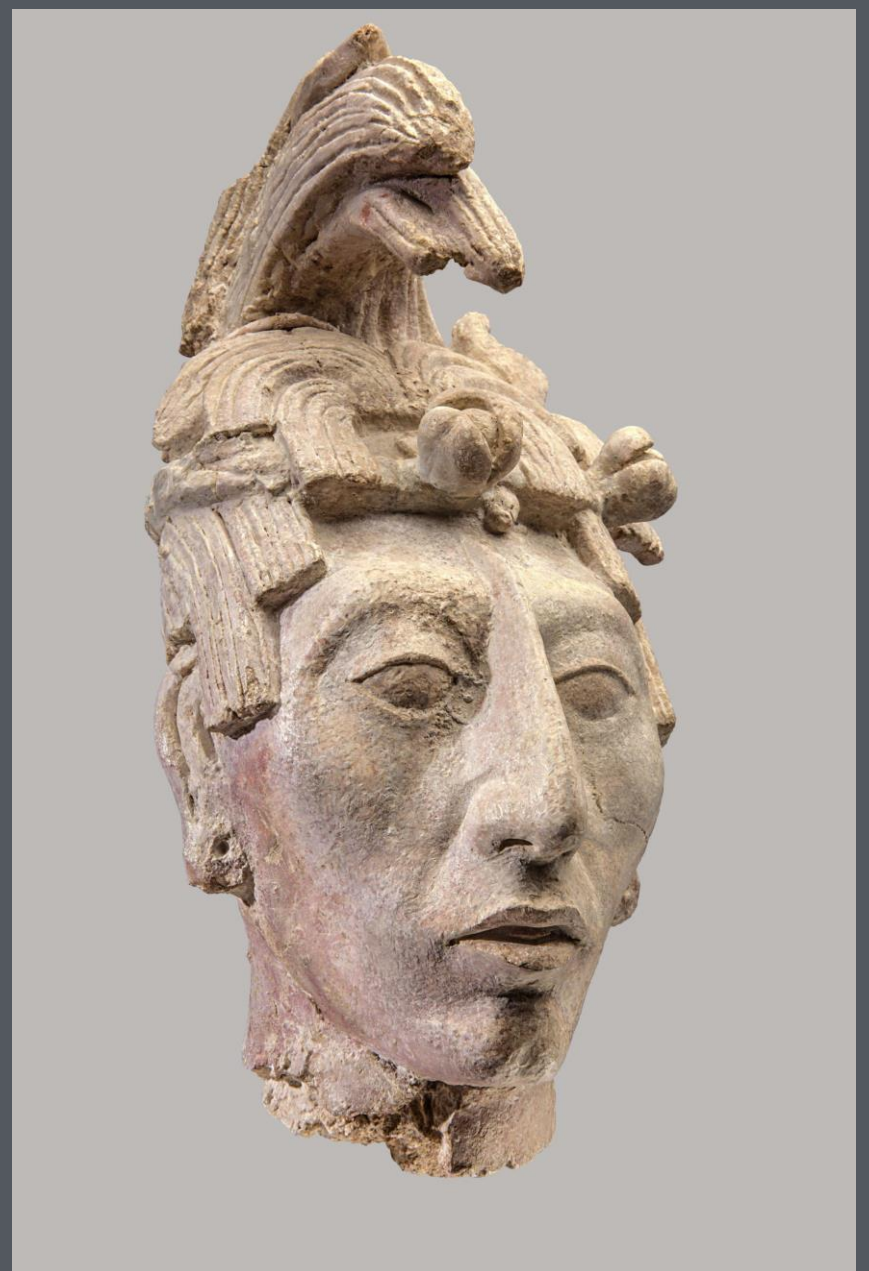
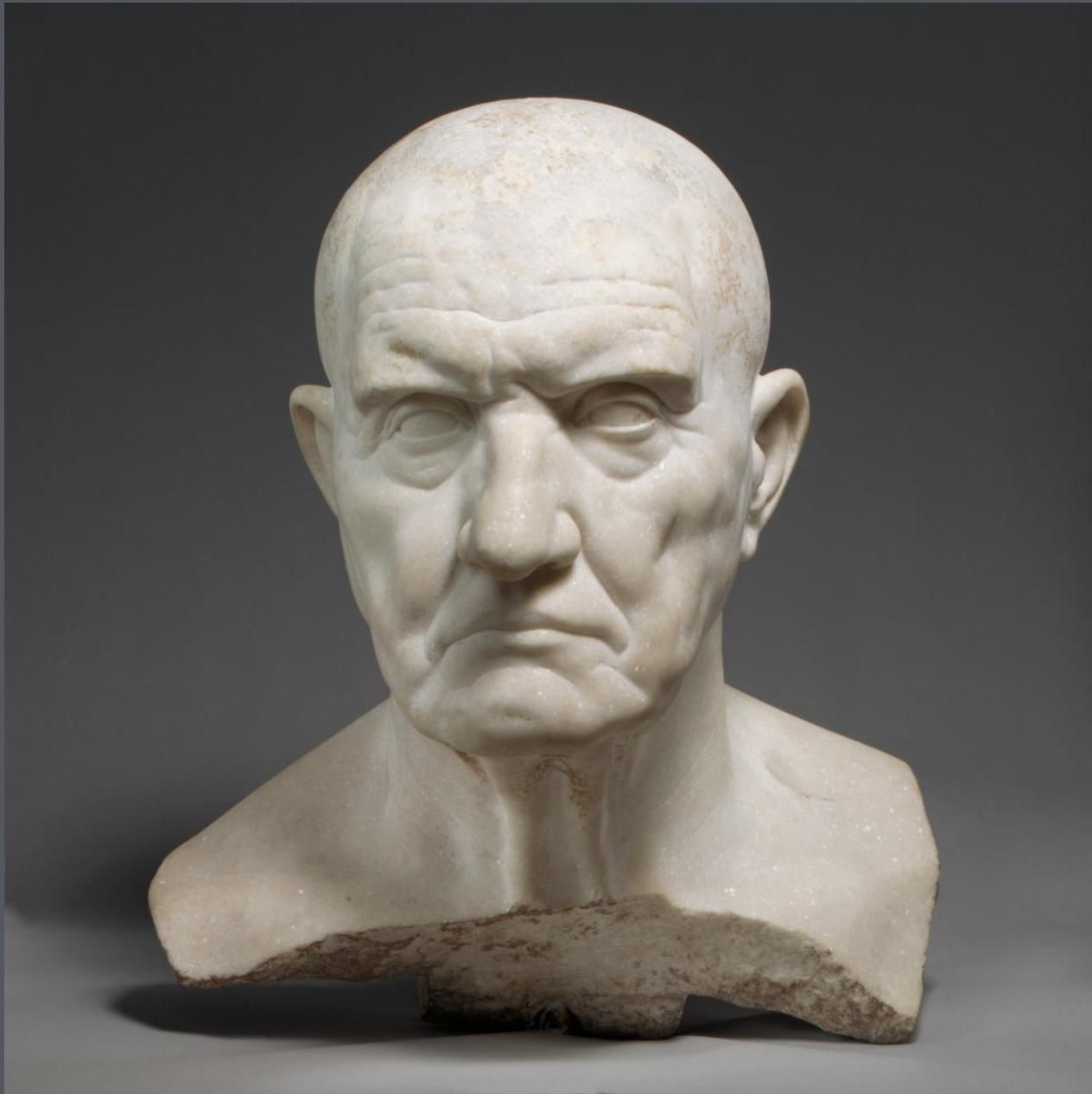
L: Chauvet Cave, France, 32,000-30,000 BCE
R: Three Rivers Petroglyph Park, NM, c. 1100 CE
R: Kimberley Region, Australia, after 2000 BCE

