



Equity and Diversity Action Committee

December 13, 2021

10:00 a.m.—12:00 p.m.

The Equity and Diversity Action Committee (EDAC) responds to resolutions from sessions that deal with the issues of equity, diversity, and inclusion in hiring, equal opportunity, and cultural diversity in the curriculum. EDAC recommends strategies that promote student equity and student success, including effective teaching and student learning styles and fostering a campus climate conducive to faculty diversity and student achievement. The committee provides overall guidance to colleges and recommendations to the Executive Committee with regard to the inquiry, design, and implementation of Guided Pathways frameworks and engages in broad, and inclusive discussion and inquiry about the diversity, action and inclusion integral in the Guided Pathways approach, framework and evidence. The Committee advises the Executive Committee on guidelines, laws and regulations relating to equal opportunity and cultural diversity and promotes the integration of equity and diversity issues in appropriate ASCCC activities.

Zoom Meeting Summary

I. Call to Order at 10:04 a.m. and Roll Call *absent

Michelle Bean—Chair	Juan Arzola	Hermelinda Rocha
Robert Stewart, Jr.	Nadia Khan	*Roberto Rubalcaba
	Mohamed Sharif-Idiris	Leslie Shull

II. Adoption of Agenda, Minutes Volunteer—Leslie, and [Google Shared Folder](#)

A. Michelle shared information about the upcoming DEI and curriculum model and practices.

III. Shout-outs, Affirmations, and Lean In

A. Members shared holiday break plans.

B. Congratulations to Juan, ASCCC newly appointed at-large representative.

IV. Community Agreements—briefly reviewed.

1. Acknowledge and value our **diverse lived experiences** and perspectives
2. **Empower** each other **to lead**
3. Create a **non-judgmental, safe space** where we come with a growth mindset and help each other learn and grow
4. Be **authentic** and **accountable** to each other with clear communication, timelines, and knowledge of structures
5. **Advocate** to the Executive Committee on behalf of the EDAC

V. EDAC/ACHRO Collaboration

A. Virtual Fall Webinars Recap

1. Well attended. Thank you to all volunteers! 80+ participants (Oct) and 70+ (Nov).
2. Re-emerging questions: cluster hire, microaggressions, how districts are spending money for FT hire from state, rubrics for screening, affinity group and diverse publication job boards.
3. Survey data—click [HERE](#).
4. Any other elements to share:
 - a. Robust discussion took place around the emerging questions section, possible spring *Rostrum* articles to address some of these such as cluster hiring, and experiences with microaggressions.
 - b. Michelle shared that ACHRO gave affirmation and shout out to collaboration with ASCCC

as very powerful.

- VI. Plenary Fall 2021 [Final Resolutions](#)
 - A. [Click here for Assignments](#)
 - B. 3.01 Critical race theory and social justice resources: Share your ideas and volunteer for workgroup. Hermelinda suggested a possible toolkit. Maybe a Canvas shell to continue evolving and adding. Will return to garnering ideas in January.
 - C. 19.01 Hiring criteria—Michelle and Cheryl Achenbach are working with CO DEI group on this.

- VII. Upcoming Presentation Opportunities
 - A. [A2MEND Conference](#)
 - 1. March 3-4, 2022 at Hyatt LAX
 - 2. Need volunteers for [proposals](#) due January 7
 - a. Robert suggested the Black Caucus be surveyed for ideas and the committee agrees with the idea that the conference attendees will be best served if the presenters know what topics are of most interest to them.
 - b. Robert will talk to the Black Caucus on Wednesday, Dec. 15 for topics.
 - c. Additionally, it would be helpful to have a panel of presenters or experts available if possible.
 - d. Hermelinda moved and proposed that the committee have Robert take this to the ASCCC, and that we unanimously agree that the Black Caucus should provide topics and participants to a panel discussion for A2MEND conference.
 - e. Mohamed seconded. Passed unanimously.
 - B. [Part-time Faculty Institute](#)
 - 1. February 10 and 11, 2022—PT chair reached out—thank you for confirming. Work on your own with Carrie, but let Michelle know if you need help.
 - 2. Volunteers: Nadia and Michelle; Juan
 - C. Chancellor's Office Antiracism Event
 - 1. Transforming Institutional Culture through Effective Anti-Racist Practices: early February--two days
 - 2. The sessions broken up by role to facilitate a safe space for sharing: Themes include
 - a. Hiring
 - b. Performance reviews
 - c. How DEI Workgroup's strategies/recommendations apply specifically to roles on campus
 - 3. Breakout session—Juan, Leslie, Michelle, and Cheryl
 - 4. Objectives or learning outcomes for breakout session—will work on in January.

- VIII. 2021-2022 [EDAC Work Plan Goals](#)
 - A. ASCCC Priority—submitted to December Exec agenda:
 - 1. [Cultural Competency Plan Draft](#)
 - 2. [Decision Tree](#)
 - a. Michelle reported out that the Exec committee loves the map and the tool
 - b. Continue to work on the tool in January. Committee desires to keep the pledge.
 - c. Suggestion—define what it means to be an antiracist.
 - Things Still to Develop:
 - 3. Inventory Rubric
 - 4. [Antiracism Pledge](#)
 - 5. DEI Liaison Handbook

- IX. *Rostrum* Articles
 - A. Next due date change: January 18—draft by December 10

1. Hermelinda and Nadia—equivalency
 2. Michelle and Tray Robinson—accessible language
 3. Leslie—mental health and attitude (maybe for spring)
 - B. For spring—February 25
 1. Leslie and Nadia—Sexual violence prevention (under consideration)
 2. All gender restrooms and maybe new legislation on menstruation products (need volunteer)
 3. Cluster hiring and equity-minded practices—Michelle, Buul, Mohamed, Robert, Hermelinda
- X. Announcements
- A. Upcoming ASCCC events
 1. ASCCC Part-Time Virtual Institute– February 10-11, 2022
 2. Legislative Day (Sacramento/Hybrid) – February 22-23, 2022
 3. ASCCC Accreditation Institute (San Francisco/Hybrid) – February 24-26, 2022
 - B. [CO Vision Resource Center Implicit Bias Modules](#)
 - C. Amazon Smile (smile.amazon.com)—select Foundation of the Academic Senate for California Community Colleges to donate especially during the holiday shopping and donate to Innovation Scholarship Giving Tuesday.
 - D. [Application for Statewide Service](#)
- XI. Closing Comments
- A. In Progress Review—chair thanked committee for all the great work listed below.
 - B. Any other final comments or suggestions—none.
- XII. Adjournment at 12:01 p.m.

In Progress:

- ASCCC Cultural Humility Plan
- *Rostrum* articles for winter publication

Completed Tasks:

- ACHRO-ASCCC Equity-minded Hiring Principles and Practices webinars
- *Rostrum* Article “Getting to the Truth of it All: The Role and Impact of Critical Race Theory on Community Colleges”
- Professional Development Webinar for Real Estate faculty on DEI in Curriculum
- EDAC 2021-2022 Workplan and Goals
- Caucus leaders invited to Executive Committees to give liaison reports
- Fall Resolutions: Resource for Racial Justice and Critical Race Theory; Equity in Science, Technology, Engineering, and Math (STEM); Support for Mental Health Awareness and Trauma Informed Teaching and Learning
- Fall *Rostrum* Article: Getting to the Truth of it All: The Role and Impact of Critical Race Theory on Community Colleges
- Recommendations on Committee Appointment Process—S&P assigned to complete process update