



Equity and Diversity Action Committee

February 14, 2022

12:00 p.m.—2:00 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 12:03 p.m. and Roll Call - *Denotes present

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

II. Land Acknowledgement - Michelle read the land acknowledgement.

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

Robert volunteered to take minutes for today's meeting.

IV. Shout-outs, Affirmations, and Lean In

- Members shared thoughts and reflected on Black History Month and shared history of BIPOC people; Michelle provided affirmations on the committee members; Members provide encouragement and shout-outs to one another; Burnout is happening all over, patience is thin and thus self-care is important; Nadia asks about resources on sustainable self-care for instructors, collegiality and biases that may be the root of the burnout, trauma and lack of patience that is happening.
- A2MEND Conference—Robert and Rob: Thanks to Michelle and EDAC and the Black Caucus, we were able to collaborate and get 2 breakout sessions approved for A2MEND and will present on March 3, 2022.
- Part-time Faculty Institute—Nadia and Juan: EDAC members participated in the ASCCC Part-time Faculty Institute—it went well.
- Chancellor's Office Antiracism Event—Leslie and Juan: EDAC members participated in the CCCCC Antiracism Event and received great feedback.
- Equivalency Rostrum article—Nadia and Hermelinda: Rostrum article on equivalency was accepted and will be published.
- EDAC is doing good work—thank you, team!

- V. Community Agreements
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
- VI. ASCCC Priority—Cultural Humility
- A. **Cultural Humility Tools**—approved by ASCCC Executive Committee at the February 2022 meeting. Michelle and Robert will be meeting with a graphic designer to clean up and design the infographics of the tool. Committee agreed the name of the tool should be changed to Cultural Humility Tool vs Cultural Humility “Screening” Tool. Once the graphics and clean up are finished, the tool will go out to the field. We have also been given a breakout space for the Spring 2022 Plenary to present this tool to the attendees.
 - B. ASCCC Cultural Humility Plan—deferred to next year.
- VII. **Spring Plenary**
- A. Spring Theme: Strengthening Teaching, Leading, and Learning Through Racial Justice and Academic Freedom - Members were asked if they are interested and available to participate in breakout presentations for Spring Plenary.
 - B. **Resolution Ideas**
 1. DEI Liaison Handbook Creation - Resolution has been drafted and will be forwarded by EDAC to support the creation of the IDEAA Liaison Handbook.
 2. Cultural Humility Plan - Resolution has been drafted and will be forwarded by EDAC to request that the ASCCC Exec Committee undergo cultural humility training in addition to the cultural competency training that already exists.
 3. Any others - No other resolutions, however, there is a desire to recommend that there is a priority for next year to address the self-care and trauma informed teaching resolution: <https://www.asccc.org/resolutions/support-mental-health-awareness-and-trauma-informed-teaching-and-learning>.
- VIII. Critical Race Theory Toolkit
- A. Draft **Outline** due by Feb 15; Juan started this outline. Thinking about the timing, what is the will of the committee? The committee this year will get the outline complete and then hand over the project to next year’s EDAC committee. The deadline is now set for March 15 to get the outline done and forwarded to ASCCC for the April meeting; and Hermelinda will work with Juan and Carlos (pending approval).
 - B. With approval—writers will be needed - outline, once complete and approved, will be forwarded to the 2022-2023 EDAC committee.
- IX. Special *Rostrum*
- A. Recommended Theme: Racial Equity, Reckoning, and Academic Accountability Since George Floyd - This special edition *Rostrum* was approved for Summer 2022 by the ASCCC Executive Committee at the February 2022 meeting. The *Rostrum* needs to be complete by June 2022. The committee collaborated on the call to action and the timeline.
Proposed Timeline:
 - February 25–March 25: Call for articles
 - March 28–April 11: Edit
 - April 25: Publication out to field
 - B. Call for Articles—click [HERE](#) to revise the description/email call.
 - C. Other ideas—none.

- X. Spring *Rostrum* Articles
- A. Due date: February 25
 1. Sexual Violence Prevention Programs/Models ([resolution from 2015](#))—Leslie is taking the lead on this article; to finish by May.
 2. Cluster Hiring—Mohamed is setting up a meeting to complete this article; anyone who would like to contribute, please join the virtual meeting; finish by February.
 3. [Anti-racism Pledge](#)—Nadia is leading the effort on this article; to finish by May.
 4. Professional Learning—Dr. Janue Johnson; finish by February.
 - B. Future Article—[All Gender Bathrooms](#) (resolution needs to be addressed) - may need to forward to next year's EDAC.
- XI. [Announcements](#)
- A. Upcoming ASCCC events
 1. FACCC Legislative Advocacy Webinars @ 6pm: February 15, March 22, April, May 24
 2. 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
 - D. [Application for Statewide Service](#)
- XII. Closing Comments
- A. In Progress and 2021-2022 [EDAC Work Plan Goals](#)
 - B. Any other final comments or suggestions—Considering an in-person spring meeting; Michelle will agendaize for discussion at next meeting.
- XIII. Adjournment at 2:05 p.m.

In Progress:

- A2MEND Conference Sessions
- ASCCC Cultural Humility Plan
- *Rostrum* articles for winter publication

Completed Tasks:

- Part-time Faculty Institute sessions
- Model Cultural Humility Tool and Inventory
- CCCC/ASCCC Transforming Institutional Culture through Effective Antiracist Practices sessions
- *Rostrum* Article “The Strength of Inclusivity: Changing Our Language and Culture”
- *Rostrum* Article “To Promote or To Prevent Opportunity? Using an Equity-Minded Lens to Dispel Myths in the Equivalency Process”
- 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