

# District Participatory Governance Council Meeting Agenda October 7, 2019 | 2:15 p.m. District Office – Board Room

- 1. Call to Order/Establish Quorum
- 2. Statements from the Public on Non-Agenda Items
- 3. Introduction of Members
- 4. Welcoming Remarks from Interim Chancellor Claire
- 5. Opening Remarks from Co-Chairs and Review of District Participatory Governance (DPGC) Roles and Responsibilities
  - A. Review of DPGC Policy (Attachment #01)
- 6. Action Items
  - A. Approval of Minutes from May 6, 2019 (Attachment #02)
- 7. Informational Items
  - A. Review of Board Policy Review Matrix (Attachment #03)
  - B. Board Policies for First Review
    - 1. 1.01 District Mission (Attachment #04)
    - 2. 6.01 Philosophy and Purpose (Attachment #05)
  - C. District Strategic Plan Update
- 8. Closing Remarks/Agenda Building
- 9. Adjournment

#### CHAPTER 2: Administration and General Institution BOARD POLICY NO. 2.08 (BP 2510)

## BOARD POLICY San Mateo County Community College District

**Subject:** BP 2.08 District Participatory Governance Process

**Revision Date:** 3/13; 1/17

Policy References: Education Code Section 70901.2; Title 5 Sections 53200-53206, 51023.5 and

51023.7; ACCJC Accreditation Standards IV.A and IV.D.7

1. In order to provide an opportunity for students, staff, and faculty to participate effectively in District governance, the Board of Trustees of the San Mateo County Community College District hereby establishes a District Participatory Governance Council (DPGC).

- 2. Nothing in this policy shall be construed to impinge upon the due process rights of students, faculty or staff, nor detract from any negotiated agreement between collective bargaining representatives and the Board of Trustees.
- 3. The Board respects agreements between the Academic Senate and collective bargaining representatives as to how they will consult, share or delegate among themselves the responsibilities that are or may be delegated to the Academic Senate by the Education Code or Title 5.
- 4. Governance is defined as those institutional structures and processes for decision-making and communications that engage students, staff, faculty, and administrators relative to the mission and values of the District.
- 5. The Board of Trustees is committed to a participatory governance system which ensures faculty, staff and students the right to participate effectively in district and college governance and the opportunity to express their opinions at the campus and District levels and to ensure that these opinions are given every reasonable consideration.
- 6. The purpose of the District Participatory Governance Council is to advise the Board of Trustees, through its designee, the Chancellor, on the following matters:
  - a. Procedures for faculty, staff, and management hiring and equal employment opportunities
  - b. Periodic review of the District Participatory Governance Council policy
  - c. Planning for Districtwide professional development activities
  - d. District budgeting, finance and planning
  - e. Changes to or the addition of locally determined student fees
  - f. Educational and facilities master planning processes
  - g. Board policies that directly affect faculty, staff and students of the District, as determined by the District administrator responsible for Board Policies, in conjunction with the DPGC cochairs. All other Board policies will be brought to the DPGC as information items.

In addition to these items, any Council member may, after consultation with the DPGC co-chairs, place informational or advisory items on the agenda.

- 7. The DPGC makes decisions democratically by polling appointed members to determine if general agreement has been reached, based upon the following levels of responses:
  - a. I support the recommendation completely.
  - b. I support the recommendation with reservations.
  - c. I cannot support the recommendation.

A recommendation will be forwarded to the Chancellor when 60% of members present are at any one level. Any member of DPGC can submit a brief rationale for his or her vote which will accompany the recommendation to the Chancellor and the Board of Trustees.