L: Emperor
Claudius as
Jupiter c 50 AD
(Roman Imperial)



R: King Yuknoom
Took' K'awiil,
Stele 51,
Calakmul,
Campeche,
Mexico, 731
(Mayan)





L: Portrait Bust of a Man, 1st century BCE (Roman Republican)

R: Stucco head of K'inich Janaab Pakal I, King of Palenque, 603-683 CE (Mayan)



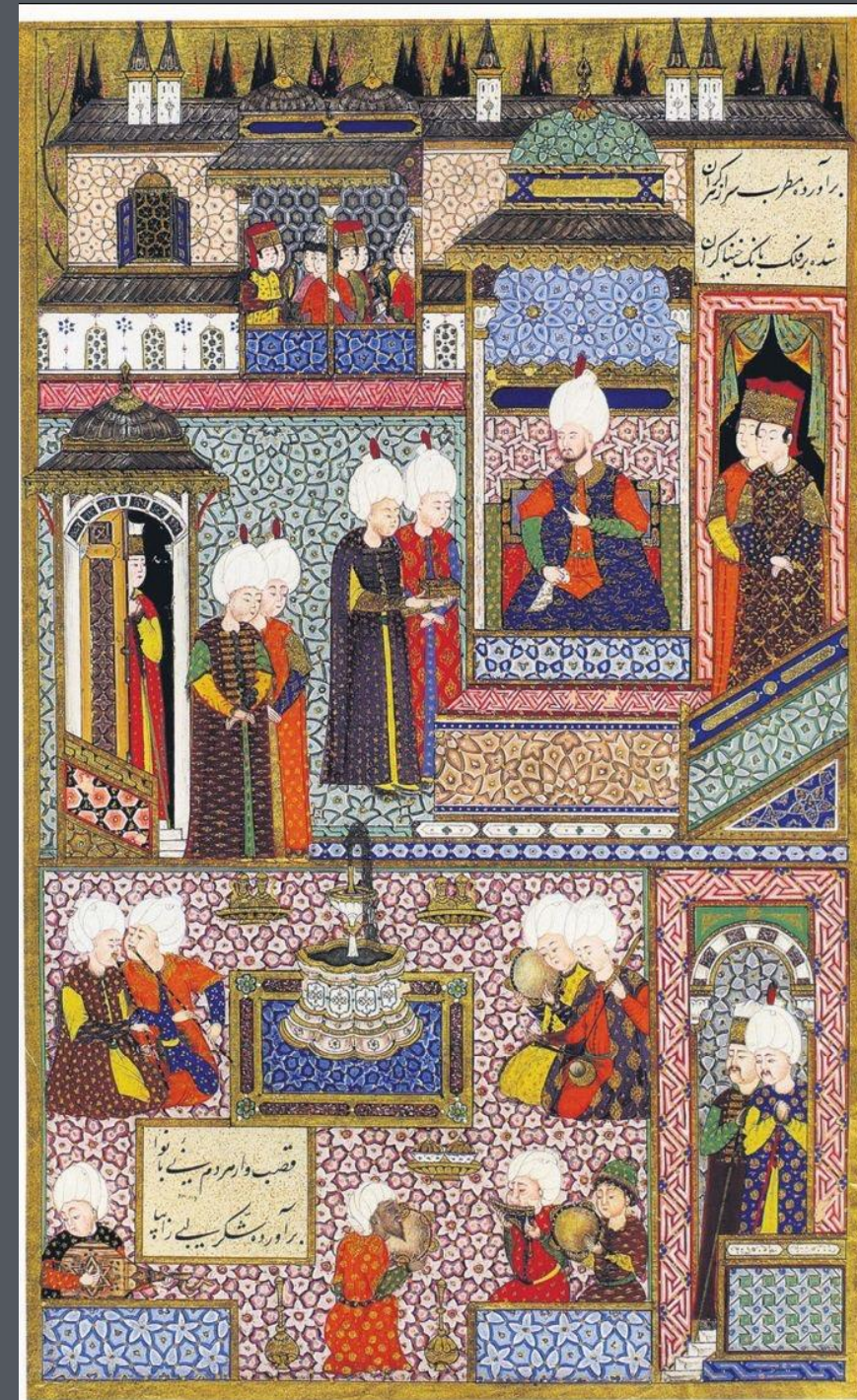
L: Cathedral of St. Denis, Paris, 12-13th c, Paris, France
R: Great Mosque of Djenné, 13th c-present, Djenné, Mali



L: Great Mosque of Djenné - Eastern Facade (with one tower collapsed) c2010
R: Crépissage de la Grand Mosquée (Plastering of the Great Mosque)

