

English Department Statement on Belonging and Innovation

The LMC English Department would like to emphasize the importance of creating a truly hyflex, hybrid campus in order to create a culture of belonging at LMC, where people feel valued, seen, and heard.

We are disappointed by recent messages that participating “in person” and even restricting participation to in-person only—such as at all-college day, college assembly and department chair meetings— is necessary to be engaged, or to show that we care. This is not inclusive, and even further, it makes people feel like they don't matter.

Many of us endured huge life changes during Covid, resulting in hard choices and changes in circumstances.

Many of us pay for child care, care for elderly parents, commute all over the bay area; we are nursing children. Many of us have taken on extra classes or even have taken additional jobs to endure inflation.

Hyflex meetings and events show we value diversity and difference further by including those with accessibility needs, acknowledging that different ways to participate means everyone can participate.

Finally, hyflex meetings and events (and the sustained infrastructure to run them well), show we value our Brentwood community equally.

We need to create a dynamic, hybrid, vibrant hyflex campus at LMC. We cannot retain enrollment and talented employees nor serve the full spectrum of students without innovation and evolution. All of us benefit from having multiple options for how to participate, how to get our voices heard.

Our sentiment extends to options for students; similarly, student events and student services prioritize in-person participation, and largely happen between the hours of 9-5, again, marginalizing our virtual and “night” students, our Brentwood students, and even marginalizing faculty, who might want to participate, but are either teaching or working from home.

We would like to ask for more the following to create a culture of innovation and belonging at LMC:

1. Hyflex options at any meeting or event (Brown Act committees of course will follow Brown Act);
2. More consistent investment in technological infrastructure, human resources, and training in how to do hylex and facilitate hyflex meetings and events; (we are especially suffering in the CC building from lack of updated and maintained technology);

3. More dialogue between constituent groups about modality so that those decisions are made collectively.

Thank you.