- 8. The District Participatory Governance Council membership is twenty (20) representatives with (5) representatives from Faculty, Administration, Classified, and Student constituencies, and specifically includes:
  - a. <u>Faculty (5)</u>: the District Academic Senate President, the three Academic Senate Presidents of each college or designees, and the AFT president or designee.
  - b. <u>Administration (5)</u>: one Manager appointed by the President of each college, one appointment from the District office chosen by the Chancellor, and one non-represented member. The non-represented member is appointed by the Chancellor and represents non-union associated employees and can be either classified or administrative.
  - c. <u>Classified (5)</u>: the CSEA President or designee, the AFSCME president or designee, and three additional classified representatives appointed by CSEA.
  - d. <u>Students (5)</u>: the three Associated Students Presidents or designees from each college, the Student Trustee, and one at-large member.
  - e. <u>Council Chair</u>: The Council will be served by co-chairs, namely, the District Academic Senate President and the District administrator appointed by the Chancellor in (b.) above.
- 9. <u>Term of Appointments:</u> Membership appointments for students are for one semester and may be continued from semester to semester. Membership appointments for all other constituent groups are for one year and may be continued.
- 10. A quorum for a meeting is as follows:
  - a. Presence of fifty percent plus one of current members, and
  - b. At least one representative from each site (District office and the three colleges), and
  - c. At least one representative from each constituency (faculty, administration, classified staff, and students).
- 11. The Board recognizes the Academic Senate as the official body representing faculty in participatory governance (Title 5, 53200) and the "the right of Academic Senates to assume primary responsibility for making recommendations in the areas of curriculum and academic standards". In academic and professional matters, the Board will rely primarily on faculty expertise through the established Academic Senate processes. The Academic Senate is expected to provide an opportunity for

students and staff to participate effectively in the formulation and development of policies and procedures that have or will have a significant effect upon them. (See Policy 2.05 for the delineation of authority agreement between the Board and the Academic Senates.) "Academic and professional matters" include the following:

- a. curriculum, including establishing prerequisites and placing courses within disciplines;
- b. degree and certificate requirements;
- c. grading policies;
- d. educational program development;
- e. standards or policies regarding student preparation and success;
- f. district and college governance structures, as related to faculty roles;
- g. faculty roles and involvement in accreditation processes, including self-study and annual reports;
- h. policies for faculty professional development activities;
- i. processes for program review;
- j. processes for institutional planning and budget development; and
- k. other academic and professional matters as are mutually agreed upon between the governing board and the academic senate. (Title 5 §53200.c)
- 12. The Board recognizes the Associated Students organizations as the official bodies representing students and considers students to be full participants in participatory governance on all items pertaining to their interests. District and college policies and procedures that have or will have a "significant effect on students" include the following (Title 5, §51023.7,4 (b):
  - a. grading policies;
  - b. codes of student conduct;
  - c. academic disciplinary policies;
  - d. curriculum development;
  - e. courses or programs which should be initiated or discontinued;
  - f. processes for institutional planning and budget development;
  - g. standards and policies regarding student preparation and success;
  - h. student services planning and development;
  - i. student fees within the authority of the district to adopt; and
  - j. any other district and college policy, procedure, or related matter that the district governing board determines will have a significant effect on students.
- 13. The Board recognizes CSEA as the official body representing classified staff and considers classified staff to be full participants in participatory governance on all items pertaining to their interests (Education Code §70901.2). The selection of classified representatives to serve on District and/or College committees, task forces, or other governance groups shall be made by CSEA with the expectation that all classified staff will be considered in the process of selecting representatives (Title 5 §51023.5).
- 14. A copy of the complete and updated text of the District participatory governance policy shall be maintained in the Office of the Chancellor.



## District Participatory Governance Council Minutes May 6, 2019 District Board Room

Members Present: Mitch Bailey (Co-Chair), Grace Beltran, Kathryn Browne, Juanita Celaya, Jeri Eznekier, Chris

Gibson, Jacob Korf, Megan Rodriguez Antone, Rich Rojo, Paul Rueckhaus, Diana Tedone,

Karen Pinkham, Jeramy Wallace and Johnny Yang

Members Absent: Leigh Anne Shaw (Co-Chair), Mondana Bathai, John Cuevas, Gabriela Topete Eng Goon, and

Mary Vogt

Others Present: Ron Galatolo (Chancellor) and Roxanne Brewer (Recorder)

#### 1. Call to Order/Establish Quorum

The meeting was called to order at 2:20 p.m. and quorum was established.

Mr. Bailey said Leigh Anne Shaw had a scheduling conflict and would not be attending today's meeting. Mr. Bailey acknowledged Ms. Shaw for all of her great work while serving as Co-Chair of DPGC. Mr. Bailey said Ms. Shaw was a pleasure to work with and valued her participation, contributions, and collegiality in the process. Mr. Bailey is looking forward to Jeramy Wallace as next year's Co-Chair of DPGC.

