



## Equity and Diversity Action Committee

March 14, 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 Meeting Summary

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

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

II. Land Acknowledgement

III. Adoption of Agenda, Minutes Volunteer, and Google Shared Folder

- Committee approved of the March meeting agenda. No changes were suggested for February meeting minutes and have been sent into ASCCC for Exec agenda report section.
- Juan Arzola volunteered to take minutes for the March meeting.

IV. Shout-outs, Affirmations, and Lean In

- A2MEND Summit went well with EDAC and Black Caucus presentations.
  - Michelle provided a brief synopsis of the A2Mend Summit.
- Equivalency Rostrum article published—check it out! Congrats to Hermelinda and Nadia.
  - Michelle lifted up Hermelinda and Nadia’s work to submit an Equivalency Rostrum article.
- Mohamed and Leslie with *Rostrum* articles in the clutch!
  - Michelle acknowledged Mohamed and Leslie’s work for their Rostrum article too.
- Juan advised the Committee of Michelle’s decision to run for ASCCC Presidency. He also advised the Committee of his decision to run for At-Large Representative.

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
- Community Agreements were reviewed and affirmed.

- VI. In-Person Meeting
- A. Travel Reimbursement (account@asccc.org after event)
  - B. COVID Waiver (melissa@asccc.org before event)
  - C. Map and Hotel Recommendation—Rob
  - D. Lunch and Agenda—focus on Special Rostrum articles and CRT Toolkit
  - E. Wi-Fi and Plugs
    - Michelle covered item A in preparation for next month’s in-person meeting in San Diego. Asked Rob to let his senate president know we will be on campus.
    - Dr. Rob discussed items B - E with specific details on hotel and lunch accommodations and other logistics. Reviewed COVID protocols: everyone vaccinated and wearing masks please on his campus while indoors.
    - We will meet at City College at 10 a.m. and then caravan in two cars to Chicano Park and lunch at Las Cuatro Milpas.
- VII. Cultural Humility Tool--Graphic Designer and Executive Director working on publishing
- Michelle gave an update on the Cultural Humility Tool, which is currently being worked on by ASCCC graphic designer.
- VIII. Spring Plenary: Strengthening Teaching, Leading, and Learning Through Racial Justice and Academic Freedom
- A. Resolutions Draft Packet
  - B. Breakout Sessions
    1. Cultural Humility Tool (Michelle, EDAC Member) Thursday, April 7 at 1:00p – 2:15p
    2. Hiring and Retaining BIPOC Faculty (and key collaborations with HR) (Michelle and Cheryl) Friday, April 8 at 1:30p – 2:45p
    - Michelle discussed the Plenary theme and possible breakout sessions. Also, she oriented the Committee to the Resolutions Draft Packet and encouraged members to attend their Area meeting.
    - Michelle also solicited Committee members to identify a breakout session that they would be willing to present. Several members stepped up to assist and will be attending Plenary:
      - April 7 at 1pm--Hermelinda and Nadia for Cultural Humility Tool
      - April 7 at 1pm--Robert and Rob for STEM
      - April 8 at 1:30pm--Leslie and Mohamed for Hiring and Retaining BIPOC faculty
- IX. Critical Race Theory Toolkit
- A. Approved Outline
  - B. Review comments from Executive Committee
  - C. Volunteers for writing sections and collaborations—to be completed by April 18 (first draft to May Exec meeting)
    - Michelle advised the Committee on this item. While there is a sense of urgency, the Toolkit could be handed off to next year’s EDAC. Also, she informed the Committee that some changes were made to the outline based on feedback by ASCCC Executive Committee and Ethnic Studies Council.
    - Michelle shared the updated outline and solicited Committee members on their interest to participate on writing sections for the Toolkit:
      - Background and ASCCC Context (Juan)
      - History of Critical Race Theory (Juan)
      - Definition and History of CRT (Carlos)
      - CRT and Academic Freedom (Michelle and Leslie)
      - Introduction to Toolkit (Michelle)
      - Creating Culture: Using CRT for Social Justice (Hermelinda and Rob)

- Avoiding Dangers: Equity Detours (Hermelinda)
  - Effective Practices –look at Portland Community College Take 5 (Hermelinda)
  - Critical Race Theory Tools and Resources (Juan)
  - Social Justice Tools and Resources (Juan)
  - Hermelinda informed the Committee that Portland Community College has given their approval that we could use their CRT Toolkit (Take 5), as long as we give proper attribution.
- X. Special *Rostrum*: Theme: Racial Equity, Reckoning, and Academic Accountability Since George Floyd
- A. Call for Articles due April 18
- B. EDAC articles:
1. Anti-racism Pledge—Nadia leading; will finish at in-person meeting.
  2. Any others—EDAC to write anecdotes to the push back social justice warriors receive.
- C. Any articles from colleges?
- Michelle discussed this item beginning with acknowledging that Nadia has committed to an article on Antiracism Pledge.
  - Juan asked if it might be possible to write an article on the obstruction and, worse, efforts to rollback any efforts on Antiracism work.
  - Hermelinda suggested an article on women in social justice work.
- XI. Spring *Rostrum* Articles
- A. Cluster Hiring—Muhamad and Michelle submitted
- B. Professional Learning—Dr. Janue Johnson submitted
- C. Sexual Violence Prevention Programs/Models (resolution from 2015)—Leslie and Michelle submitted
- D. Future Article for Next Year--All Gender Bathrooms (work with Emilie Mitchell)
- Michelle reviewed this item and recommended the All Gender Bathroom article for next year's EDAC.
- XII. DEIA Chancellor's Office Workgroup
- A. DEIA Competencies and Criteria
- B. Title 5 Updates
- Michelle advised the Committee on the updates that are happening with regulations related to Diversity, Equity, Inclusion, and Accessibility. Support for the DEIA competencies into regulations is needed by local colleges. New regs will be read at next BOG meeting.
- XIII. Legislation—see ASCCC Report
- Michelle gave an update on this item.
- XIV. Announcements
- A. Upcoming ASCCC events
1. FACCC Legislative Advocacy Webinars @ 6pm: March 22, April 26, May 24
  2. Area Meetings: March 18 and 19
  3. Plenary in Burbank April 7-9
  4. Various CTE webinars and coffee hours
- 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
- A quick update on these upcoming events.
- XV. Closing Comments

- A. In Progress and 2021-2022 EDAC Work Plan Goals
- B. Any other final comments or suggestions—none.

XVI. Adjournment at 12:02 p.m.

**In Progress:**

- *Rostrum* articles for spring publication
- Plenary sessions
- Critical Race Theory Toolkit
- Special *Rostrum* articles

**Completed Tasks:**

- A2MEND Conference Sessions: 1) A Thousand Words: Deconstructing and Reimagining Black Male Representation in the Age of Social Media, 2) Creating Radical Conditions for Black Student Success: The Power of Storytelling, Empathy, and Confidence
- Part-time Faculty Institute sessions: 1) Opportunity Awaits: Getting That Job, 2) IDEA Practitioners: Considerations for Part-time Faculty
- Model Cultural Humility Tool and Inventory
- CCCCCO/ASCCC Transforming Institutional Culture through Effective Antiracist Practices sessions: DEIA Competencies and Criteria and faculty breakout session
- *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