

EQUITY & DIVERSITY ACTION COMMITTEE

Wednesday, May 13, 2020

8:30 AM-10:00 AM

Zoom Meeting

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/8370552669>

Or iPhone one-tap (US Toll): +16699006833,8370552669# or +13462487799,8370552669#

Or Telephone:

Dial:

+1 669 900 6833 (US Toll)

+1 346 248 7799 (US Toll)

+1 253 215 8782 (US Toll)

+1 301 715 8592 (US Toll)

+1 312 626 6799 (US Toll)

+1 646 876 9923 (US Toll)

Meeting ID: 837 055 2669

Basecamp log-in: <https://3.basecamp.com/4286309/projects/13688086>

AGENDA

1. Member roll call

Mayra Cruz Darcie McClelland

Cheryl Aschenbach Jessica Ayo Alabi

Eileene Tejada Juan Buriel

Karla Kirk C. Kahalifa King

1. Call Meeting to Order and Adoption of the Agenda
2. Select Notetaker
3. Approval of the April 8, 2020 Meeting Summary (attachments) (action)
4. Check-in
5. Reports (information)
6. ASCCC May Report and [ASCCC COVID-19](https://www.asccc.org/covid-19-faculty-resources) Resources
7. Optimizing Community College Success White Paper Outline approved by the ASCCC Executive Committee
8. EEO/DEI webinar 5/28
9. CCCCO DEI Statewide Implementation Workgroup (see attachments)
10. Work Plan Monitoring (Basecamp)

May/June Priorities (discussion/action or next steps)

1. Committee priorities discussed in February write up (resolutions)
2. Update on Equity Assessment of the Implementation of AB705 Status (EDAC Lead: Juan; Members: Jessica, Kahalifa, Mayra and with the GP team)
3. Anti-Racism Education Paper – Outline (Goggle doc)

<https://docs.google.com/document/d/1TdF6ESbJafKc0lKivEywUinsaIuXehFcwGfAnhXhceU/edit#>

*Meeting task*: Seeking for EDAC members to be part of the writing team

1. Tools for Colleges to Engage in Dialogue (Goggle doc)

*Meeting task*: Review and approve to forward to ASCCC Executive Committee

<https://drive.google.com/drive/folders/12cRCW1oVfON2cQ8x3VfloVsNtQx1aqmj>

* 1. Systemic bias dialogue tools
  2. Cultural change and improvement tools
  3. Benefits of multiple world view and lived experiences tools

1. Recommendations and focus for 20-21\*
2. Announcements
   * [Events](https://www.asccc.org/calendar/list/events)
   * ASCCC [Faculty Application for Statewide Service](https://www.asccc.org/content/faculty-application-statewide-service)
   * June 10th meeting
3. Appreciations

Adjourn

\*Recommendations for 20-21

(1) The Committee recommends that the following priorities be address in 2020-21

Resolution F16 7.02 [Inclusion of English Learners in Equity and Scorecard Categories](http://www.asccc.org/resolutions/inclusion-english-language-learners-equity-and-scorecard-categories)

Resolution S17 3.02 [Support for Marginalized Students](http://www.asccc.org/resolutions/support-marginalized-students-0) (focus on undocumented students)

*(EDI/Anti-bias and Anti-Racism module or webinar (Mayra, Darcie, Karla)*

Resolution F17 3.02 [ESL Impact Cause by the Termination of Common Assessment Initiative](https://asccc.org/resolutions/esl-equity-impact-caused-termination-common-assessment-initiative)

Resolution F17 22.01 [Ensure Equal Access for All Qualified California Community College Students to College Promise Funds](https://asccc.org/resolutions/ensure-equal-access-all-qualified-california-community-college-students-college-promise)

Resolution S19 3.02 [Address Privacy and Rights Violations](https://asccc.org/resolutions/address-privacy-and-rights-violation-caused-education-code-%C2%A787408-2011)

Resolution S19 13.01 [In Support of All Gender Restrooms](https://asccc.org/resolutions/support-all-gender-restrooms-california-community-college-campuses) *(Calls for all colleges to create gender inclusive building plans and campus maps; Resource handout)*

Discuss the referral from the RwLS committee, Resolution S19 13.01 In Support of All Gender Restrooms

(2) Finalize the Anti-Racism Paper

(3) Continue the “Celebrate successful collaborations to support equity and student achievement Showcase in 20-21

(4) Integrate the CCCCO DEI Integration Plan ASCCC Assignments into EDAC’s work

(5) Pending the development before the end of June 2020, finalize the AB705 implementation assessment tool (Resolution S16 1903 Infusing Equity through College Processes Collaboration with GPTF)

(6) Discuss next steps to support Undocumented Students

(7) Develop a series of webinars in Equity, Diversity and inclusion, and in Anti-Racism Education

