

EQUITY & DIVERSITY ACTION COMMITTEE

Wednesday, March 11, 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 February 12, 2019 Meeting Summary (attachment)
3. Check-in
4. April-June Meetings (schedule)
5. Reports
6. ASCCC Executive Committee February Meeting Report
7. Committee Priorities (discussion and potential action)

Resolution S10 1.02 [Plan to Infuse Cultural Competence](http://www.asccc.org/resolutions/plan-infuse-cultural-competence) (module/tools)

Resolution S10 1.07 [Faculty Hiring Resources](http://www.asccc.org/resolutions/faculty-hiring-resources) (2020 EEO handbook updates to integrate Diversity, Equity and Inclusion statement and other revisions)

Resolution F14 7.04 [Student Safety: Sexual Assault](http://www.asccc.org/resolutions/student-safety-sexual-assault) (Check back with CCCCO)

Resolution S14 3.01 [Infuse Cultural Competence](http://www.asccc.org/resolutions/infusing-cultural-competence) (review cultural competency plan to address this resolution)

Resolution S15 3.01 [Systemwide Collaboration in Violence Prevention Programs](http://www.asccc.org/resolutions/system-wide-collaboration-violence-prevention-programs) (follow-up with CCCCO)

Resolution F16 7.02 [Inclusion of English Learners in Equity and Scorecard Categories](http://www.asccc.org/resolutions/inclusion-english-language-learners-equity-and-scorecard-categories)

Resolution S17 3.02 [Support for Marginalized Students](http://www.asccc.org/resolutions/support-marginalized-students-0) (focus on undocumented students)

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

Resolution F17 3.02 [ESL Impact Cause by the Termination of Common Assessment Initiative](https://asccc.org/resolutions/esl-equity-impact-caused-termination-common-assessment-initiative)

Resolution F17 22.01 [Ensure Equal Access for All Qualified California Community College Students to College Promise Funds](https://asccc.org/resolutions/ensure-equal-access-all-qualified-california-community-college-students-college-promise)

Resolution S19 3.02 [Address Privacy and Rights Violations](https://asccc.org/resolutions/address-privacy-and-rights-violation-caused-education-code-%C2%A787408-2011)

Resolution S19 13.01 [In Support of All Gender Restrooms](https://asccc.org/resolutions/support-all-gender-restrooms-california-community-college-campuses) *(Calls for all colleges to create gender inclusive building plans and campus maps; Resource handout)*

1. [Spring Plenary](https://www.asccc.org/events/2020-04-16-150000-2020-04-18-150000/2020-spring-plenary-session) Final Presenters list (April 16-18th) (information)
2. Tools to Lead Your College’s Dialog About Systemic Change (Lead: Mayra

Presenters: Kahalifa, Karla) (April 17th)

1. Hiring through an Equity Lens: Evaluating the Second Minimum Qualification (Mayra/Luke Lara/Dr. Valyncia Raphael, April Bracamontes ) (April 16th)
2. Follow-up to Faculty Diversification general session (Mayra with UMOJA ED Nzingha Dugas and The Puente Project ED Julia Vergara )
3. Career and Noncredit Institute Topics and Presenters-April 30th –May 2nd (Information)

Evaluating Equity Data in CTE Programs (Mayra, Karla)

Effectively Using the CTE MQ Toolkit to Enhance the Diversification of Faculty (Cheryl, Mayra)

1. Work Plan Monitoring (Basecamp) (discussion and next steps)
   * March Priorities (discussion/action)
2. Address committee priorities (resolutions)
3. Equity Assessment of the Implementation of AB705 (EDAC Lead; Members: Jessica, Eileene, Kahalifa)
4. Celebrate successful Collaborations in equity and student achievement- Recommendation (attachment)
5. Outline EDI, Anti-Racism Education module/webinar

*Revise the date:*  Mayra, Karla, Darcie

1. Tools for Colleges to Engage in Dialogue/Definitions (Goggle doc)
   1. Systemic bias dialogue
   2. Cultural change and improvement
   3. Benefits of multiple world view and lived experiences
2. Announcements
   * [Events](https://www.asccc.org/calendar/list/events)
   * Other
3. Closing comments and appreciations

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. Committee priorities (resolutions)
7. Resolution S16 1903 Infusing Equity through College Processes Collaboration with GPTF- Assessment tool
8. Preparation for conferences- 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.
4. A2Mend Conference (March 5) sessions (3)