Academic Senate
for California Community Colleges

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ASCCC Diversity, Equity and Action Committee (EDAC
Friday September 14, 2018
10:00 A.M. – 3:00 P.M.
Location: Santa Monica College 1900 Pico Blvd Santa Monica, Ca 90405
Humanities & Social Science Building, Room: HSS261 (Senate Office)

Minutes

10:00 am – 10:45 am

1. Order of the Agenda
2. Welcome and Introductions:

EDAC Members Present:
Silvester Henderson, Chair - Los Medanos College - Area B
Conan McKay - Chair (2nd) - Mendocino College - Area B
Robin Allyn - Mira Costa College - Area D
Leigh Anne Shaw - Skyline College - Area B
Khalid White - San Jose College - Area B
Carlos Lopez - Folsom Lake College - Area A
Nathaniel Donahue - Santa Monica College - Area C

3. Review of the Committee Charter:

   The Equity and Diversity Action Committee (EDAC) responds to resolutions from the session that deal with the issues of equity and diversity in hiring, equal opportunity, and cultural diversity in the curriculum. The EDAC committee 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 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.

4. Meeting Goals/Assignments & Deadlines:

   A: Discuss Committee Priorities
        Guided Pathways
        AB 705
        Faculty Diversity
        Strong Workforce Development - CTE
   B: Four Areas:
   - Faculty Diversity & Hiring
   - Student Equity, Student Services & Support

- Research & Academic Guides for Equitable Student Success
- Pathways to College Teaching – A2MEND
  - FDIPs at Los Rios, Peralta, SMCCCD

5 **"Diversity Hiring & System Partnerships"**
(Work with Professional Development, EEO, IEPI)
Resolution 1.07 (Spring 2010)- **Read**

Status Report:
Recommend creating a resource (ie tool kit) that merges S10 1.02 and S10 1.07 and includes tools for incoporating cultural competence and hiring diverse faculty; 10-11 committee discussed also exploring breakout/general session speaker opportunities related to cultural competence. Update 6/25/2015: Resolution continuing to be addressed through the creation of ASCCC Cultural Competence and Diversity Advocacy Plan (2014-2015 & 2015-2016).

In November, the CCCCO's EEO Committee released its EEO and Diversity Best Practices Handbook. Faculty, including past senate presidents and current Executive Committee members, served on the committee to create the handbook. In addition, EDAC coordinated two regional meetings on the topic and the topic of Cultural competency in the classroom and on campuses. The meetings were held on 2/10/17 and 2/11/17 in the north and the south. Several breakouts included representatives from ACHRO. 2017 - 18: A PDC module is under development and should be ready this fall. EDAC members will review the module for content.

Statewide EEO Strategy:

Phase I: Diversity Summit: - Sacramento Feb 8-9, 2019

Phase II: Panel discussions/Breakout sessions scheduled for the CIO conference, League, and ASCCC on diversity.

Phase III: Three faculty regionals on diversity in hiring (dates pending, hoping between Jan and Feb 2019)

Phase IV:

Resolution 3.02 (Fall 2002) – **Read**

SUMMARY:
Recommend that local senates establish a useful and relevant training program conducted by qualified trainers, approved by the local Academic Senate (AS) as suggested in the AS paper "A Re-examination of Faculty Hiring Processes and Procedures" adopted Fall 2000.

Resolution 12.02 (Fall 2015) **– Read**
SUMMARY

EDAC: 2018-2019: This resolution is old. The Committee chair needs to determine if this resolution is still relevant. If it is, then the committee needs to make it a priority and create and administer the survey this month. If the committee feels it is not, then the chair needs to discuss with the president and seek approval from the Exec Committee. Regardless -- the field needs to be updated on this resolution.

