

EQUITY & DIVERSITY ACTION COMMITTEE

Wednesday, April 8, 2020

8:30 AM-9:30 AM

Zoom Meeting

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

MEETING NOTES (DRAFT)

1. Member present

Mayra Cruz Darcie McClelland

Cheryl Aschenbach Jessica Ayo Alabi

Juan Buriel Karla Kirk

Members absent: Eileene Tejada, C. Kahalifa King

1. Call Meeting to Order and Adoption of the Agenda
2. February 12, 2019 Meeting Summary was approved by consensus. Unofficial meeting notes from 3/11 were reviewed.
3. Check-in
Members spent time checking in with each other.
4. Reports (information)
5. ASCCC [April President’s Report](http://createsend.com/t/y-15096D3945E4B792) and [ASCCC COVID-19](https://www.asccc.org/covid-19-faculty-resources) Resources
	* Mayra reviewed key elements of the ASCCC President’s Report and shared the lists of ASCCC webinars being offered during the COVID-19 pandemic.
	* Cheryl reported on how the ASCCC is working with the Chancellor’s Office in crafting guidance.
6. Committee Priorities (discussion and potential action)

In recognition of the stress caused by the COVID-19 crisis and related transitions and disruptions to instruction and regular routines, members considered the following committees priorities for the remainder of the semester:

1. Proposed actions no longer relevant
2. Actions to be accomplished by June 30
Continue work plan activities for April with the exception of beginning work on Fall 2019 resolutions.
3. Recommend for action in 20-21
	* + 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-%25C2%25A787408-2011)
		+ 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)*
4. Work Plan Monitoring (Basecamp)
	* April Priorities (discussion/action)
5. Address committee priorities (resolutions) – it was agreed that work on resolutions will be put on hold
6. Equity Assessment of the Implementation of AB705 Status (EDAC Lead: Juan; Members: Jessica, Eileene, Kahalifa) – this work continues. Juan will connect with Ginni May from the Guided Pathways Task Force.
7. Outline EDI, Anti-Racism Education module/webinar

*Revise the date:*  Mayra, Karla, Darcie – will delay this discussion.

1. Tools for Colleges to Engage in Dialogue/Definitions (Goggle doc)-

this work continue and finalize the tools by end of May

* 1. Systemic bias dialogue - this is finished
	2. Cultural change and improvement – this is nearly finished
	3. Benefits of multiple world view and lived experiences – this is finished
1. Announcements
	* [Events](https://www.asccc.org/calendar/list/events)
	* Other
		+ ASCCC elections are occurring. Anyone interested in running for an office needs to submit their interest application by April 17.
2. Committee members made closing comments and shared appreciation for the work everyone is doing.

Adjourn

Note taker: Cheryl Aschenbach

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Tasks in Progress:

1. Discuss next steps to support Undocumented Students.
2. Tool development
3. Committee priorities (resolutions) (criteria: actions no longer relevant, actions to be accomplished by June 30th, recommend action for 20-21)

Resolution S10 1.02 [Plan to Infuse Cultural Competence](http://www.asccc.org/resolutions/plan-infuse-cultural-competence) (post a summary of accomplishments)

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 and Krystinne Mica)

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

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 and Krystinne Mica)

1. Resolution S16 1903 Infusing Equity through College Processes Collaboration with GPTF- Assessment tool
2. Professional development opportunities during the COVID-19 emergency

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)
5. Follow-up with the EDAC previous chair to see if Committee Priorities comments were placed anywhere else. (Mayra)

Activities postponed due to CPVID-19 emergency

1. Preparation for conferences- Spring Plenary (April 15-18); APAHE Conference (April 10)

2. Discuss the referral from the RwLS committee, Resolution S19 13.01 In Support of All Gender Restrooms

3. Review the DEI Integration Plan Assignments