



ACADEMIC SENATE
for California Community Colleges
LEADERSHIP • EMPOWERMENT • VOICE

Equity and Diversity Action Committee

January 10, 2022

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 Info:

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/98938337050>
Or iPhone one-tap (US Toll): +16699006833,98938337050# or +12532158782,98938337050#
Or Telephone Dial: +1 669 900 6833 (US Toll)
Meeting ID: 989 3833 7050

Meeting Summary

- I. Call to Order at 10:02 a.m.
Roll Call: * Denotes Present

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

- II. Land Acknowledgement - Michelle read the land acknowledgement and encouraged others to post indigenous lands in the chat.
- III. Adoption of agenda--there will be an addition to the agenda (VIII C.).
Minutes volunteer--Robert volunteered to take the meeting summary.
Google Shared Folder.
- IV. Shout-outs, Affirmations, and Lean In: Committee members gave affirmations and shout-outs and answered the morning prompt: What did you want to be as a 6-year-old when you grew up? And what would your adult self tell that younger self?
- 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 - Michelle, Robert, and Juan continue to actively advocate for EDAC to the Executive Committee in order to help EDAC meet its charge.

- VI. Upcoming Presentation Opportunities
 - A. A2MEND Conference
 1. March 3-4, 2022 at Hyatt LAX—scholarships available till February 2 - Michelle urged the committee to spread the word about the Foundation Scholarships.
 2. Submitted two proposals - EDAC forwarded 2 proposals contributed by the Black Caucus to the ASCCC President. Both were approved to forward to A2MEND. Presenters will be a combination of EDAC and Black Caucus members
 - B. Part-time Faculty Institute
 1. February 10 and 11, 2022—PT chair Carrie Roberson reached out - Juan is waiting for more information and updates from Carrie.
 2. Volunteers: Nadia and Michelle; Juan
 - C. Chancellor’s Office Antiracism Event
 1. Breakout session—Juan, Leslie, Michelle, and Cheryl - Happening on Day 2 of the event. Breakout sessions are focused on various constituencies. The focus will be the faculty area on How to be an Antiracist Institution based on work done already by Juan and Leslie in a breakout at the Fall 2021 Plenary.
 2. Objectives or learning outcomes for breakout session—Juan, Leslie, and Michelle to work with Cheryl Aschenbach for session planning. Michelle to send info.

- VII. ASCCC Priority—Cultural Humility Plan
 1. Cultural Humility Decision Tree --Approved by the Executive Committee at December meeting.
 2. Inventory Tool—need to finish by January 14. Need next planning date. Michelle will send a Doodle poll.
 3. Antiracism Pledge—ideas to address resolution? EDAC will write up our recommendation on how to distribute the pledge: Rostrum, Listservs, etc. to get approved at the February meeting. We need to agendaize by January 15. Michelle and Robert will write it and distribute to the committee for feedback and quick turnaround.
 4. DEI Liaison Handbook—resolution for spring plenary? Juan recommended we write a resolution for ASCCC (EDAC) to develop the handbook (Michelle, Robert, Juan volunteered). Michelle shared a resource on white allyship—a toolkit handout:
<https://drkathyobear.com/wp-content/uploads/2016/04/Dismantling-Internalized-Dominance.pdf>.

- VIII. *Rostrum* Articles
 - A. Due date: January 18
 1. Hermelinda and Nadia—Equivalency
 2. Michelle and Tray Robinson—Accessibility Language
 - B. For spring—February 25
 1. Sexual violence prevention (resolution from 2015)—Leslie—said yes. Nadia?
 2. All gender restrooms and maybe new legislation on menstruation products (work with SSCCC?)—volunteers? Michelle asked members to email her if they are interested in this task.
 3. Cluster hiring and equity-minded practices—Michelle, Buul, Muhamad, Robert.
 - C. Special *Rostrum*--as a follow up to the Black Voices *Rostrum* in the Summer 2020. Motioned by Hermelinda and seconded by Leslie to recommend a *Rostrum* with the theme of “Racial Equity, Reckoning and Academic Accountability Since George Floyd” as soon as possible. (Motion passed unanimously).

- IX. Plenary
 - A. Fall 2021 Final Resolutions

1. 3.01 Critical race theory and social justice resources: Ideas (toolkit?) Volunteers to put together the Toolkit Outline for the March meeting: Michelle, Juan, Nadia, Leslie, Robert. Outline needs to be submitted February 15.
 2. 19.01 Hiring criteria—Michelle and Cheryl Achenbach will share with CO DEI group. Criteria going to the BoG soon.
- B. Spring 2022 Theme Ideas: Michelle shared the EDAC spring plenary ideas at the January Executive Committee meeting. Please vote for your favorites to narrow the list forwarded to the Executive Director to be considered by the Executive Committee at the February meeting. Also, please add your breakout session ideas on the Google form.
- 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
 - D. Application for Statewide Service
- XI. Closing Comments
- A. In Progress and 2021-2022 EDAC Work Plan Goals
 - B. Any other final comments or suggestions—wishing everyone safety and wellness for going back to in-person classes. Robert expressed gratitude for the EDAC space and being here.
- XII. Adjournment at 12:02 p.m.

In Progress:

- ASCCC Cultural Humility Plan
- *Rostrum* articles for winter publication
- A2MEND Conference Breakout Sessions
- Part-time Faculty Institute Breakout Sessions
- Chancellor’s Office Antiracism Event

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