



# Academic Senate for California Community Colleges

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## Equity and Diversity Action Committee Meeting

Date: Monday, October 24, 2016

1:30 PM – 3:30 PM

CCC CONFER PARTICIPANT INVITATION

Dial your telephone conference line: 1-913-312-3202\*

Participant Passcode: 630044

\*Toll free number available: 1-888-886-3951

### MINUTES

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#### I. Call to Order

Randy noted that two members have either designed from the committee or not responded to repeated contact. Randy has reached out to the ASCCC president for replacement members. Members present: Robin, Marty, Mandy, Oliver. Members not present: Cleavon, Bryan.

#### II. Welcome and Introductions + Notetaker

Robin will keep notes along with Randy

#### III. Academic Academy Institute Recap (3 minutes)

Randy noted that we've heard positive reviews for the academy. The survey is out and we should get the results soon. Randy mentioned that Exec will discuss whether an Academic Academy will be held in the future and if so what it will look like.

#### IV. Fall Plenary (November 3-5, 2016 Costa Mesa)

Randy will be involved in a breakout with the CCCCO on integrating initiatives. EDAC will be called on to provide breakouts for the spring plenary as well.

#### V. Discussion items, with action as needed

##### a. EDAC Strategic Plan

A task group of EDAC committee members will meet on Monday, November 21 at Santa Rosa College from 1-4 to discuss next steps on the Strategic Plan. Committee members include Randy, Robin, Marty, Oliver, and Mandy.

##### b. Research Proposal for Focus Groups

A task group of EDAC committee members will meet (tentatively) on Tuesday, November 15. The task group will consist of Randy, Marty, and Cleavon. The meeting is tentatively planned for Mt. San Antonio College.

##### c. February Regional Meeting on Diversity in Faculty Hiring

The group discussed topics and logistics for the regional meeting on Diversity in Faculty Hiring. The regional meetings will be on Friday, February 10 (Sacramento City College) and Saturday, February 11 (Southwestern College). Randy submits a draft of the agenda at the November 30 meeting, and a final approval at the January 6-7 Exec meeting. A draft of the agenda will be sent to EDAC as soon as possible in order to receive feedback for the November exec meeting. The meeting will focus on retaining and recruiting diverse faculty. List of potential topics includes:

- Tom Brown: cultural competency general discussion Calistoga
- Asian American faculty, what are the numbers, how does the ratios of divers faculty match student diversity (Mandy)?

- Case studies of how ethnic diversity in the classroom benefits student populations
- Different definitions of faculty diversity
- Recruiting faculty, developing a pipeline to encourage diverse faculty pool.
- AA to MA project, where are we statewide? Santa Rosa has a program on teaching fellows, faculty mentor sponsors a student to act as a TA to give insight into teaching- CCSF Grow your own program. Identifies students interested in teaching. College will pay some part of their tuition to complete the master's degree leading to a position.
- Disaggregating data regarding ethnic subgroups of faculty. What does the performance data say about students and faculty from the same ethnic background working together?
- Creating professional development opportunities to help adjunct faculty understand the processes for becoming full time (mentoring part-time faculty)
- Specific strategies for increasing cultural competency IQ in the classroom (professional development) follow-up session more of a discussion than general
- Campus wide events on diversity. Who is doing what? What are exemplary practices-flex activities. Faculty and student collaborations. Campus wide diversity celebrations. Cultural performances to bridge gaps introduce students to diversity. More and more days and events focused on specific ethnic groups. Miramar has had a "visibility day." Promoting awareness and acceptance of marginalized groups. Oliver is doing work on this with the Student Senate.
- Effective practices for equity planning (CCCCO)
- Complying with SB-967 Student safety/sexual assault-Title 9 CLERY act
- Potential panel on what's happening at various colleges to improve faculty diversity in hiring.

**d. Partnership with A<sup>2</sup>MEND - <http://a2mend.org/>**

The committee discussed the CFP for the A2MEND Conference. Randy encouraged committee members to reach out to colleagues or suggest presentation topics for the conference. Make sure to bring back your ideas to the November 28 meeting.

**e. SB 967 Student Safety Sexual Assault (Resolution FA 14 07.04)**

SB 967 was discussed as a potential component of the regional meeting

**f. Rostrum articles**

Next deadline, mid-November. Randy wrote on article for October rostrum on AB 1995. Randy mentioned that Rostrum articles ideally come from the committees and we can look to the resolutions for possible article topics. Please let randy know if you have an idea for an article.

**VI. Resolutions**

- 3.01 SP 2016 is part of the EDAC strategic plan. Strategic planning group should consider this when developing action steps.
- 3.01 SP 2014 Randy noted that the Exec did have a training at its August meeting. Other components of other resolution need addressing, specifically creating a cultural competency plan.
- 19.03 SP 16 It was recommended that the CCCCCO give a presentation on effective equity plans at the regional meeting.
- 13.05 SP 11 Completed. Randy will let the office know.
- 7.04 FA 14 This is a major issue for many and Marty told an anecdote of struggles his campus has had writing this policy. This could be addressed at the regional meeting.

**VII. Adjourned at 3:30 pm**