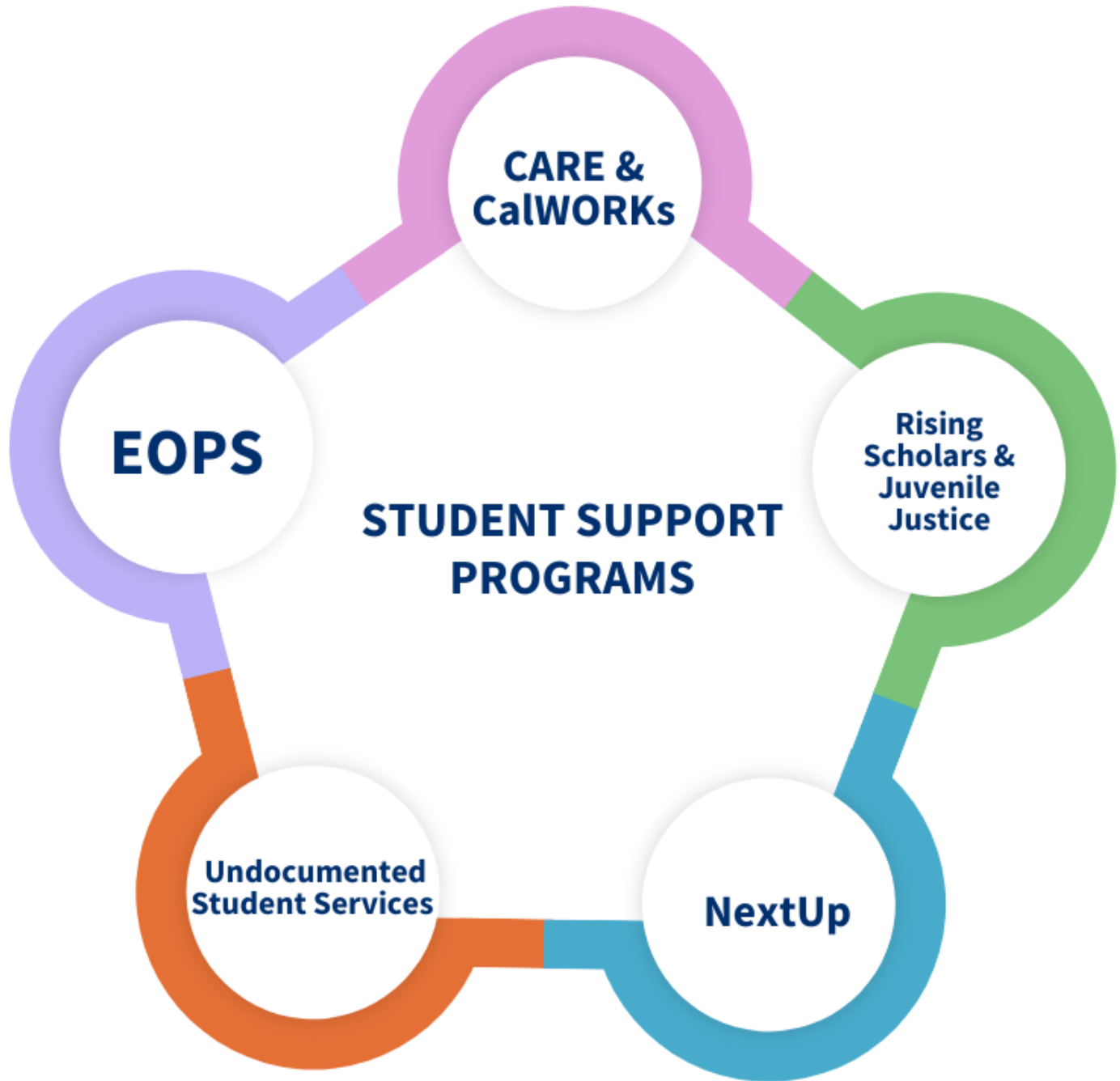
L: Raphael,
Marriage of the
Virgin, 1504
(Italian)

R: Sultan
Suleiman I
receives his
Grand Admiral,
Süleymanname,
1558 (Ottoman)



Undocumented Student Services





Common Understanding

- Undocumented: broadly includes all immigrants who reside in the US without legal status
- Undocumented people are not a monolith
 - Differences in country of origin, race, language, class, education, ability, gender, sexuality, etc.
 - At COM, differences exist in educational goal, access & eligibility for support

Undocumented Student Services



Our goal is to provide students with the guidance, services and resources needed to be successful at the College of Marin.

- Nonresident tuition exemption
- Financial aid
- Basic School Supplies
- Immigration Legal Services Referrals
- Non-employment-based opportunities

Student Protections

The background of the slide is a light cream color with a pattern of numerous orange butterflies of various sizes and orientations scattered across the entire area.

- Federal, state & local policy still exist that protect student data (FERPA, AB 21, COM AP 5017)
- State laws that limit cooperation with immigration enforcement (SB 54)
- District policy that outlines “Response to Immigration Enforcement Actions” (COM AP 3415)

COM Employee Response to Immigration Enforcement on Campus

Ask officer for name, identification number, and agency affiliation.

Ask for a copy of any warrant or court order.

Say: *I am not obstructing your process but need to consult now with the Office of the President. Your request will be addressed in a timely manner.*

Continued on reverse.

MARIN
COLLEGE OF MARIN

Immediately contact Office of the President: (Dr. Jonathan Eldridge, Micol Benet, Jesse Klein) or General Counsel Mia Robertshaw. Say you have an urgent immigration situation and a federal officer is present:

- Phone: (415) 457-8811. If no answer: 485-9502; 485-9308; 485-9304.
- In-Person: KTD Academic Center (AC), second floor lobby.
- Microsoft Teams (first choice after hours): Dr. Jonathan Eldridge, Mia Robertshaw, Micol Benet, Jesse Klein.

Never physically impede an officer. If officer enters without consent, make detailed record of contact.

The Office of the President will respond appropriately. Please do not assume that any federal officer is present to remove a member of the community. False rumors can cause fear and panic.

You have constitutional rights:

- **DO NOT OPEN THE DOOR** if an immigration agent is knocking on the door.
- **DO NOT ANSWER ANY QUESTIONS** from an immigration agent if they try to talk to you. You have the right to remain silent.
- **DO NOT SIGN ANYTHING** without first speaking to a lawyer. You have the right to speak with a lawyer.
- If you are outside of your home, ask the agent if you are free to leave and if they say yes, leave calmly.
- **GIVE THIS CARD TO THE AGENT.** If you are inside of your home, show the card through the window or slide it under the door.



www.RedCardOrders.com

- Submit print request through Marketing & Communications Storefront for “Red Cards” and include language(s) desired
 - Arabic, Chinese, English, Farsi, French, Haitian Creole, Hmong, Korean, Pashto, Portuguese, Punjabi, Russian, Spanish, Tagalog, Tigrinya, Ukrainian, Vietnamese

IMMIGRANT
LEGAL
DEFENSE

SPRING 2025 WEBINARS

for Cal State & California Community College
community members

Don't Miss Our Informative Immigration Webinar Series!

