

Grand Jury Recommendation	Action
<p>Recommendation 21-1: The Peralta Board of Trustees must participate in an annual training that examines the relationship between the board and chancellor and governance best practices.</p>	<p>Dr. Helen Benjamin has facilitated bi-annual training, evaluation, and discussions on best governance practices. Facilitated by Dr. Benjamin, Board Retreats and Study Sessions occurred July 21, 2020, August 3, 2020, December 15, 16, 2020, and July 20, 2021.</p>
<p>Recommendation 21-2: The Peralta Board of Trustees must amend the portion of Board Policy 7110, which gives the board of trustees the power to approve appointment of management employees to ensure it does not conflict with Board Policy 2430, Delegation of Authority of Chancellor, and the portion of Board Policy 7110 that delegates the authority for human resources to the chancellor.</p>	<p>BP 7110 is on the BP/AP matrix for review and update for the coming year. The policy was compared to the CCLC template for this policy and compared with other California Community colleges and districts. This BP will be on the Board agenda for September. The inconsistency with ACCJC Accreditations Standards has been pointed out and the conflict will be corrected.</p>
<p>Recommendation 21-3: The Peralta Board of Trustees must adopt a staff and executive staff hiring policy consistent with ACCJC best practices and recommendations.</p>	<p>Adoption of a revised BP 7110 (above) will satisfy this. The Chancellor presented a Staffing plan that was adopted unanimously by the Board on May 25, 2021.</p>
<p>Recommendation 21-4: Peralta board leadership must commit to intervene, consistent with board policy, in situations where trustees or public speakers are verbally attacking staff or other trustees.</p>	<p>The Board has committed to a cooperation resolution that is posted on their introductory website and read at every meeting. The Board has also agreed to and created a policy for communicating with groups The Board has signed an Affirmation agreement. Current zoom recordings evidence better meeting decorum. The Board meetings can be viewed Live on Peralta College's YouTube link https://www.youtube.com/channel/UCTEVyZCQ1p_yqMRafmQFUww And meetings are recorded such as this sample from Peralta Colleges Board of Trustees Meeting: July 27, 2021at https://www.youtube.com/watch?v=qPTO9XIakeU</p>
<p>Recommendation 21-5: The Peralta Board of Trustees must participate in training combatting racial insensitivity and implicit bias (Diversity, Equity, Inclusion and Belonging/DEIB).</p>	<p>The Board reviewed BP 2715 Code of Ethics and Standards of Practice (July 21, 2020) and updated BP 3410 Nondiscrimination (5/14/2021) and AP 3420 Equal Employment Opportunity. In addition, Resolution 20/21-29 Diversity, Equity, and Inclusion was unanimously passed on May 25, 2021. Board Goals Board Goal II: Diversity, Equity, Inclusion/Social Justice The Board is aware of the importance of a safe and welcoming teaching, learning, and working environment for students and employees and will promote equal access to educational achievement through collaborations that value diversity, equity, and inclusion.</p>

	<p>The Chancellor and Board President participated in CEO/Trustee Townhall Series called DEI (Diversity, Equity and Inclusion): In Action on July 22, 2021 and will attend the September 23, 2021 Townhall</p>
<p>Recommendation 21-6: The Peralta Board of Trustees and Peralta Academic Senate must participate in additional training regarding the Brown Act, illegal meetings, and closed session ethics</p>	<p>In the July 21, 2020, Board retreat minutes the Board reviewed Board Policy 2715 Code of Ethics and Standards of Practice. Flex Day covered two sessions on the Brown Act</p>
<p>Recommendation 21-7: The Peralta Board of Trustees must post proof or acknowledgement of all completed board training on the board web page.</p>	<p>Facilitated by Dr. Benjamin, Board Retreats and Study Sessions occurred July 21, 2020, August 3, 2020, December 15, 16, 2020, and July 20,2021. During the retreats the Board developed a vision statement, evaluated Board effectiveness, discussed ground rules for communication and building trust clarifying Board and CEO responsibilities, and adhering to accreditation standards Proof of training is posted on the BOT website at https://web.peralta.edu/trustees/2011-2012-agendas-minutes/</p>
<p>Recommendation 21-8: Individual members of the Peralta Board of Trustees must participate in an annual 360 evaluation, including a behavioral component. This evaluation must include staff input and the results must be discussed during a public meeting.</p>	<p>This recommendation is still under consideration.</p>
<p>Recommendation 21-9: The Peralta Board of Trustees must discuss the findings and recommendations of this report during a public meeting.</p>	<p>PCCD is sending a report to the Grand Jury in response to the report the last week of August. The Grand Jury report will be discussed in an open Board session in September.</p>