

EQUITY & DIVERSITY ACTION COMMITTEE

Wednesday, September 18, 2019

10:00 AM- 3:00 PM

Academic Senate for California Community Colleges Office

Meeting Summary

DRAFT

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

Mayra called the meeting to order and the agenda was adopted.

1. Members engaged in an conocimiento activity.
2. Members reviewed the Committee Community Norms and Expectations.
   * Norms
     1. Authenticity
     2. Practice self-awareness, presence and patience
     3. Collegiality, criticism and feedback
     4. Honor the space and dedication of the Committee
   * 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. Members reviewed and updated the Committee's Charge.  
   The committee proposes the following revised charge for Executive Committee consideration:

The Equity and Diversity Action Committee (EDAC) centers its work around ~~responds to resolutions from the session that deal with~~ the opportunities and ~~issues~~ challenges of equity, diversity, and inclusion, such as ~~of~~ equity and diversity in hiring, equal employment opportunity, and culturally responsive teaching and learning ~~diversity in the curriculum~~. The EDAC committee recommends strategies that promote institutional and student equity ~~and student success, including effective teaching and student learning styles~~ and fosters~~ing~~ a campus climate conducive to faculty diversity and student achievement that includes the access and student support services needed to succeed. The Committee advises the Executive Committee on guidelines, laws and regulations relating to equal opportunity and cultural diversity and promotes the i~~ntegration~~ infusion of equity, ~~and~~ diversity and inclusion ~~issues~~ in ~~appropriate~~ all ASCCC activities. <https://www.asccc.org/directory/equity-and-diversity-action-committee>

Members discussed the recommendation to involve a student/s as a standing member of the committee. The committee wishes to continue the dialogue about this recommendation at our October meeting.

1. Members reviewed the Duties of the Committee Chairs and committee members.
2. Members reviewed the ASCCC 2019-20 Faculty Diversification goals and D below as the committee focus for this year.
3. Equity Driven Colleges Paper for Fall Plenary (Mayra/Carrie/Exec)
4. 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
      * 1. *Also work with CIOs, ACHRO*
5. Model Hiring and Appointment Processes (FLDC)
   * 1. Guiding Principles
     2. Model Processes
     3. *Also work with CIOs, CSSOs, ACHRO*
6. Tools for Colleges to Engage in Dialog and Systemic Change (EDAC)
   * 1. Systemic bias dialog
     2. Culture change and improvement
     3. Benefits of multiple world views and lived experiences
     4. *Also work with CCLC and FACCC*
7. Revise EEO Guidelines for the CCCs (CCCCO EEO Committee)
   * 1. *Also work with ACHRO, CCLC*
8. Members reviewed the Committee Priorities and began integrating actions into the workplan. The review will continue at the October meeting.
9. Members developed the 2019-20 Workplan. The development of the work plan included the review of the following documents:
   * + ASCCC Implementation Plan
     + Faculty Diversification goals
     + Review 18-19 EDAC End of the Year Report
     + Review infographic

Members discussed topics related to Rostrum articles. A Rostrum article (due Sept 26th) Supporting Undocumented Students will be submitted, if time permits (Buriel, Kirk). The next deadline is in January and the committee will brainstorm topic ideas as the next meeting.

Cruz reported on the Undocumented Students Week of Action (Oct 14-18) and discussed the recommendation to become a partner along with CCCO, the Foundation CCC and others to carryout efforts for the Undocumented Students Week of Action and suggest the following activity.

**A Recommendation from the Academic Senate for California Community Colleges Equity & Diversity Action Committee**

The Committee is recommending that the Academic Senate for California Community Colleges becomes a partner with the California Community Colleges Chancellor’s Office, the Foundation for California Community Colleges and other system partnersto disseminate information and opportunities for the Undocumented Student Week of Action.

For your consideration, please review the proposed action to add to the list of efforts and/or framework.

Activity:  College Students Without DACA

1.     Conduct focus groups to determine needs, challenges and opportunities.

2.     Plan and offer *Know Your Rights Workshops.*

3.     Organize an undocumented students training for College Counselors (informed by the focus groups input).

4.     Plan and offer a workshop for parents of undocumented students

a.     Know Your Rights

b.     Become familiar with college preparedness processes to become a resource for your child

The committee will also be thinking about resources needed to support faculty this year.

Members brainstormed on tools to develop this year such as EDI module, Anti-Racism Education module and tools for conversation on faculty diversification.

1. Members reviewed the current ASCCC Inclusivity Statement and the proposal to adopt the California Community Colleges Diversity, Equity & Inclusion Statement and the ASCCC statement. Members agreed to recommend to the Executive Committee the adoption of the California Community Colleges Diversity, Equity & Inclusion Statement as ASCCC policy.
2. Members discussed the use of the word “preferred” when using pronouns and recommended that ASCCC remove “preferred” from existing documents.
3. Cruz highlighted the topics for the 2019 Plenary Planning and encourage members to be part of breakouts.

Members reviewed the proposed Resolution titled *Support Infusing Anti-Racism/No Hate Education in Community Colleges* and agreed to submit the resolution.

1. The following are the committee meetings confirmed. The meeting will be held at 8:00 to 9:30 A.M.

Wednesday 10/9/19 (Zoom)

Tuesday 11/12/19 (Zoom)

Wednesday 12/4/19 (Zoom)

1. Members review the upcoming ACCCC events.
2. Next steps
   * Members reviewed the BASECAMP to be used as the project management tool. A short training will be offered at the October meeting.
3. Closing comments and appreciations were expressed by members. The meeting was adjourned at 3:05 P.M.