All sessions will run from **12:00 - 1:00 PM**

THU 01/16/2025: KNOW YOUR RIGHTS

TUE 01/28/2025: MONTHLY IMMIGRATION UPDATES

WED 02/12/2025: TRAVELING WITHIN THE U.S. WHILE UNDOCUMENTED

TUE 02/25/2025: MONTHLY IMMIGRATION UPDATES

WED 03/12/2025: SPECIAL IMMIGRANT JUVENILE STATUS (SIJS)

TUE 03/25/2025: MONTHLY IMMIGRATION UPDATES

WED 04/09/2025: EMPLOYMENT BACKGROUND CHECKS FOR NON-CITIZENS AND IMMIGRATION OPTIONS

TUE 04/29/2025: MONTHLY IMMIGRATION UPDATES

TUE 05/13/2025: KNOW YOUR RIGHTS

THU 05/29/2025: MONTHLY IMMIGRATION UPDATES



REGISTER NOW

[BIT.LY/M/ILD](https://bit.ly/m/ild)



Bring your questions! Stay informed on immigration policy and how it impacts our families and communities. We look forward to connecting with you!

www.ild.org

Contact



Hugo Guillen

undocu@marin.edu

415-485-9616

Student Services 231

<https://ss.marin.edu/uss>

**FLEX Workshop Friday,
January 17 at 9:30am on Zoom:
Supporting Undocumented
Students in Uncertain Times**



Securing Our Future

Aligning Financial Resources to Support Plan 2030

Plan 2030 Strategic Priorities

Be the Best Place to Study and Learn

Be a Great Place to Work and Grow

Be a Catalyst for Positive Community Change

Financial Strategies to Support Plan 2030

Key Financial Goals

- Maintain a **20% reserve level** for fiscal stability and to weather crises/disasters.
- Avoid **deficit spending and budgeting** to ensure long-term institutional sustainability.
- Build and replenish the **Capital Projects** and **Innovation Funds** to foster modernization and support new initiatives.
- Reduce **annual spending by \$1 million** (about 1.5%) to eliminate the structural deficit and accomplish these goals.

Collaborative Efforts

Meetings with budget managers to **identify cost-saving** strategies and align financial practices.

The **Planning and Resource Allocation Committee** will guide recommendations.

Our Shared Commitment

Aligning Financial Resources with Strategic Goals

- Connecting budget planning to strategic priorities.

Maintaining Fiscal Responsibility

- Ensuring long-term sustainability through careful planning and disciplined spending.

Empowering Innovation and Growth

- Maintaining funds for modernization and bold initiatives.

***Let's move forward with intention,
maintaining fiscal discipline, and
fostering innovation to secure our future.***



Coming Soon:
A New Approach to
Recycling and
Composting at College
of Marin

Exterior Waste Stations

Strategy:

Move to unified, consistent recycling/compost/waste stations on the most traveled pathways and areas on each campus.

Benefit:

- Streamlined maintenance and waste collection.
- Unified, singular look and function for all receptacles.
- Minimize material in landfill by maximizing recycling and compost.

Implementation:

1. Conduct education campaign
2. Install new stations
3. Remove old receptacles
4. Continue education campaign

Interior Waste Stations

Strategy:

Establish one centralized recycling/compost/waste station per floor in most buildings.

Benefit:

- Encourage proper placement of recycling/compost/waste within containers by employees, students, and visitors
- Minimize material in landfill by maximizing recycling and compost.
- Make it easier for custodians to ensure the College is complying with recycling/composting requirements

Implementation:

1. Install integrated recycling/compost/waste stations.
2. Remove trash/recycling containers from communal rooms.
3. Custodial staff will now service centralized stations.
4. Within offices, faculty/staff will take recycling/composting/ waste to the centralized station.
5. Consultation with employees in each building/area to coordinate specifics ahead of implementation.

Education

Unified, Consistent Approach to Waste Management

1. Align with state and local recycling/composting regulations, requirements, and guidelines.
2. Ongoing training for employees and students on proper recycling/composting techniques.
3. Collaborations with partners and users to refine recycling/composting procedures.

Implementation Timeline

1. Convocation: Announce Initiative (January)
2. Board Retreat: Review, Feedback, Support (February)
3. Receptacle Count and Procurement (February-March)
4. Consultation, Coordination, and Preparation across both campuses (February-April)
5. New recycling/compost/waste stations installed, old receptacles removed, and education campaign (April-May)
6. Education Campaign Continues (Fall Semester)

Note: Timeline subject to change based on items 3 and 4.



