

EQUITY & DIVERSITY ACTION COMMITTEE

Wednesday, February 12, 2020

8:30 AM- 10:30 AM (via ConferZoom)

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

DRAFT Meeting Summary

1. Member roll call

Mayra Cruz - present Darcie McClelland - present

Cheryl Aschenbach - present Jessica Ayo Alabi - absent

Eileene Tejada - absent Juan Buriel - present

Karla Kirk - present C. Kahalifa King - present

1. Meeting Called to Order. Agenda adopted by consensus. Cheryl will take notes for today.
2. Meeting summary from January 15, 2019 approved by consensus. Thanks to Juan for taking notes. (attachment)
3. Check-in  
   Members checked in by sharing work they’ve been doing.
4. March Meeting: In Person 10am-3pm (discuss)   
   Members discussed the potential of an in-person meeting. March 11 did not work for everyone. Other dates were considered but it was agreed that an in-person meeting doesn’t work with everyone’s schedules. The March 11 meeting will remain a Zoom meeting.
5. Reports
6. ASCCC Executive Committee February Meeting Report  
   Mayra and Cheryl reported about the ASCCC transfer alignment efforts and efforts to expand ADTs to more than 60 units in select, agreed-upon disciplines.
7. Career and Noncredit Institute Request for Proposal (April 30th –May 2nd )
8. Topics and authors (at least 2)
   1. Ideas:
      1. Program review and data – evaluating equity data in CTE programs (Karla, based on work being done at Fresno City College)
      2. Using CTE MQ toolkit to hire diverse faculty in CTE programs (Mayra, Cheryl)
   2. Karla will prepare a title and description. Mayra will submit titles to CNEI leaders.
9. [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, Presenters: Kahalifa, Karla) (April 17th)
2. Hiring through an Equity Lens: Evaluating the Second Minimum Qualification (Mayra/Luke Lara) (April 16th) \*Darcie added to this presentation given her local work with hiring through an equity lens
3. Follow-up to Faculty Diversification general session (Mayra, others?) \*Karla may also present/facilitate and may invite HR director from Fresno City.

*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).

* [Support Anti-Racism Pledge](https://docs.google.com/document/d/1T7mLiKE3EDPolhiCHOnceerXEK9_0BmP/edit) 
  + [Anti-Racism Pledge](https://docs.google.com/document/d/1fBKf7ejqttr3yBSCfh-sXNgUnXqlUc_r/edit)
  + It was discussed that the pledge had a lot of historical information in it that could be shared more prominently and intentionally by being a paper. It was agreed that a resolution should be developed calling for a paper to be developed (see next resolution idea) and that the historical info would be pulled from anti-racism pledge. Juan was going to provide input to the pledge resolution to further emphasize the need for commitment and action rather than simply symbolism.
* Recommendation that in its effort to promote anti-racism education, ASCCC develop a paper highlighting historical structures that have created and maintained racism. \*Darcie said she’d help with the paper if the resolution passes and it’s worked on over the summer.

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

Mayra shared a few highlights of the faculty diversification meeting with system partners. 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. More info will be shared in March.

1. Committee Priorities (discussion and/or action)
2. Resolution S16 1903 Infusing Equity through College Processes- Collaboration with GPTF   
   This is in progress although not much has happened recently.
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. 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* These are the titles of the articles to be written.

* Stories from the field: How faculty of different colleges are involved in equity and lessons learn (From EDAC workplan Lead: Darcie/Jessica)
* Best Practices for Involvement in the Student Equity and Achievement Plan and Implementation (Objective 2.2 EDAC workplan, Lead: Karla)

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. We still need to schedule April-June meetings.
  2. Next meeting March 11, 2020 (8:30am-10:00am via Zoom)

XII. Announcements

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

XIII. Closing comments and appreciations   
 Appreciations were expressed to Mayra and to committee members.

XIV. Meeting adjourned at 10:30am.

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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.

Submitted by Cheryl Aschenbach