

Equity and Diversity Action Committee

Monday, November 8, 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 |
|  | Open | Lesile 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
       * Thursday, October 28 Recap
       * Friday, November 19 at 10:30 a.m.--12:00 p.m.
11. Plenary Fall 2021 (Theme: Leading Change: Teaching, Learning, and Governance in a Hybrid World)
    1. [Resolutions Update](https://asccc.org/file/2021-resolutions-packet-discussion-nov-2-2021-finaldocx)
    2. Sessions Recap
       1. How To Be an Antiracist Institution (Juan and Leslie)
       2. All Things Ethnic Studies (Carlos Guerrero—Ed Pol)
       3. DEI in System Work (Michelle, Cheryl Aschenbach, Abdimalik Buul)
       4. 9+1 and 10+1 (Michelle and SSCCC representative)
12. 2021-2022 [EDAC Work Plan Goals](https://docs.google.com/document/d/1oVN17ZpaAvwGISiThjXXiQWQpN0nVPRm/edit)
    1. ASCCC Priority—submit 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/1qAn_588hcf2fMK1P9pCCqaBRpw5BA2rq/edit?usp=sharing&ouid=111725550502413512650&rtpof=true&sd=true)
       3. Inventory Rubric
       4. [Antiracism Pledge](https://drive.google.com/file/d/1W01Gk7z3tgQiup_muz1bz_2ut0hkiToA/view)
       5. DEI Liaison Handbook
    2. Other Opportunities
       1. A2MEND Conference—in March 2022; any volunteers
       2. [Part-time Faculty Institute](https://asccc.org/sites/default/files/IV.%20H.%20%281%29%20ASCCC%20Part-Time%20Faculty%20Institute%20DRAFT%20program.pdf)—February 10 and 11, 2022; any volunteers
13. *Rostrum* Articles
    1. Completed: “Getting to the Truth of it All: The Role and Impact of Critical Race Theory on Community Colleges”
    2. Next due date: January 3—draft to Michelle by December 3rd
       1. Hermelinda—Equivalency
       2. Lesile and Nadia—Sexual Violence Prevention
       3. All Gender Restrooms (need volunteer)
14. Announcements
    1. CCCCO [Historically Black Colleges and Universities](https://www.federalregister.gov/documents/2021/09/09/2021-19575/national-historically-black-colleges-and-universities-week-2021) (HBCU) Week Recap
    2. Undcocument Student Action Week Recap
    3. [CO Vision Resource Center Implicit Bias Modules](https://drive.google.com/drive/folders/1HTQ6dE6LzW_5ZwSzo9b1AUb5R476U7aX?usp=sharing)
    4. CCCCO Listening Tours:

* Madera—Nov. 22
* Lake Tahoe—Dec. 2
* San Diego City—Dec. 6
  1. Amazon Smile (smile.amazon.com)—select Foundation of the Academic Senate for California Community Colleges to donate
  2. [Application for Statewide Service](http://asccc.org/content/application-statewide-service)

1. Closing Comments
   1. In Progress Review
   2. Any other final comments or suggestions?
2. Adjournment

**In Progress:**

* ASCCC Cultural Competency Plan
* ACHRO-ASCCC Equity-minded Hiring Principles and Practices webinars
* Rostrum articles for winter publication

**Completed Tasks:**

* 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