Call to Action:

Addressing Institutional Racism at COM

Overt White Supremacy (Socially Unacceptable)

Lynching
Hate Crimes
Blackface The N-word
Swastikas Neo-Nazis Burning Crosses
Racist Jokes Racial Slurs KKK

Covert White Supremacy (Socially Acceptable)

Calling the Police on Black People White Silence Colorblindness
White Parents Self-Segregating Neighborhoods & Schools
Eurocentric Curriculum White Savior Complex Spiritual Bypassing
Education Funding from Property Taxes Discriminatory Lending
Mass Incarceration Respectability Politics Tone Policing
Racist Mascots Not Believing Experiences of BIPOC Paternalism
"Make America Great Again" Blaming the Victim Hiring Discrimination
"You don't sound Black" "Don't Blame Me, I Never Owned Slaves" Bootstrap Theory
School-to-Prison Pipeline Police Murdering BIPOC Virtuous Victim Narrative
Higher Infant & Maternal Mortality Rate for BIPOC "But What About Me?" "All Lives Matter"
BIPOC as Halloween Costumes Racial Profiling Denial of White Privilege
Prioritizing White Voices as Experts Treating Kids of Color as Adults Inequitable Healthcare
Assuming Good Intentions Are Enough Not Challenging Racist Jokes Cultural Appropriation
Eurocentric Beauty Standards Anti-Immigration Policies Considering AAVE "Uneducated"
Denial of Racism Tokenism English-Only Initiatives Self-Appointed White Ally
Exceptionalism Fearing People of Color Police Brutality Fetishizing BIPOC Meritocracy Myth
"You're So Articulate" Celebration of Columbus Day Claiming Reverse-Racism Paternalism
Weaponized Whiteness Expecting BIPOC to Teach White People Believing We Are "Post-Racial"
"But We're All One Big Human Family" / "There's Only One Human Race" Housing Discrimination

COM's Strategic Plan

Equity: Recognizing the historical and systemic disparities in opportunity and outcomes and providing the resources necessary to address these disparities" (Education Trust-West).

Equality



Equity









June 5, 2020 Chancellor's Office Call to Action

- A system wide review of law enforcement officers and first responder training and curriculum.
- Campus leaders must host open dialogue and address campus climate.
- Campuses must audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum.
- District Boards review and update your Equity plans with urgency.
- Shorten the time frame for the full implementation of DEI Integration Plan.

Addressing Institutional Racism at COM: 9 Point Plan

1. Continually acknowledge structural racism with the COM Board of Trustees, superintendent/president's cabinet, employees, and students.
2. Center the healing and collective care for Black and African American students and employees.
3. Ongoing anti-racist training for the COM Board of Trustees, superintendent/president, cabinet, and employees.
4. COM Police Department employees receive ongoing professional learning and training rooted in anti-racism.
5. Advance anti-racist affinity groups.
6. Provide proactive support for faculty in evaluating and evolving their anti-racist classroom and learning cultures, curriculum, and evaluations.
7. Review all participatory governance committee charges and plans to ensure anti-racism is established and integrated as a core commitment and approach.
8. Build a pipeline of practices for hiring, supporting, and retaining more Black, African American, people of color, and equity-minded employees and institute a Grow Your Own program.
9. An accountability plan for each of the recommendations. Established by the superintendent/president, an accountability plan should include deadlines for when each of the recommendations will be implemented and assessed.



Caring Campus

By Classified Professional
Caring Campus Team

COM Caring Campus Team



What is Caring Campus?

1

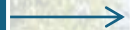
Institutionalizing
what we are already
doing.

2

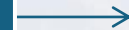
Taking the process
from transactional to
relational.

What are Caring Campus Behaviors?

Common campus-wide behaviors that all staff commit to



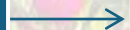
Communicate a sense of belonging, appreciation, and value of individual students



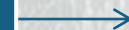
Encourage a service-mindset



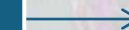
Create a sense of campus and community connectedness



Easy to implement with little or no resource commitment



Easy to monitor, evaluate and adjust as needed



Ensure efforts in a traditional and virtual environment



Top 5 Behavior Commitments



Ten-Foot Rule



Nametags/Identification



Cross-Departmental Awareness



Warm Referrals



First Week Greetings



Ten Foot Rule

- **If a student is near you, smile, say hi, ask if they need help if it seems they may need assistance.**



Nametags and Identification

- **Wear name badges or lanyards with the college name on them so that students will know who to approach with questions.**



Cross Departmental Awareness

- **Make the effort to engage with other departments so you know where to send students and how you can work together.**



Warm Referrals

- **Call ahead, provide a map, or walk student to the office they need to get to. Follow up to ensure the student gets there.**