Mr. Bailey welcomed Chancellor Galatolo and said that the Council has reviewed multiple policies this academic year with the recommendations forwarded to his attention prior to the Board of Trustees (Board) approval. Chancellor Galatolo thanked the Council for their great work. Chancellor Galatolo said the Council reviews and makes key decisions regarding District policies that are submitted to him prior to being approved by the Board.

Chancellor Galatolo thanked Leigh Ann Shaw for her work on the Council and looks forward to working with Mr. Wallace as the Co-Chair of the Council. Chancellor Galatolo said he would miss working with Mr. Rueckhaus when he moves over to San Francisco State; he greatly appreciated the time he has spent with him.

#### 2. Statements from the Public on Non-Agenda Items

Mr. Bailey recommended that the Council hold the following policies for further review:

**BP 1.05 – Student Trustee** 

BP 4.45 – Dismissals and Disciplinary Action – Classified Employees

#### 3. Action Items

#### A. Approval of Minutes from April 8, 2019 Meeting

The Council unanimously approved the minutes from the April 8, 2019 meeting with the following correction: *Monana Bathai* should read as *Mondana Bathai*.

#### **B.** Board Policies for Approval

The following policies were presented for approval; polling resulted in the majority of the members at the (a) level ("I support the recommendation completely"), the recommendation <u>will be forwarded</u> to the Chancellor for Board of Trustees consideration.

#### 1.01 – District Mission

An edit was suggested to change the words in the first sentence under the heading MISSION to 'fostering equity' to 'social justice'.

- 2.26 Drug-Free Workplace and Educational Environment
- 2.28 Safety; Injury and Illness Prevention Program
- 2.34 Computer and Network Use

#### 2.60 – Resignations

An edit was suggested to change the words in Item 3 from 'his/her' to 'their.'

5.16 - Managers: Evaluation

5.26 – Academic Supervisors: Evaluation

#### 4. Closing Remarks

Mr. Yang shared with the Council that he was accepted into the Business/Economics Program at UCLA. Mr. Korf was also accepted to UCLA in the Economics Program and is waiting to hear on some private universities. Mr. Bailey and the Council thanked Mr. Yang and Mr. Korf for being part of DPGC. He said that having students along with staff and faculty on the Council is critical to its success.

Mr. Wallace thanked everyone and gave a special thanks to Mr. Bailey for the quick meetings. Mr. Bailey thanked the Council for their feedback that they provide from their constituency groups and presenting suggestions in a thoughtful, collegial manner.

**5.** Adjournment: 2:52 p.m.

Policy No.	Policy Name	Revision/ Review Date
1.00	The San Mateo County Community College District	02/16
1.01	District Mission	05/19
1.02	Organization of the Board	07/18
1.05	Student Trustee	05/13
1.10	Duties and Responsibilities of the Board	03/16
1.15	Officers of the Board	02/16
1.20	Duties of Officers	03/16
1.25	Secretary for the Board	06/15
1.30	Compensation of Board Members	03/18
1.35	Board Member Conduct	03/15
1.40	Meetings of the Board	06/16
1.45	Agendas for Meetings	04/19
1.50	Minutes of Meetings	06/15
1.55	Order of Business and Procedure	11/14
1.60	Rules of Order for Board Meetings	04/19
1.65	Community Relationships	02/16
1.70	Board Action on Legislative Issues/Political Activity	02/16
2.00	Administrative Organization	05/15
2.02	Chancellor of the District	03/15
2.03	College Presidents	11/18
2.05	Academic Senate	05/15

2.06	Board Policy and Administrative Procedure	04/19
2.07	Policy Development	07/17
2.08	District Participatory Governance Process	01/17
2.09	Categories of Employment	05/09
2.10	Selection Procedures	11/18
2.11	Philosophy of Personnel Management and Human Resource Development	06/15
2.12	Employee Rights and Protection, Domestic Partner Rights, and Whistleblower Protection	11/18
2.13	Dissemination of Employee Information	11/18
2.14	Outside Employment	05/15
2.15	Collective Bargaining	11/18
2.16	Public Notice of Negotiations	05/15
2.17	Emeritus Designation	05/15
2.18	Student Participation in District and College Governance	05/17
2.19	Nondiscrimination	06/15
2.20	Equal Employment Opportunity	06/15
2.21	Policy on Professional Ethics	03/18
2.22	Employment of Relatives	06/15
2.23	Leaves of Absence and Catastrophic Leave Program	10/13
2.25	Prohibition of Harassment	06/15
2.26	Drug Free Workplace and Educational Environment	05/19
2.27	Policy on Smoking	05/14
2.28	Safety; Injury and Illness Prevention Program	05/19
2.29	Sexual Assault Education, Prevention, and Reporting	03/15

