



Equity and Diversity Action Committee

May 9, 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.

Location: Zoom Meeting Summary

I. Call to order at 10:02 a.m. and roll call (*=present)

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

II. Land Acknowledgement—chair read acknowledgement.

III. Adoption of Agenda Google Shared Folder and Minutes Volunteer

IV. Shout-outs, Affirmations, and Lean In

- Thank you, Nadia, Leslie, Mohamed, and Rob for supporting our plenary sessions!
- Thank you for all your hard work on the *Special Rostrum* articles and Mohamed, Nadia, and Leslie in the clutch with submissions!
- Thank you, Rob, for hosting us last month in person!
- Congratulations to Robert and Juan on re-election to ASCCC Executive!
- Appreciation for a great year! EDAC crushed it!

V. In-person Meeting Travel Reimbursement –all members are in process, as needed.

VI. Spring Plenary: Strengthening Teaching, Leading, and Learning Through Racial Justice and Academic Freedom and Resolutions reviewed by chair as below.

A. EDAC resolutions passed:

1. IDEAA Liaison Handbook
2. Cultural Humility Tool

B. Other resolutions of interest and how assigned—doc here:

1. Adopt the DEI in Curriculum Model Principles and Practices Framework
2. Adding Anti-Racism to the ASCCC Vision Statement
3. Noncredit Spanish Language Course Outlines of Record and Regional Support
4. Request Funding for Mental Health Resources, Services, and Professional Learning

- C. Suggestion for post event survey: Intentionally make time during general session to complete the survey; use data for continuous improvement and actually measure.
- VII. Cultural Humility Tool
 - A. Suggestions on distribution—discussed webinars with homework and smaller breakouts to discuss in addition to regionals
 - B. Recommendation to pass to next year’s EDAC—yes.
 - VIII. Critical Race Theory Toolkit
 - A. Approved Outline with changes as recommended by Executive Committee--encourage next year’s chair to select CRT experts.
 - B. Recommendation to pass to next year’s EDAC—yes.
 - IX. Spring *Rostrum*
 - A. Pulled for editing
 - B. Thanks to Mohamed for Cluster Hiring article and Leslie for Sexual Violence Prevention article
 - C. Other concerns—discussed academic freedom and self-plagiarism and attack on CRT.
 - X. Special *Rostrum*: Theme: Racial Equity, Reckoning, and Academic Accountability Since George Floyd
 - A. 12 articles submitted total
 - B. Currently being approved by Exec Director and President
 - XI. Future Rostrum Article for Next Year’s EDAC--All Gender Bathrooms (work with Emilie Mitchell)--yes.
 - XII. DEIA Chancellor’s Office Webinar with Faculty Panel: May 11 at noon
 - A. DEIA Competencies and Criteria
 - B. Title 5 Updates
 - XIII. Committee Appointment Process--adjusted by ASCCC officers and ED! Chair thankful.
 - XIV. End of Year Report—reviewed by chair and updated with committee members.
 - A. Completed EDAC Work Plan—based on Committee Priorities List
 - B. Review EOY Report
 - XV. Announcements
 - A. Application for Statewide Service: Do NOW and share widely!
 - B. Upcoming ASCCC events—reviewed.
 - 1. Faculty Leadership Institute in Sacramento: June 15-18
 - 2. Curriculum Institute in Riverside and virtual: July 6-9
 - C. Innovation Scholarships—shared resource.
 - XVI. Closing Comments and Debrief—chair provided survey to garner feedback to help with her leadership growth and ensure agreements were met. Survey sent in email to absent members.
 How do you feel about our work and community agreements this year?
 - 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
 - XVII. Adjournment at 12:09 p.m.

In Progress:

- Special *Rostrum* editing
- CO DEIA Criteria and Competencies in Evaluations webinar faculty panel
- Cultural Humility Toolkit Distribution—passed to next year’s EDAC
- Critical Race Theory Toolkit—passed to next year’s EDAC

Completed Tasks:

- *Rostrum* Article “Cluster Hiring for Faculty Diversification”
- *Rostrum* Article “Someone in Your Classroom Needs You: Supporting College Sexual Violence Prevention Programs”
- Spring Resolutions: Develop and Publish an Inclusion, Diversity, Equity, Anti-Racism, and Accessibility (IDEAA) Liaison Handbook and Cultural Humility Driving Inclusion, Diversity, Equity, Anti-Racism, and Accessibility (IDEAA) Work
- 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