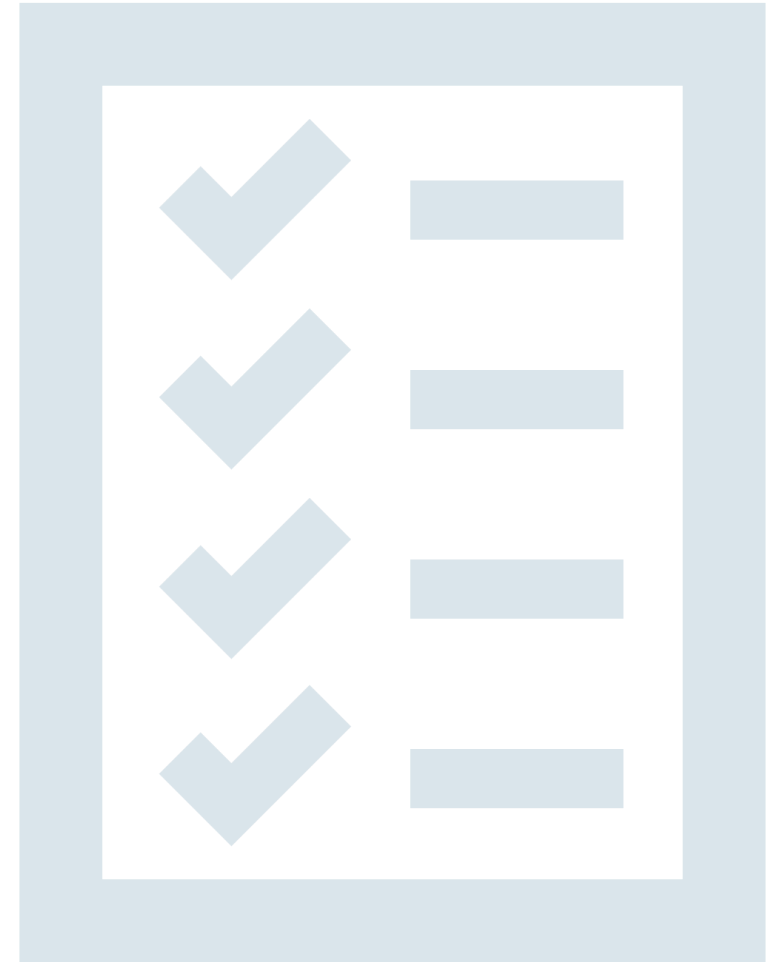
First Week Greetings

- **As a college the goal is to make the first week welcoming for students through activities and wayfinding, allowing students to feel comfortable asking for help.**