2.30	Political Activity	12/11
2.31	Speech: Time, Place and Manner	06/13
2.34	Computer and Network Use	05/19
2.35	Use of District Communications Systems	05/13
2.36	Policy on Use of Student Email Addresses	01/11
2.40	Public Records	03/12
2.45	Conflict of Interest	01/17
2.51	Reporting of Crimes	05/15
2.52	Local Law Enforcement	11/18
2.55	Emergency Response Plan	03/18
2.60	Resignations	05/19
2.70	Accreditation	05/15
2.75	Institutional Planning and Effectiveness	06/15
2.80	Recognition: Honorary Degree; Presidential Medallion; Naming of Facilities	03/18
3.00	Applicability of Chapter III Policies	11/18
3.05	Designation of Faculty	01/18
3.15	Employment Requirements	11/18
3.20	Evaluation of Faculty	12/18
3.25	Wages, Hours and Other Terms and Conditions of Employment	12/18
3.30	Pay Period for Faculty	12/10
3.35	Payroll Deductions	12/10
3.40	Faculty Substitutes	11/10
3.50	Suspension and Dismissal	12/10

3.80	Summer Session Faculty Employment	11/10
3.90	Post-Retirement Contract	12/18
4.00	Applicability of Chapter IV Policies	02/19
4.05	The Classified Service	11/10
4.15	Employment Requirements	02/19
4.20	Supervision of Classified Employees	02/19
4.22	Classified Staff Development Program	11/10
4.25	Employees Not Members of the Classified Service	02/19
4.30	Pay Period for Classified Employees	02/19
4.35	Payroll Deductions	12/10
4.40	Continuation of Employment	11/10
4.45	Dismissals and Disciplinary Action	11/10
5.00	Applicability of Chapter V Policies	02/19
5.01	Definition of Non-Represented Employees	11/10
5.02	Non-Represented Employees: Work Year and Workday	02/19
5.04	Non-Represented Employees: Staff Development Programs	11/10
5.06	Non-Represented Employees: Conflict Resolution	02/19
5.07	Non-Represented Employees: Health Benefits and Leaves of Absence	02/19
5.10	Managers: Employment and Reassignment	3/19
5.12	Managers: Responsibilities	3/19
5.14	Managers: Compensation and Benefits	3/19
5.15	Non-Represented Employees: Employment Requirements	3/19
5.16	Managers: Evaluation	05/19

5.20	Academic Supervisors: Employment and Reassignment	3/19
5.24	Academic Supervisors: Compensation and Benefits	3/19
5.26	Academic Supervisors: Evaluation	05/19
5.50	Classified Professional/Supervisory Employees: Employment and Transfer	11/10
5.54	Classified Exempt and Non-Exempt Professionals and Supervisors: Compensation and Benefits	12/11
5.56	Classified Professional/Supervisory Employees: Evaluation	06/11
5.60	Confidential Employees: Employment and Transfer	3/19
5.64	Confidential Employees: Compensation and Benefits	3/19
5.66	Confidential Employees: Evaluation	3/19
6.01	Philosophy and Purpose	10/13
6.03	Division Organization	09/14
6.04	Minimum Class Size Guidelines	09/14
6.05	Academic Calendar	04/15
6.10	Philosophy and Criteria for Associate Degree and General Education	04/12
6.11	Requirements for Degrees and Certificates	04/15
6.12	Definition of Credit Courses	11/12
6.13	Curriculum Development, Program Review, and Program Viability	01/17
6.14	Course Prerequisites and Other Limitations on Enrollment	04/15
6.16	Standards of Scholarship	04/13
6.17	Course Repetition	06/10
6.18	Credit by Examination	01/18
6.19	Multiple and Overlapping Enrollments	03/15
6.20	Probation, Dismissal, and Readmission	11/10

