

EQUITY & DIVERSITY ACTION COMMITTEE UPDATED

Wednesday, September 18, 2019

10:00 AM- 3:00 PM

Academic Senate for California Community Colleges Office

One Capitol Mall, Suite 230, Sacramento, CA 95814

Parking: Please use Tower Bridge Garage (1289 Front St, Sacramento, CA 95814). The daily rates are $1.50 each half hour or $15.00 a day maximum charge. Or the Early Bird Rate is $6, must park by 9:30 a.m. and exit after 4:00 p.m.

AGENDA

1. Member roll call

Mayra Cruz Darcie McClelland

Cheryl Aschenbach Jessica Ayo Alabi

Eileene Tejada Juan Buriel

Karla Kirk Charles King

1. Call to Order and Adoption of the Agenda
2. Welcome and Conocimiento (getting to know each other)
3. Review and Update the Committee's Charge

The Equity and Diversity Action Committee (EDAC) responds to resolutions from the session that deal with the issues of equity and diversity in hiring, equal opportunity, and cultural diversity in the curriculum. The EDAC committee recommends strategies that promote student equity and student success, including effective teaching and student learning styles and fostering a campus climate conducive to faculty diversity and student achievement. The Committee advises the Executive Committee on guidelines, laws and regulations relating to equal opportunity and cultural diversity and promotes the integration of equity and diversity issues in appropriate ASCCC activities. <https://www.asccc.org/directory/equity-and-diversity-action-committee>

Discuss committee membership recommendation to involve a student/s as a standing member of the committee

1. Review the Duties of the Committee Chairs
2. Discuss Committee Community Norms and Expectations
   * Community Norms (Attachment)
   * Expectations
     1. Committee members are an advisory group to the Executive Committee
     2. Members should work with chair to further the work of the committee rather than pursue private or unrelated agendas.
     3. Members should make every attempt to attend all meetings as scheduled.
     4. Members should be honest about the workloads they can bear, declining membership if unwilling to assume their fair shares of the duties and obligations.
     5. Members should bring to bear their particular experiences in fulfilling the assigned tasks.
3. Review the ASCCC Strategic Plan Goals and Objectives (Attachment)
   * Faculty Diversification goals \*
4. Review Committee Priorities (Attachment)
5. Develop the 2019-20 Workplan

A. Documents to inform the plan:

* + - ASCCC Implementation Plan
    - Faculty Diversification goals \*
    - Review 18-19 EDAC End of the Year Report
    - Review infographic (Attachment)
    - Equity Driven Systems Draft Paper Review

B. Rostrum articles- topics and assignments (due Sept 26th)

* Supporting Undocumented Students

C. Undocumented Students Week of Action (Oct 14-18) and annual plan of activities

D. Brainstorm Tools to develop

* Ideas: EDI module, Anti Racism Education module, Uncovering the trauma of racism and/or Racism, Trauma & Resiliency modules, Data Literacy and Action, Tools for conversation on faculty diversification

1. Review the ASCCC Inclusivity Statement <https://www.asccc.org/inclusivity-statement>

The Academic Senate for California Community Colleges recognizes the benefits to students, faculty, and the community college system gained from the variety of personal experiences, values, and views of a diverse group of individuals with different backgrounds. This diversity includes but is not limited to race, ethnicity, sex, gender identity, sexual orientation, disability status, age, cultural background, veteran status, discipline or field, and experience. We also understand that the California Community College System itself is diverse in terms of the size, location, and student population of its colleges and districts, and we seek participation from faculty across the system. The Academic Senate respects and is committed to promoting equal opportunity and inclusion of diverse voices and opinions. We endeavor to have a diversity of talented faculty participate in Academic Senate activities and support local senates in recruiting and encouraging faculty with different backgrounds to serve on Academic Senate standing committees and task forces. In particular, the Academic Senate acknowledges the need to remove barriers to the recruitment and participation of talented faculty from historically excluded populations in society. Approved June 1 - 2, 2012

1. Discuss the Use of Pronouns (from Faculty Leadership Development Committee)
2. 2019 Plenary Planning
   * Report on topics
   * Resolution: *Support Infusing Anti-Racism/No Hate Education in Community Colleges*
3. 19-20 Meeting Calendar (in-person and Zoom) BRING YOUR CALENDARS!
4. Announcements
   * Events
   * Other
5. Next steps
   * Google folder or BASECAMP
6. Closing comments and appreciations
7. Adjourn

**\*ASCCC Faculty Diversification Goals**

1. Equity Driven Colleges Paper for Fall Plenary (Mayra/Carrie/Exec)
2. Evaluate 2nd Minimum Qualification for Faculty (S&P, Ed. Pol)
   1. This should be equal to the first
   2. Tools to help colleges evaluate process

*Also work with CIOs, ACHRO*

1. Model Hiring and Appointment Processes (FLDC) i. Guiding Principles

ii. Model Processes

*Also work with CIOs, CSSOs, ACHRO*

1. Tools for Colleges to Engage in Dialog and Systemic Change (EDAC) i. Systemic bias dialog

ii. Culture change and improvement  
iii. Benefits of multiple world views and lived experiences

*Also work with CCLC and FACCC*

1. Revise EEO Guidelines for the CCCs (CCCCO EEO Committee)

*Also work with ACHRO, CCLC*