

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.