

Cuyamaca College Academic Senate's **Community Norms**

The following are the community norms that guide the work and meetings of Cuyamaca College's Academic Senate.

This is a living document that can be revised and adapted to better suit the needs and priorities as identified by faculty representatives.

1. We work to collectively empower faculty and students.
2. We share the responsibility of upholding Cuyamaca's Mission, Vision, and Values as well as our 10+1 purview.
3. We support, value, and learn from each other.
4. We value each other's analytical and emotional labor by working together to make meaningful use of our time and efforts.
5. We support pacing our work in ways that promote active learning, asking questions, and devoting time to share institutional knowledge.
6. We aim to be as transparent, honest, and constructive as possible.
7. We seek a balance of voices and understand that expressing different opinions is allowed and welcome.
8. We uphold that our personal experiences matter and must be respected and believed.
9. We center care in our work and collaborate on ways to build care into our practices, processes, and policies.
10. We aim to be proactive rather than reactive, and to collectively pursue long-term, sustainable solutions.
11. We strive to strengthen partnerships across our campus and the District.