

## The Change

There have been many times over the years, and in the not too distant past, that I've witnessed behavior and email exchange that I would argue by anyone's standards would be considered intimidating, hostile, rude, and self-serving. Today, I can say that as a college we have become more civil to one-another. I see committee members feeling freer to speak up and in turn becoming much more effective to the group. I see fewer negative emails with far less response to all (Take away our all-district privilege's already. Those emails really do impact our morale.)

I thank the EVC student that responded to a particularly uncivil email exchange two years ago. She implored everyone to "Please stop". I truly believe that a student showed us that we had gone over the edge. What were we modeling to the students that are learning from their experiences here? It was much more than they were learning in the classroom. Thanks to the Board and Chancellor for charging a group of individuals (Civility Task Force) with getting the District back on track.

Personally, I've tried to work on my own body language. I'm doing far less eye-rolling these days. We can all work to promote a more positive climate if we accept responsibility for our own behavior and not tolerate it when we see uncivil exchanges by others. We still have a long way to go but we are making our workplace, our college, and district a better place to work. If it's better for us, it is better for our students.

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