GLBT resolution:
ALLY training program; review of gender studies curriculum, survey to colleges

Committee Priorities

- ASCCC/IEPI Diversity – Fall 2018 (Five) - **Discuss**
- Spring 2019 EDAC Hiring Regionals (Hiring Dates Suggested) – **Discuss**
(Please note these dates where selected in joint consultation with the ASCCC Professional Development Committee)
- Diversity Regionals – TBA (North & South) – **Discuss**
- *EDAC to review the Professional Development College Module for content.*

Area II
(60 Minutes)

"Student Equity, Student Services & Support" - Area II
Resolution 3.02 – Spring 2009 – **Read**
Resolution 3.01 – Fall 2017 - **Read**
Resolution 3.02 – Spring 2017 – **Read**

Committee Priorities:

"LGBTQIA"– Expanded Support **(30 Minutes)**
- Rostrum Articles – Pride Month – Plenary Breakouts, Webinars?
  - Discussion
- **Committee Priorities – Assign Committee Members – Expected Deadline**
Nate/Conan to write a Rostrum article on LBGTQIA+ needs, support, safe spaces, etc.

Committee Priorities:

"DACA Expanded Support" **(30 Minutes)**
- Rostrum Articles – Pride Month – Plenary Breakouts – Letters
  - Discussion
- **Committee Priorities – Assign Committee Members – Expected Deadline**
Leigh Anne and Carlos to write a Rostrum article on DACA, educating faculty on what is being done, what needs to be done, and why

Lunch
12 :15 – 12:50

Area II - *(*Continue) **- (60 Minutes)**

"Student Equity, Student Services & Support" - Area II
Resolution 7.04 – Fall 2014 – **Read**
Student Safety: Sexual Assault
The EDAC Chair will follow up with the CO to see if there is a timeline for implementation of this policy and provide an update to the field.

Resolution 13.01 – Spring 2015 – **Read**
System-wide Collaboration on Violence Prevention Programs

The EDAC chair will follow up with the CO legal to see if work has been done in this area. If not, the committee will discuss how best to address this resolution.

Resolution 7.02 = Spring

The EDAC chair will follow up with this resolution as he is also working with the ASCCC to support formally incarcerated student

Committee Priorities:

"Student Safety & Support" (30 Minutes)
- Chancellor's Office Legal – Check Policies – Report to the field.
- Suggestions regarding how to address the Resolution 13.01. Spring 2015
  - Discussion

Committee Priorities – Assign Committee Members – Expected Deadline

EDAC will update Resolution 13.01 for Spring 2019 Plenary

"Inmate Education" (30 Minutes)

The EDAC committee will give suggestions the chair for possible Spring Plenary Breakout Topics, and possible Rostrum Articles on best practices and personal experiences/rewards working within the prison system.

Area III - (40 Minutes)

"Research & Academic Guides for Equitable Student Success" – Area III (25 Minutes)

Resolution 3.03/Fall 2017 - Update/Revise the **"Student Equity Paper",** *Report ASCCC President*

– **Member Responsible – High Priority – Due: September (Ending or October (1st Meeting)**

Resolution 7.02/Fall 2016 - Update/Recommendation, Report ASCCC President

Committee drafted outline and posted it to Google doc for group input – link here:
The goal is to get an Outline to Exec to the Oct 31 meeting for approval. The committee will discuss the outline at the next EDAC meeting on Oct 26

https://docs.google.com/document/d/10b65h-GjVPj7QLTeJhcQ25VMEdZM0bMgXSKS_Nowe40/edit?usp=sharing

Area IV

" Pathways to College Teaching" A2MEND – Partnership Presentation (March 2019)

(EDAC Chair has been asked to prepare various breakouts for approval & presentation)
Khalid to work on this presentation with Silvester's assistance.

5. Future Meeting Dates
Friday – October 26, 11:00am – 1:00pm (Zoom)
Friday – November 30, 11:00am – 1:00pm (Zoom)
Wednesday – December 19, 8:00am – 10:00am (Zoom)

"Thank you" is sent to Dr. Kathryn Jeffrey, Senate President, Dr. Nathaniel Donahue and the Santa Monica College Academic for hosting EDAC's Initial Fall 2018 meeting.