Collaborate with the Faculty Leadership Development Committee

Tasks in Progress (wrap-up by mid-June):

1. Committee priorities (resolutions) (criteria: actions no longer relevant, actions to be accomplished by June 30th, recommend action for 20-21)

Resolution S10 1.02 [Plan to Infuse Cultural Competence](http://www.asccc.org/resolutions/plan-infuse-cultural-competence) (Mayra to post in summary of accomplishments)

Resolution S10 1.07 [Faculty Hiring Resources](http://www.asccc.org/resolutions/faculty-hiring-resources) (Mayra to follow up with 2020 EEO handbook updates to integrate Diversity, Equity and Inclusion statement and other revisions)

Resolution F14 7.04 [Student Safety: Sexual Assault](http://www.asccc.org/resolutions/student-safety-sexual-assault) (Mayra to check back with CCCCO and Krystinne Mica)

Resolution S14 3.01 [Infuse Cultural Competence](http://www.asccc.org/resolutions/infusing-cultural-competence) (Mayra to review cultural competency plan to address this resolution and post a summary of accomplishments)

Resolution S15 3.01 [Systemwide Collaboration in Violence Prevention Programs](http://www.asccc.org/resolutions/system-wide-collaboration-violence-prevention-programs) (Mayra to follow-up with CCCCO and Krystinne Mica)

Completed Tasks:

1. EDAC Work Plan (approved 10/9/19)
2. EDAC charge reviewed
3. Recommendation to Adopt the CCCCO Diversity, Equity & Inclusion Statement proposed and submitted to ASCCC
4. Rostrum article written:

[*Subtle Support for Our Undocumented Students in the Classroom*](https://asccc.org/content/subtle-support-undocumented-students-classroom)by Juan Buriel

[*Best Practices for Faculty Involvement in the Student Equity and Achievement Plan*](https://asccc.org/content/best-practices-faculty-involvement-student-equity-and-achievement-program-plans)by Eileene Tejada, Karla Kirk, Mayra Cruz

[*Faculty Involvement in the Student Equity and Achievement Program*](https://asccc.org/content/faculty-involvement-student-equity-and-achievement-program) *by Ayo-Alabi*

[*Best Practices for Student Involvement in the Student Equity and Achievement Plan and Implementation*](https://asccc.org/content/best-practices-student-involvement-student-equity-and-achievement-plan-and-implementation)by Mayra Cruz and Karla Kirk

1. Partnered with the Foundation CCC and CCCO Undocumented Students Week of Action Follow-up with Input To-Dos on Basecamp and assignments (Note: Incorporate resolutions in Action Plan)
2. 2019 Fall Plenary Resolutions submitted and adopted by the body.

* Resolution 3.02 on anti-racism/no hate education was approved.
* Resolution 3.03 on replacing the ASCCC Inclusion statement with a new Diversity, Equity, and Inclusion Statement was approved by acclimation.

1. A2Mend Spring Conference workshops- titles & descriptions
2. Spring 2020 Plenary EDAC Proposed Topics/Activity

* Implicit bias in faculty diversification
* Anti-racism education (Related to the content of the 3.02 F19 Support Infusing Anti-Racism/No Hate Education in Community Colleges)
  + Identify how bias, stereotyping, and discrimination have limited the roles and contributions of individuals and groups, and how these limitations have challenged and continue to challenge our society, including faculty diversification
  + Examine assumptions and prejudices, including, but not limited to, racism, sexism, and homophobia, that might limit the opportunities and growth of students and employees
  + Explore inherent racism embedded in societal institutions, including the educational system and individually examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism.
  + Effective practices to dismantle racism
* Culturally responsive teaching and practice (ie. infusing cultural competence)
* How faculty are involved in advancing equity
* Student services and instruction integration for student success
* Assessment or evaluation of equity in the implementation of AB705 implementation (Rubric)

Equity Driven Systems Paper topics

* Where is Equity in the 10+1?
* Applying a Theory of Action framework to Equity: Nots and Bolts
* Transforming the college into an equity driven institution: The Local Academic Senate Action Plan
* Critical conversations: Shifting ideologies to foster an equity-driven institution to improve student outcomes
* Hiring through an equity lens: Rethinking policies and procedures
* Assessing racial equity
* **Proposed Activity** Showcase:  Celebrate successful collaborations to support equity and student achievement criteria and announcement

1. Discussed with the Executive Committee concern of committee members’ financial ability to attend Plenary.
2. Celebrate successful Collaborations in equity and student achievement announcement, criteria and application completed.
3. A2Mend Conference (March 5) sessions (3) completed
4. Followed-up with the EDAC previous chair to see if Committee Priorities comments were placed anywhere else. (Mayra)