

EQUITY & DIVERSITY ACTION COMMITTEE

Wednesday, February 12, 2020

8:30 AM- 10:30 AM

Zoom Meeting

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/8370552669>

Or iPhone one-tap (US Toll): +16699006833,8370552669# or +16468769923,8370552669#

Or Telephone:

Dial:

+1 669 900 6833 (US Toll)

+1 646 876 9923 (US Toll)

Meeting ID: 837 055 2669

Basecamp log-in: <https://3.basecamp.com/4286309/projects/13688086>

AGENDA

1. Member roll call

Mayra Cruz Darcie McClelland

Cheryl Aschenbach Jessica Ayo Alabi

Eileene Tejada Juan Buriel

Karla Kirk C. Kahalifa King

1. Call Meeting to Order and Adoption of the Agenda
2. Approval of the January 15, 2019 Meeting Summary (attachment)
3. Check-in
4. March Meeting: In Person 10am-3pm (discuss)
5. Reports
6. ASCCC Executive Committee February Meeting Report
7. [Spring Plenary](https://www.asccc.org/events/2020-04-16-150000-2020-04-18-150000/2020-spring-plenary-session) (April 16-18th) (discussion)

*Sessions*: determine presenters/session description)

1. Tools to Lead Your College’s Dialog About Systemic Change (Lead: Mayra
2. Presenters: Kahalifa, Karla) (April 17th)
3. Hiring through an Equity Lens: Evaluating the Second Minimum Qualification (Mayra/Luke Lara) (April 16th)
4. Follow-up to Faculty Diversification general session (Mayra, others?)

*Resolutions* Topics and authors

* Recommendation to Update Title 5 Language for Second Minimum Qualification (Mayra, Luke Lara, Michelle Bean)

You are able to review and add your thoughts or edit [here](https://docs.google.com/document/d/17kmwXrSIGS2GzWRJBMkiNLhMvhneD0Tx3a2WqtV-ivw/edit?usp=sharing).

* Education Master Plan and Strategic Plans: Incorporating Equity (S16 19.03)
* Stories from the field: How faculty of different colleges are involved in equity and lessons learn (From EDAC workplan Lead: Darcie/Jessica)
* Engaging local senates in dialogue with others to support all students ("marginalized groups") (S173.02)
* Best Practices for Involvement in the Student Equity and Achievement Plan and Implementation (Objective 2.2 EDAC workplan, Lead: Karla)
* Support of All Gender Restrooms (Resolution S19 13.01)
* Other ideas?

1. January 22, 2020 Faculty Diversification Meeting (attachment) (information)

The Faculty Development and Leadership Committee, Equity and Diversity Action Committee, Standards and Practices Committee, and Educational Policies Committee all play a significant role in creating recommended tools, guidance, resources and perspectives as we move forward with our work to address the inequities inherent in our system.

Does the document provide sufficient framing and ideas to move the work of our committees, in collaboration with our system partners, forward?

What might you need from ASCCC leadership or the office to support us for the rest of this academic year?

1. Committee Priorities (discussion and/or action)
2. Resolution S16 1903 Infusing Equity through College Processes- Collaboration with GPTF
3. Resolution S17 3.02 Support for Marginalized Students

Action: EDI/Anti-bias and Anti-Racism module or webinar (Mayra, Darcie, Karla)

1. Resolution S19 13.01 In Support of All Gender Restrooms (referral from RwLS)
   * 1. Calls for all colleges to create gender inclusive building plans and campus maps
     2. *Rostrum* article (reach out to Kelly Rivera)
     3. Resource handout
2. Work Plan Monitoring (Basecamp) (Reports, discussion and next steps)
3. Actions, assignments and To-dos
   * + 1. Student Equity & Achievement Plan (Darcie, Jessica, Karla, Juan)
       2. EDI/Anti-Bias and Anti-Racism Education Tools (Mayra, Karla, Darcie)
       3. Faculty Diversification Tools to Engage in Dialog (Mayra, Cheryl & Karla)
       4. Presentations/Collaborations and Conferences
          1. Non-Credit Institute (April 30th –May 2nd ) due Feb 7th

Proposals from EDAC

* + - * 1. Spring Plenary (item #VI) (April 16-18th)
        2. A2Mend Spring Conference (March 5 &6th )

Sessions have been assigned

Need progress report on preparing for the sessions

Representation Matter (Lead: Karla)

Black Masculinity on Campus (Lead: Jessica)

Asking for Help is a Sign of Strength (Lead: Mayra with Darcie)

* + - * 1. CCCCO Diversification Summit March 19 & 20

Presentation on Minimum Qualifications (Michelle Bean and John Stanskas) (morning)

Group Activity led by EEO Committee (Mayra Cruz) (lunch time)

Faculty Retention Panel (Luke Lara and Karen Chow) (afternoon)

The Group Activity and Retention Panel are being organized by the Chancellor’s Office.

Intended audience: academic senate presidents, CEOs, and HR managers and capped at a total of 200 attendees.

* + - * 1. Supporting Undocumented Students

-Rostrum article to respond to Resolution S17 3.02 Engaging local senates in dialogue with others to support all students.  (Who?)

