

Equity and Diversity Action Committee

December 13, 2021

10:00 a.m.—12:00 p.m.

Zoom Info:

The Equity and Diversity Action Committee (EDAC) responds to resolutions from sessions that deal with the issues of equity, diversity, and inclusion in hiring, equal opportunity, and cultural diversity in the curriculum. EDAC 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 provides overall guidance to colleges and recommendations to the Executive Committee with regard to the inquiry, design, and implementation of Guided Pathways frameworks and engages in broad, and inclusive discussion and inquiry about the diversity, action and inclusion integral in the Guided Pathways approach, framework and evidence. 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.

Join from PC, Mac, Linux, iOS or Android: https://cccconfer.zoom.us/j/98938337050

Or iPhone one-tap (US Toll): +16699006833,98938337050# or +12532158782,98938337050#

Or Telephone Dial: +1 669 900 6833 (US Toll)

Meeting ID: 989 3833 7050

# **AGENDA**

1. Call to Order and Roll Call

|  |  |  |
| --- | --- | --- |
| Michelle Bean—Chair | Juan Arzola | Hermelinda Rocha |
| Robert Stewart, Jr.—2nd Chair | Nadia Khan | Roberto Rubalcaba |
|  | Muhamed Sharif-Idiris | Leslie Shull |

1. Land Acknowledgement
2. Adoption of Agenda, Minutes Volunteer, and [Google Shared Folder](https://drive.google.com/drive/folders/1lCq_57cpHGVnZl_RcxU4HciMUHXLITaO?usp=sharing)
3. Shout-outs, Affirmations, and Lean In
4. Community Agreements
5. Acknowledge and value our diverse lived experiences and perspectives
6. Empower each other to lead
7. Create a non-judgmental, safe space where we come with a growth mindset and help each other learn and grow
8. Be authentic and accountable to each other with clear communication, timelines, and knowledge of structures
9. Advocate to the Executive Committee on behalf of the EDAC
10. [EDAC/ACHRO Collaboration](https://docs.google.com/document/d/1WC0_oyOPagChafYEvIH1Blq_T2c62Lf5Av5DJV7E5us/edit?usp=sharing)
    1. Virtual Fall Webinars Recap
       1. Well attended. Thank you to all volunteers!
       2. Reemerging questions: cluster hire, microaggressions, how districts are spending money for FT hire from state, rubrics for screening, affinity group and diverse publication job boards.
       3. Survey data—click [HERE](https://docs.google.com/spreadsheets/d/1LL1C0u6bwsXR6SL8s5EtaFzH1bn6FkRlTMvxqHii8cc/edit?usp=sharing).
       4. Any other elements to share?
11. Plenary Fall 2021 [Final Resolutions](https://asccc.org/file/2021-resolutions-packet-discussion-nov-2-2021-finaldocx)
    1. [Click here for Assignments](https://drive.google.com/file/d/1JU90pmw6ECMtUBXfRwFe7zVHvifNka_Z/view?usp=sharing)
    2. 3.01 Critical race theory and social justice resources: Share your ideas and volunteer for workgroup
    3. 19.01 Hiring criteria—Michelle and Cheryl Achenbach will share with CO DEI group
12. Upcoming Presentation Opportunities
    1. [A2MEND Conference](https://execuconnect.regfox.com/amend-15th-annual-conference)
       1. March 3-4, 2022 at Hyatt LAX
       2. Need volunteers for [proposals](https://drive.google.com/file/d/1uTA2RtVqrjV6eaJnWe01a3jXSYEvsJNp/view) due January 7
    2. [Part-time Faculty Institute](https://asccc.org/sites/default/files/IV.%20H.%20%281%29%20ASCCC%20Part-Time%20Faculty%20Institute%20DRAFT%20program.pdf)
       1. February 10 and 11, 2022—PT chair reached out
       2. Volunteers: Nadia and Michelle; Juan
    3. Chancellor’s Office Antiracism Event
       1. Transforming Institutional Culture through Effective Anti-Racist Practices: early February--two days
       2. The sessions broken up by role to facilitate a safe space for sharing: Themes include
          1. Hiring
          2. Performance reviews
          3. How DEI Workgroup’s strategies/recommendations apply specifically to roles on campus
       3. Breakout session—Juan, Leslie, Michelle, and Cheryl
       4. Objectives or learning outcomes for breakout session?
13. 2021-2022 [EDAC Work Plan Goals](https://docs.google.com/document/d/1oVN17ZpaAvwGISiThjXXiQWQpN0nVPRm/edit)
    1. ASCCC Priority—submitted to December Exec agenda:
       1. [Cultural Competency Plan Draft](https://drive.google.com/drive/folders/11walv8Rr-IJspeTchvmlpMbH_sDeoK7u?usp=sharing)
       2. [Decision Tree](https://docs.google.com/document/d/1ngTrUm4I23BwSTIFOzixkQsrSUo6U4G8/edit?usp=sharing&ouid=111725550502413512650&rtpof=true&sd=true)

Things Still to Develop:

* + 1. Inventory Rubric
    2. [Antiracism Pledge](https://drive.google.com/file/d/1W01Gk7z3tgQiup_muz1bz_2ut0hkiToA/view)
    3. DEI Liaison Handbook

1. *Rostrum* Articles
   1. Next due date change: January 18—draft by December 10
      1. Hermelinda and Nadia—Equivalency
      2. Michelle and Tray Robinson—Accessible language
      3. Leslie—mental health and attitude?
   2. For spring—February 25
      1. Leslie and Nadia—Sexual violence prevention
      2. All gender restrooms and maybe new legislation on menstruation products (need volunteer)
      3. Cluster hiring and equity-minded practices—Michelle, Buul, Muhamad, volunteer
2. Announcements
   1. Upcoming ASCCC events
      1. ASCCC Part-Time Virtual Institute– February 10-11, 2022
      2. Legislative Day (Sacramento/Hybrid) – February 22-23, 2022
      3. ASCCC Accreditation Institute (San Francisco/Hybrid) – February 24-26, 2022
   2. [CO Vision Resource Center Implicit Bias Modules](https://drive.google.com/drive/folders/1HTQ6dE6LzW_5ZwSzo9b1AUb5R476U7aX?usp=sharing)
   3. Amazon Smile (smile.amazon.com)—select Foundation of the Academic Senate for California Community Colleges to donate
   4. [Application for Statewide Service](http://asccc.org/content/application-statewide-service)
3. Closing Comments
   1. In Progress Review
   2. Any other final comments or suggestions?
4. Adjournment

**In Progress:**

* ASCCC Cultural Humility Plan
* *Rostrum* articles for winter publication

**Completed Tasks:**

* ACHRO-ASCCC Equity-minded Hiring Principles and Practices webinars
* *Rostrum* Article “Getting to the Truth of it All: The Role and Impact of Critical Race Theory on Community Colleges”
* Professional Development Webinar for Real Estate faculty on DEI in Curriculum
* EDAC 2021-2022 Workplan and Goals
* Caucus leaders invited to Executive Committees to give liaison reports
* Fall Resolutions: Resource for Racial Justice and Critical Race Theory; Equity in Science, Technology, Engineering, and Math (STEM); Support for Mental Health Awareness and Trauma Informed Teaching and Learning
* Fall Rostrum Article: Getting to the Truth of it All: The Role and Impact of Critical Race Theory on Community Colleges
* Recommendations on Committee Appointment Process—S&P assigned to complete process update