

EQUITY & DIVERSITY ACTION COMMITTEE

Wednesday, January 15, 2020

8:30 AM- 10:00 AM

Zoom Meeting

DRAFT

Meeting Summary

In attendance: Jessica Ayo Alabi, Juan Buriel, Mayra Cruz (Chair), C. Kahalifa King, Karla Kirk, Darcie McClelland, Eileene Tejada

Absent: Cheryl Aschenbach (2nd Chair)

1. Adoption of the Agenda
   * Approved
2. Approval of the December 4, 2019 Meeting Summary
   * Approved
3. Wishes or Dreams for 2020!
   * Individual attendee disclosures- Good health. Staying focus. Gaining traction on faculty diversity. Getting ready to hire key positions. Modeling Collaboration. Good wishes/positive energy for the people of PR. Getting by today and day by day.
4. Reports

* Mayra: ASCCC Executive Committee January Meeting Report
* Analysis of Governor’s initial state budget (funding of faculty diversification not included; funding of EEO recommendation not included)
* EEO updates (minimum qualifications #2; potential resolution)
* Plenary sessions (EDAC-related)
* Effective transfer practices paper (in progress)
* Executive Committee acceptance (caucus restructuring; faculty mentorship institute – effective Summer 2020)
* ASCCC website branding
* Standards & Practices (preparation of academic standards statement; website branding/improvement)
* UC/CSU transfer conversation (CSU alignment concerns)

1. Equity Driven Systems Paper discussion and potential next steps

(Approved by the Executive Committee 9/27/19)

January 22, 2020 Faculty Diversification Meeting- Partners discussion

* Mayra: paper review on topics
  + On systems change
  + As tool for colleges on student and faculty equity evolution
  + Recommendations for legislation on faculty diversification centered on equity
* Jessica: Recommendations
  + Paper and meeting as opportunities for faculty/student services collaboration
  + Management and administration involvement needed
* Eileene: Recommendation
  + Guided pathways as means to bridge faculty/student services collaboration and dovetail what is already occurring on campuses
* Mayra: Note
  + EDAC recommendations forthcoming
* Mayra: 1/22 Meeting partners on Faculty Diversification
  + Diverse partners invited (i.e. HR association; Chancellor’s Office; Classified Senate; unions; Student Senate; other)
  + Various tasks (i.e. model hiring and appointment processes; tools for college to engage in dialogue and systemic change; review of EEO guidelines; plan for March faculty diversification symposium)

1. Committee Priorities (discussion and action)
2. Resolution S16 1903 Infusing Equity through College Processes
   * Mayra: Review

Action: Equity assessment of the implementation of AB705 (Rubric)

* Juan: Review/Recommendation
  + Supplement indicators with actionable content (i.e. peer-to-peer support)
* Jessica: Recommendation
  + Webinar on AB 705 and equity
* Eileene: Recommendation
  + Add STEAM (science; technology; art; math) to rubric
* Kahalifa: Recommendation
  + Mention the utilization of art in sciences and math
* Jessica, Kahalifa, Eileen: Added members
* EDAC: agreement to collaborate with Guided Pathways Taskforce. Mayra to forward the recommendation.

1. Resolution S17 3.02 Support for Marginalized Students

Action: EDI/Anti-bias and Anti-Racism module or webinar

* Mayra: forthcoming EDAC planning meeting

1. Resolution S19 13.01 In Support of All Gender Restrooms (referral from RwLS)
   * Mayra: Review/Potential recommendations
     + Calls for all colleges to create gender inclusive building plans and campus maps
     + *Rostrum* article (reach out to Kelly Rivera)
     + Resource handout

***Agenda item for 2/12/20 meeting***

* + Jessica: Recommendation
    - Inclusion of trauma in supporting material (i.e. rape trauma)

1. Work Plan Monitoring (Basecamp)
2. Framework for tool development review and adoption (action)

* Mayra: Review
* EDAC: adoption
* Upload to Basecamp

1. Actions, assignments and To-dos (reports)
   * Mayra: Review
     + Student Equity & Achievement Plan (Darcie, Jessica, Karla, Juan)
     + EDI/Anti-Racism Education Tools (Mayra, Karla, Darcie)
     + Faculty Diversification Tools to Engage in Dialog (Mayra/Cheryl & Karla)
     + Presentations/Collaborations and Conferences
       - * Spring Plenary presentation- send session to EDAC

Session title: Tools to lead your college’s dialog about systemic change: Cultural Change and improvement

***Item for February meeting: Determine who is presenting and prepare the session description***

* + - * + A2Mend Spring Conference update- No confirmation yet of the acceptance of the sessions submitted
        + CCCCO Diversification Summit March 19 & 20- communication to the field- Legislative briefing by Chancellor on 3/19 and “All play” symposium on 3/20
        + **Supporting Undocumented Students- what’s next- *Discuss at 2/12/20 meeting***

1. January Priorities (review and discuss)
   * Mayra: Review
     + A2MEND 13th Annual African American Male Summit sessions preparation “Choosing Our Race: Defining Our Own Pathway for African American Success” March 5-6, 2020 (*due Feb 21* Karla, Darcie & Jessica)
     + Celebrate Cuccessful Collaborations in equity and student achievement

(*due Jan 16* Darcie, Karla) proposed Spring Plenary event. Draft to be sent to Krystinne Mica and John Stanskas for review and for direction.

* Mayra: content (i.e. slide show; gallery)?
* Karla: reach-out to colleagues statewide
* Darcie: panel consideration
* Mayra: panel not currently a consideration
* Karla: create a publication to distribute
  + - Consider providing definition of terms (i.e. “equity” ,“diversity”, other) Glossary of terms to be developed (Kahalifa)
    - Outline EDI, Anti Bias and Anti-Racism Education module/webinar (*due Jan 31* Mayra, Karla, Darcie) *Revise the date*
    - Tools
      * Faculty diversification tools to engage in
        + Systemic bias dialogue
        + Cultural change and improvement
        + Benefits of multiple world view and lived experiences

The team: Mayra, Cheryl, Karla, Kahalifa

Meeting to be scheduled before the February meeting.

* + - * + **Request to adopt these CSN tools: (attachments)- postponed to February**

Communication guideline for brave space

Critical friend conversation protocol

Meeting adjourned at 10:10am

**Respectfully submitted by Juan Buriel**

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Tasks in Progress:

1. Review the DEI Integration Plan Assignments
2. Follow-up with the EDAC previous chair to see if Committee Priorities comments were placed anywhere else. (Mayra)
3. Discuss next steps to support Undocumented Students.
4. Discuss the referral from the RwLS committee, Resolution S19 13.01 In Support of All Gender Restrooms
5. Tools for colleges to engage in dialogue and systemic change
6. EDI/Anti-Bias & Anti-Racism webinar or module
7. Equity assessment of the implementation of AB 705 Rubric (collaboration with GPTF) Lead: Juan with Jessica, Kahalifa, & Eileene
8. Spring Plenary session description

Completed Tasks:

1. EDAC Work Plan (approved 10/9/19)
2. EDAC charge review
3. Recommendation to Adopt the CACC Diversity, Equity & Inclusion Statement
4. Rostrum article ***Subtle Support for Our Undocumented Students in the Classroom*** by Juan Buriel
5. Partner 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)
6. 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

(it requires that we develop a criteria and announcement)

1. Rostrum article *Best Practices for Faculty Involvement in the Student Equity and Achievement Plan* Tejada, Kirk, Cruz
2. Discussed with the Executive Committee concern of committee members financial ability to attend Plenary.