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**EQUITY & DIVERSITY ACTION COMMITTEE**

**Wednesday, December 4, 2019**

**8:00 AM- 9:30 AM**

Zoom Meeting

**DRAFT Meeting Summary**

In attendance: Cheryl Aschenbach (2nd Chair), Karla Kirk, Darcie McClelland, Juan Buriel, C. Kahalifa King, Mayra Cruz (Chair)

Absent: Eileene Tejada, Jessica Ayo Alabi

1. Adoption of agenda with two revisions

* Under Item V. Reports, added Plenary Update
* Under Item VI.a.2 Workplan monitoring, added Anti Bias Education

1. Check In:
   1. Darcie: Committee expansion to include equity (hiring committees)
      1. Stipends for all faculty who serve on committees
      2. Study: Where is Diversity being lost?
      3. Pasadena College passed a resolution
   2. Juan: AB 705 Implementation questions, addressing equity assessment
   3. Karla: Utilizing Equity lens in Program Review
2. Agenda Item 7: Meetings Spring 2020:
   1. January 15 8:30-10am
   2. February 12 8:30-10am
   3. March 11 8:30-10am
3. Reports:
   1. Nov Exec Meeting
      1. Recognition of Black Caucus (thanks out to Jessica)
      2. Adoption on EDI Statement: Committees are updating charges
      3. Upcoming Institutes (Agenda Item 8 with live link)
      4. Review of Academic Freedom Paper
   2. Plenary Report:
      1. Large percentage of attendees were new (20%)
      2. ESL Resolutions have been referred to the Executive Committee
      3. EDAC proposed Anti-Racism Education resolution 3.02(F19) and Replacing the ASCCC Inclusivity Statement 3.03(F19) with amendment were approved.
   3. Equity Paper
      1. Members were asked to spent time reviewing the paper and recommendations for Local Colleges and Local Academic Senates to discuss at the January Meeting
      2. Appreciation to Luke Lara and Carrie Robinson, Equity Paper authors as well as members of the Executive committee
4. Work Plan Monitoring and ToDos
   1. Equity Assessment of AB 705
      1. How discipline specific does the rubric need to be?
      2. Should it just be for English and Math?
      3. Any sample rubrics relating to legislation impacting curriculum
      4. July 2010 ASCCC Rostrum has AB 705 info; wanting to gather more resources and direction to develop the rubric
   2. Activities related to Plans:
      1. Follow up with Juan regarding the rubric to address equity assessment of the implementation of AB705 (Mayra)
      2. Actions/Activities are posted on Plans
      3. Rostrum articles due to E.D. Krystinne Mica: January 6
      4. Next round of rostrum articles due in March 9, 2020
   3. EDI/ Anti Bias Training tools
      1. Resolution S17 3.02🡪follow-up with Darcie (Mayra)
   4. List of topics for Spring Plenary noted in the action plan
      1. Implicit Bias
      2. Infusing Cultural Competencies
      3. Include developed tools
      4. Assessment for Equity
      5. Anti-Racism Education
5. December Priorities
   1. Rostrum Article due Dec 13th- Best practices for faculty involvement in the Student Equity and Achievement Plan development and implementation (Karla, Eileene)
   2. EDI Webinars (Review of plan notes) (Mayra (lead), Cheryl, Karla & Eileene)
      1. Committee to begin reviewing webinar topics for spring
      2. CUE/Equity- implementation on Campus (webinar) of Anti-Bias training; Roadmap to Training; best practices, sharing out, support on campus
      3. Highlight language of “unconscious” and “unintentional” bias
      4. Cultural Competence Training (questions about language from Kahalifa)
         1. Using “culturally responsive” and/or cultural humility
   3. Using a Framework when developing tools

The draft framework components:

* + - 1. Principles

a. Examine the institutional structures (e.g., mission, strategic plans, policies, procedures, and cultural practices) that contribute to inequitable outcomes, through an

intentional process.

b. Institutions gather an evaluate data and being responsive to the rich diversity of their communities and ensure an equal employment opportunity regardless of race, ethnicity, gender and, or other factors.

c. Engage faculty and other stakeholders in critical conversations, in action oriented decision-making processes, and open the possibility for infusing equity throughout the

institutions and decision-making processes.

* + - 1. Competencies (Adopt CUE)
* Evidence-based
* Race-Conscious practices
* Institutionally focused
* Systematically aware
* Equity Advancing
  + - 1. Research of high impact tools
      2. How to use tools
      3. Activities and Exercises
      4. Assessing tool effectiveness
  1. Examples of Tools to review (see Basecamp)
     1. Critical Friends Protocol (tool): dialogues for action (SRI)
     2. Communications Guidelines for Brave Spaces (3CSN)

Utilize these samples guidelines for base of how we develop tools in addition to the Framework above

* 1. 2nd Minimum Qualification: Request to research
     + - 1. Faculty Development, Standards and Practices, Educational Policy are working on the 2nd minimum qualification
         2. Committees will be meeting with President Stanskas to discuss roles and request.

**Respectfully submitted by Karla Kirk**

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Tasks in Progress:

1. Rostrum Article due Dec 13th- Best practices for faculty involvement in the Student Equity and Achievement Plan development and implementation (Karla, Eileene)
2. EDI Webinars (Mayra (lead), Cheryl, Karla & Eileene) Spring 2020
   * 1. Team to begin reviewing webinar topics for spring
     2. CUE/Equity- implementation on Campus (webinar) of Anti-Bias training; Roadmap to Training; best practices, sharing out, support on campus
     3. Benefits of multiple world views and lived experiences
     4. Highlight language of “unconscious” and “unintentional” bias
     5. Cultural “Competence” Training (questions about language from Kahalifa)
        1. Using “culturally responsive” and/or cultural humility
3. Review Equity Driven Systems Paper
4. Review the DEI Integration Plan Assignments to ASCCC
5. Follow-up with the EDAC previous chair to see if Committee Priorities comments were placed anywhere else. (Mayra)
6. Discuss next steps to support Undocumented Students.
7. Discuss with the Executive Committee concern of committee members financial ability to attend Plenary.
8. 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