



# Academic Senate for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

## Equity and Diversity Action Committee Meeting Strategic Planning Workgroup

Date: Monday, November 21, 2016

1:00 PM – 4:00 PM

Santa Rosa Junior College

1501 Mendocino Ave.

Santa Rosa, CA 95401-4395

### MINUTES

---

- I. Call to Order
  - a. Present: Randy Beach, Robin Fautley, Oliver Harvey, Mandy Liang, Marty Ramey
- II. Welcome and Introductions + Notetaker
  - a. Randy will keep notes
- III. Update on Focus Group Project (10 minutes)
  - a. Focus group met on November 15, 2016 to discuss project. During its meeting, the group finalized its proposal to send to the ASCCC Foundation. Randy noted the proposal included \$22,000 for expenses to host four focus groups, one in each geographical region of the state, to discuss effective practices and barriers to recruiting and hiring more diverse faculty system wide. Major expenses include compensation and travel for focus group participants and funds for trained facilitators. Randy noted that the foundation was presented the proposal at its meeting on Friday, November 19.
- IV. A<sup>2</sup>MEND Conference Proposal (10 minutes)
  - a. Randy asked the committee to review the call for proposals for the A<sup>2</sup>MEND conference and propose any workshop ideas to the group. Also, members were encouraged to seek out activities happening on their campuses and encourage their faculty to present. Randy pointed out that ASCCC would like to increase its involvement with A<sup>2</sup>MEND.
- V. Diversity in Faculty Hiring Regional Meeting (10 minutes)
  - a. Randy provided the draft of the regional meeting on diversity in faculty hiring that will be presented to the Executive Committee at its November 30 meeting. Randy noted that the Exec committee will provide feedback and direction for the committee prior to approving the agenda, so the agenda might change.
- VI. Strategic Plan Action Grid (140 minutes)
  - a. The workgroup focused on the Strategic Plan Action Item grid and determined potential tasks to support the sub-objectives. Randy will monitor the tasks list and work with those committee members assigned to work on specific tasks/projects using an action item grid. A basic list of projects/tasks, along with leads, includes the following:
    - i. Possible article/presentation on the student perspective regarding faculty cultural awareness and how to help faculty understand how to be more culturally sensitive in their interactions with individual students (Randy/Oliver)
    - ii. Offer expanded cultural competency breakout session at ASCCC Instructional Design and Innovations Institute with experienced facilitator (Randy)

- iii. Offer expanded breakout at ASCCC Leadership Institute on conducting courageous conversations at your college. This would be a similar training as the Executive Committee received in August (Randy)
- iv. Provide a breakout at spring plenary on responding to a campus crisis in a culturally sensitive way (unassigned)
- v. Create a toolkit/handbook on cultural competency based on NEA Diversity Toolkit Cultural Competence for Educators and other resources (Robin)
- vi. Investigate using the applications for the Stanback-Stroud Diversity Award to create a “yearbook” of programs from across the state that support diversity and cultural competency (Randy)

VII. Next Steps (10 minutes)

- a. Randy asked the committee members present to reschedule the November 28 meeting for December 12 at 1 PM to allow for feedback from the Executive Committee

Upcoming Events:

ASCCC Executive Committee Meeting, Huntington Beach, CA	November 30, 2016
ASCCC Contextualized Teaching and Learning Regional Meetings	December 2 and 3, 2016
ASCCC Executive Committee Meeting, Alameda College	January 6-7, 2017
SLO Symposium, North Orange County Community College District	February 3, 2017
ASCCC Executive Committee Meeting, El Camino College	February 3-4, 2017
<b>Diversity in Faculty Hiring regional Meetings</b>	<b>February 10-11, 2017</b>
ASCCC Accreditation Institute, Napa CA	February 17-18, 2017