

Why Eliminating Remote Attendance is an Equity Issue

1. Economic Impact

- Many adjuncts and classified professionals already earn less than a living wage.
- Attending meetings in person adds unpaid labor, childcare/dependent costs, transportation expenses, and parking fees — effectively reducing compensation further.
- These additional costs create barriers to participation and silence the voices of employees with the fewest resources.

2. Accessibility and Disability Rights

- For colleagues with disabilities, chronic health conditions, or mobility challenges, remote participation is an access need, not a preference.
- Removing remote options without providing an alternative accommodation may violate the spirit of ADA compliance and undermines institutional commitments to accessibility.
- Hybrid access promotes inclusion and allows participation from individuals who otherwise could not attend.

3. Representation and Shared Governance

- Miramar College is one of the few campuses with all adjunct senate seats filled — this strong representation is possible largely because of hybrid accessibility.
- Removing remote options will likely reduce participation from part-time and underrepresented groups, creating decision-making bodies that do not reflect our campus community.

4. Addressing the Real Problem: Technology

- The stated issues — poor audio, lack of captions, unclear visuals — are technical challenges, not reasons to eliminate remote access.
- Solutions include:
 - Use H-205 as a hyflex capable room that hasn't been explored as an option
 - Using microphones and cameras strategically, the OWL worked last time
 - Enabling closed captions (for accessibility compliance) but also as back-up audio
 - Assigning a tech moderator (AS VP?) or using campus IT support AS Parliamentarian?
- Fixing the tech strengthens access and engagement for everyone, both in person and remote.

5. Our Core Values

- Equity-minded governance means removing barriers, not reinforcing them.
- Hybrid access is an equity tool that ensures all voices — especially those who are most often unheard — can participate fully.