6.21	Grading and Academic Record Symbols	04/13
6.22	Academic Renewal	06/14
6.23	Grade Changes	09/14
6.24	Articulation	01/18
6.25	Pass/No Pass Options	02/12
6.26	Transfer of Credit & Grad. and/or Certif. Pgm. Req. for Students Who Transfer among the Dist. Colleges	04/15
6.30	Externally Funded Special Projects and Programs	09/14
6.31	Course Auditing and Auditing Fees	02/16
6.32	Intellectual Property	04/13
6.33	Use of Copyrighted Materials	03/13
6.34	KCSM-TV and KCSM-FM	05/14
6.35	Academic Freedom	03/13
6.38	Criteria for Selection of Guest Speakers	04/15
6.39	Presence of Non-Students on District Property	06/16
6.45	Field Trips and Excursions	05/10
6.50	Student Teachers and Interns	06/16
6.60	Nursing Program	12/10
6.80	Policy Governing the Use of Off-Campus Facilities	04/15
6.87	Library and Learning Support Services	03/15
6.90	Community Education Classes	03/18
6.94	Contract Courses and Services	04/15
7.00	Student Services	08/13
7.01	Admissions and Concurrent Enrollment	03/14

7.02	Residence Determination	08/13
7.07	Non-Resident Student Tuition Fees	11/14
7.09	Withholding of Student Records	08/13
7.20	Student Equity	08/13
7.22	Student Credit Card Marketing	08/13
7.23	Athletics	03/15
7.26	Prevention of Identity Theft in Student Financial Transactions	08/13
7.28	Student Records, Directory Information, and Privacy	08/13
7.37	Open Enrollment	08/13
7.38	Enrollment Priorities	08/13
7.39	Student Success and Support Program	03/14
7.40	Counseling and Advising Services	08/13
7.41	Disabled Students Programs and Services (DSPS)	01/17
7.42	Extended Opportunities Programs and Services (EOPS)	08/13
7.43	Student Financial Aid Programs	05/16
7.44	Student Health and Psychological Services	10/13
7.45	Transfer Center	08/13
7.46	Access to Shower Facilities	01/17
7.48	Child Development Centers	08/13
7.56	Collection of Delinquent Loans and Other Financial Obligations	08/13
7.60	Student Organizations and Activities	08/13
7.61	Financial Responsibilities: Student Body Associations and Student Organizations	08/13
7.62	Associated Students Election	08/13

7.63	Off-Campus Student Organizations	08/13
7.67	Sexual Harassment Involving Students	04/15
7.69	Student Conduct	01/16
7.73	Student Grievances and Appeals	05/14
8.00	Fiscal Management	03/11
8.02	Delegation of Authority	03/14
8.03	Authorized Signatures	03/14
8.05	District Financial Audits	11/11
8.06	Investment of District Funds	07/15
8.07	Debt Issuance and Management	03/18
8.08	Attendance Accounting	03/11
8.11	District Budget	03/11
8.13	Public Safety on District Property	05/13
8.14	Bond Oversight Committee and Accountability Measures	06/16
8.15	Purchasing	03/15
8.16	Construction Bids - Prequalification of Bidders	04/12
8.17	Capital Construction	05/12
8.18	Revolving Cash Fund	03/11
8.20	Claims Against the District	12/10
8.27	Records Retention and Destruction	03/16
8.28	Hazardous Materials	11/10
8.30	Property Management, Inventory and Transfer	03/12
8.31	Disposal of District Property	02/12

8.33	Auxiliary Services	10/12
8.35	Cash Collections	02/12
8.38	Gifts and Donations	03/18
8.40	Risk Management	10/12
8.42	Tax Deferred Compensation	02/12
8.45	Transportation on District-Sponsored Activities	03/11
8.47	Study/Travel Tours	10/12
8.48	Traffic Regulations	10/13
8.49	Use of Unmanned Aerial Systems on District Property	12/18
8.50	Accidents	02/12
8.51	Report of Injuries	03/12
8.54	District Organizational Memberships	04/12
8.55	Conference Attendance and Travel	03/13
8.56	In-District Conferences and Meetings	11/11
8.66	Solicitation of Funds	02/12
8.67	Advertising in District Publications	02/12
8.70	Fees and Charges	02/16
8.72	Refund of Fees	02/12
8.74	Exemptions and Waivers from Fees	02/12
8.80	Community Use of District Facilities	06/15