1. February Priorities (review and discuss/assign)

1. Rostrum Articles (Co-authors) *due March 5th*

* Education Master Plan and Strategic Plans: Incorporating Equity (S16 19.03)
* Stories from the field: How faculty of different colleges are involved in equity and lessons learn (From EDAC workplan Lead: Darcie/Jessica)
* Engaging local senates in dialogue with others to support all students ("marginalized groups") (S173.02)
* Best Practices for Involvement in the Student Equity and Achievement Plan and Implementation (Objective 2.2 EDAC workplan, Lead: Karla)
* Support of All Gender Restrooms (Resolution S19 13.01)
* Other ideas?

2. Equity Assessment of the Implementation of AB705 (Lead: GPTF Lead (TBA), Ty Simpson; EDAC Lead: Juan with Jessica, Eileene, Kahalifa) next steps

* + 1. With GPTF develop a tool to examine implementation instead of a rubric

3. A2MEND 13th Annual African American Male Summit sessions preparation “Choosing Our Race: Defining Our Own Pathway for African American Success” March 5-6, 2020 (*due Feb 21* Leads: Karla, Jessica, Darcie, Mayra)

4. Celebrate successful Collaborations in equity and student achievement

(attachment) Communication to the field sent on Feb 3rd

5. Outline EDI, Anti-Racism Education module/webinar

(*revise the date:*  Mayra, Karla, Darcie)

6. Tools for Colleges to Engage in Dialogue- develop and/or adapt (Discussion/Action)

* + - 1. Systemic bias dialogue (attachment) (Luke, Mayra, Karla, Cheryl)
      2. Cultural change and improvement (Karla, Mayra, Cheryl, Luke)
      3. Benefits of multiple world view and lived experiences

(Mayra, Cheryl, Karla)

XI. Meetings

* 1. Schedule April-June meetings
  2. Next meeting March 11, 2020 (8:30am) In Person

XII. Announcements

* 1. [Events](https://www.asccc.org/calendar/list/events)
  2. Other

XIII. Closing comments and appreciations

XIV. Adjourn

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Tasks in Progress:

1. Review the DEI Integration Plan Assignments
2. Follow-up with the EDAC previous chair to see if Committee Priorities comments were placed anywhere else. (Mayra)
3. Discuss next steps to support Undocumented Students.
4. Discuss the referral from the RwLS committee, Resolution S19 13.01 In Support of All Gender Restrooms
5. Tool development
6. Preparation for conferences- A2Mend Conference (March 5); Spring Plenary (April 15-18); APAHE Conference (April 10)

Completed Tasks:

1. EDAC Work Plan (approved 10/9/19)
2. EDAC charge review
3. Recommendation to Adopt the CACC Diversity, Equity & Inclusion Statement
4. Rostrum article ***Subtle Support for Our Undocumented Students in the Classroom*** by Juan Buriel
5. Partner with the Foundation CCC and CCCO Undocumented Students Week of Action Follow-up with Input To-Dos on Basecamp and assignments (Note: Incorporate resolutions in Action Plan)
6. 2019 Fall Plenary Resolutions submitted and adopted by the body.

* Resolution 3.02 on anti-racism/no hate education was approved.
* Resolution 3.03 on replacing the ASCCC Inclusion statement with a new Diversity, Equity, and Inclusion Statement was approved by acclimation.

1. A2Mend Spring Conference workshops- titles & descriptions
2. Spring 2020 Plenary EDAC Proposed Topics/Activity

* Implicit bias in faculty diversification
* Anti-racism education (Related to the content of the 3.02 F19 Support Infusing Anti-Racism/No Hate Education in Community Colleges)
  + Identify how bias, stereotyping, and discrimination have limited the roles and contributions of individuals and groups, and how these limitations have challenged and continue to challenge our society, including faculty diversification
  + Examine assumptions and prejudices, including, but not limited to, racism, sexism, and homophobia, that might limit the opportunities and growth of students and employees
  + Explore inherent racism embedded in societal institutions, including the educational system and individually examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism.
  + Effective practices to dismantle racism
* Culturally responsive teaching and practice (ie. infusing cultural competence)
* How faculty are involved in advancing equity
* Student services and instruction integration for student success
* Assessment or evaluation of equity in the implementation of AB705 implementation (Rubric)

Equity Driven Systems Paper topics

* Where is Equity in the 10+1?
* Applying a Theory of Action framework to Equity: Nots and Bolts
* Transforming the college into an equity driven institution: The Local Academic Senate Action Plan
* Critical conversations: Shifting ideologies to foster an equity-driven institution to improve student outcomes
* Hiring through an equity lens: Rethinking policies and procedures
* Assessing racial equity

**Proposed Activity**

Showcase:  Celebrate successful collaborations to support equity and student achievement

(it requires that we develop a criteria and announcement)

1. Rostrum article *Best Practices for Faculty Involvement in the Student Equity and Achievement Plan* Tejada, Kirk, Cruz
2. Discussed with the Executive Committee concern of committee members financial ability to attend Plenary.
3. Celebrate successful Collaborations in equity and student achievement announcement, criteria and application completed.