Mentimeter Survey

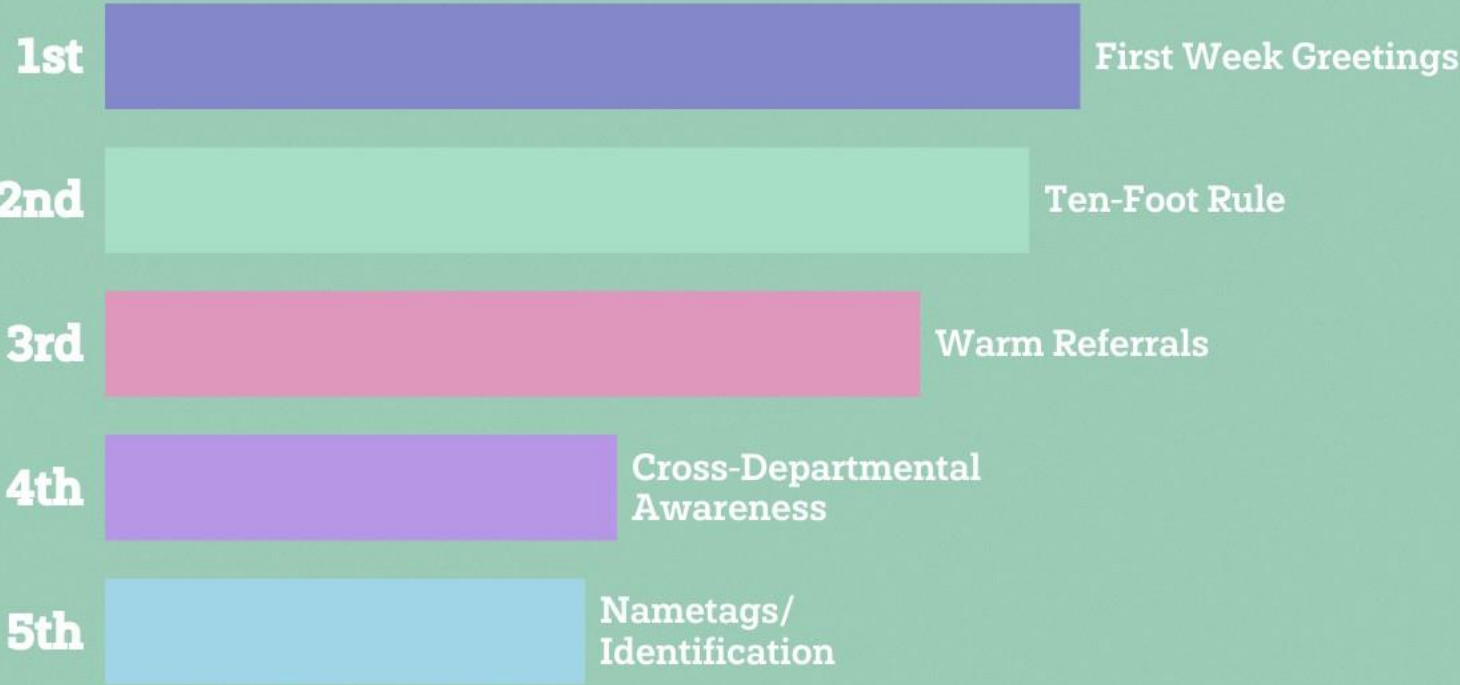


Caring Campus Survey

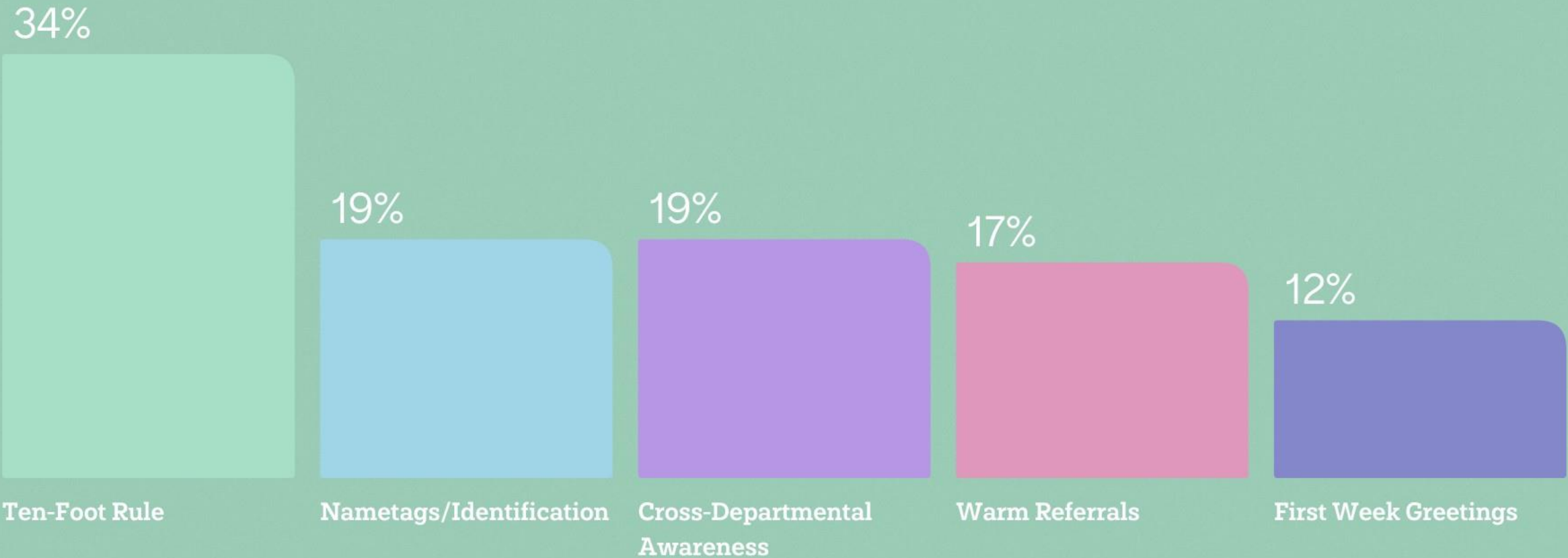
Please join by scanning the QR code

Caring Campus

Please rate how well the College is performing in the following behavior commitments on a scale of 1 to 5.



Choose one behavior that you will commit to practicing as we launch Caring Campus this semester.



**Come out to our table
after Convocation!**

What's Next?

- Caring Campus, Jonas Center Parking Lot, 11:00 am to 1:00 pm
- UPM Lunch and Meeting, Jonas Center, 12:00 to 1:30 pm
- Workspace available for employees between the Convocation and Academic Department meetings in Building 27, Room 229, 12:00 to 1:30 p.m.
- Academic Department meetings, Various Locations, 1:40 to 3:30 p.m.

MARIN
COLLEGE OF MARIN



We must accept finite
disappointment, but never lose
infinite hope.

February, 1968

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