

EQUITY & DIVERSITY ACTION COMMITTEE

Wednesday, January 15, 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 December 4, 2019 Meeting Summary (attachment)
3. Wishes or Dreams for 2020!
4. Reports
5. ASCCC Executive Committee January Meeting Report
6. Equity Driven Systems Paper discussion and potential next steps (attachment)

(Approved by the Executive Committee 9/27/19)

January 22, 2020 Faculty Diversification Meeting- Partners discussion

1. Committee Priorities (discussion and action)
2. Resolution S16 1903 Infusing Equity through College Processes

Action: Equity assessment of the implementation of AB705 (Rubric) recommendation (Buriel)

1. 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)
2. Work Plan Monitoring (Basecamp)
3. Framework for tool development review and adoption (action) (attachment)
4. Actions, assignments and To-dos (reports)
   * + 1. Student Equity & Achievement Plan (Darcie, Jessica, Karla, Juan)
       2. EDI/Anti-Racism Education Tools (Mayra, Karla, Darcie)
       3. Faculty Diversification Tools to Engage in Dialog (Mayra/Cheryl & Karla)
       4. Presentations/Collaborations and Conferences
          1. Spring Plenary
          2. A2Mend Spring Conference update
          3. CCCCO Diversification Summit March 19 & 20- communication to the field
          4. Supporting Undocumented Students- what’s next
5. January Priorities (review and discuss)
   1. 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* Karla, Darcie & Jessica)
   2. Celebrate successful Collaborations in equity and student achievement

(*due Jan 16* Darcie, Karla) (attachment)

* 1. Outline EDI, Anti-Racism Education module/webinar

(*due Jan 31* Mayra, Karla, Darcie)

* 1. Tools
     1. Faculty diversification tools to engage in
        1. Systemic bias dialogue
        2. Cultural change and improvement
        3. Benefits of multiple world view and lived experiences

(Mayra, Cheryl, Karla)

* + 1. Request to adopt these CSN tools: (attachments)
       - 1. Communication guideline for brave space
         2. Critical friends conversation protocol
    2. Others – drafts *due Juan 30th*

1. Meetings
   * Next meeting February 12 at 8:30am
2. Announcements
   * [Events](https://www.asccc.org/calendar/list/events)
   * Other
3. Closing comments and appreciations
4. 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

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.