## CHAPTER 1: Board of Trustees BOARD POLICY NO. 1.01 (BP 1200)

## BOARD POLICY San Mateo County Community College District

Subject: BP 1.01 District Mission

**Revision Date:** 5/12; 5/19

**Policy Reference:** ACCJC Accreditation Standard I.A

1. The mission of the San Mateo County Community College District is:

#### **PREAMBLE**

The Colleges of the San Mateo County Community College District, Cañada College, College of San Mateo, and Skyline College, recognizing each individual's right to education, provide the occasions and settings which enable students to develop their minds and their skills, engage their spirits, broaden their understanding of social responsibilities, increase their cultural awareness and realize their individual potential. The District actively participates in the economic, social, and cultural development of San Mateo County. In a richly diverse environment and with increasing awareness of its role in the global community, the District is dedicated to maintaining a climate of academic freedom in which a wide variety of viewpoints is cultivated and shared. The District actively participates in the continuing development of the California Community Colleges as an integral and effective component of the structure of public higher education in the State.

#### **MISSION**

In an atmosphere of collegiality and shared responsibility, and with the objective of fostering social justice and sustaining open access for students and being responsive to community needs, the Colleges of the San Mateo County Community College District will fulfill the following mission with excellence:

- Provide a breadth of educational opportunities and experiences which encourage students to develop their general understanding of human effort and achievement; and
- Provide lower division programs to enable students to transfer to baccalaureate institutions; and
- Provide career and technical education and training programs directed toward career development, in cooperation with business, industry, labor, and public service agencies; and
- Provide basic skills education in language and computational skills required for successful completion of educational goals; and
- Provide a range of student services to assist students in attaining their educational and career goals; and
- Provide self-supporting community education classes, contract education and training and related services tailored to the human and economic development of the community; and
- Provide leadership in aligning educational programs and services offered by all local educational institutions and community service organizations; and

• Celebrate the community's rich cultural diversity, reflect this diversity in student enrollment, promote it in its staff, and maintain a campus climate that supports student success.

To fulfill this educational mission, the District is committed to effective institutional research that supports the evaluation and improvement of programs, services, and student outcomes. Participatory governance is practiced through processes that are inclusive with regard to information sharing and decision making, and that are respectful of all participants. The District plans, organizes and develops its resources to achieve maximum effectiveness, efficiency, equity and accountability.

2. The Mission of the District shall be regularly reviewed each year through the participatory governance process and more thoroughly no less than every three years through the engagement of the Board of Trustees and the students, faculty, staff, administrators of the colleges and District.

## CHAPTER 6: Educational Program BOARD POLICY NO. 6.01 (BP 4040)

## BOARD POLICY San Mateo County Community College District

**Subject:** BP 6.01 Philosophy and Purpose

**Revision Date:** 3/13; 10/13

**Policy References:** Education Code Section 78100; Civil Code Section 1798.90; Accreditation

Standard II.C

1. The San Mateo County Community College District has established its educational philosophy on three fundamental premises: that a society requires intelligent support; that the individual has worth and dignity; and that a college has obligations to both society and the individual.

- 2. As a corollary to these premises, the Board and administration realize that the District's Colleges must remain sensitive to changes in the needs of the community and, within available resources, evolve their educational offerings in response to those needs.
- 3. In general, the purpose of each College within the District is to provide education beyond the high school level for residents of the District who can benefit from it. This education is designed to help students become aware of their potentialities, stimulate their cultural interests, and develop their career/technical abilities. It prepares students to assume the responsibilities of citizenship in our free society. It offers them the opportunity to assimilate an organized body of knowledge, to employ critical thinking, and to construct an informed frame of reference.
- 4. To achieve their purposes, the Colleges within the San Mateo County Community College District offer the following kinds of education:
  - a. General education
  - b. Lower-division college education
  - c. Career/technical education
  - d. Developmental education
  - e. Special educational programs and services for the community
- 5. The Board shall develop and periodically review a "Core Values and Principles" statement that will help shape the educational mission of the District by determining program priorities within available resources.
- 6. The Colleges will help students discover their aptitudes, choose their life work, and plan an educational program which will prepare them for that work. The Colleges offer this assistance through a formal program of advising and counseling, and through informal student-teacher relationships, which are distinct and valuable services. The Colleges recognize the educational value of organized student activities and encourage student and faculty participation in these activities.