



Equity and Diversity Action Committee

Monday, November 8, 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 Meeting Summary

I. Call to Order and Roll Call at 10:03 a.m.

Michelle Bean—Chair	Juan Arzola	Hermelinda Rocha
Robert Stewart, Jr.—2 nd Chair (absent)	Nadia Khan	Roberto Rubalcaba
	Mohamed Sharif-Idiris (Guest)	Lesile Shull

II. Land Acknowledgement

III. Adoption of Agenda and Minutes Volunteer—Nadia and Juan.

Member asked to add topic onto agenda regarding outside organizations providing lists and data on equity in CCCs.

IV. Shout-outs, Affirmations, and Lean In

- A. Welcome to Mohamed from Southwestern College as a guest checking out the committee as a possible future member.
- B. Michelle thanked members for work on plenary sessions and congratulated all on the passage of EDAC’s resolutions. Also, gave affirmation for EDAC supporting the conversation of making the committee appointment process more transparent; Latinx Caucus resolution passed on consent at plenary--congrats!
- C. Shout out from other members to Juan, Leslie, and Michelle for their presentations at the plenary and also to Juan for opening the debate for resolution 3.01 F21.
- D. Shoutout to Hermelinda for getting the article published in the Rostrum on critical race theory.

V. Community Agreements--Michelle 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

- VI. EDAC/ACHRO Collaboration
- A. Virtual Fall Webinars
- Thursday, October 28 Recap: 83 participants.
 1. ACHRO Oct 28 pre and post session survey responses discussed. Work needs to be done in all areas especially related to Q 4 on onboarding and retaining faculty of color; committee ran short on time for that section of the webinar. Noted that 73% of participants completed the entry survey but only a handful of participants completed the exit survey (about 17).
 2. Questions from EDAC members: Did participants get information only or were directions/ways given on how to implement equity minded hiring practices? Yes, ways were shared on how to start with the implementation, etc. Do we have data on who was in the webinar? No, Michelle will ask the ASCCC office to add a question on participants' role/title at their college.
 - NEXT WEBINAR: Friday, November 19 at 10:30 a.m.--12:00 p.m. (Michelle will reach out to volunteers with updated slides and slide assignments--Nadia, Rob, Robert)
- VII. Plenary Fall 2021 (Theme: Leading Change: Teaching, Learning, and Governance in a Hybrid World)
- A. Resolutions Update provided; detailed discussion on EDAC resolutions.
- B. Sessions Recapped and brief discussion on criteria to cancel a session (Michelle will research/discuss with Exec).
- Thank you to all who presented!
1. How To Be an Antiracist Institution (Juan and Leslie)
 2. All Things Ethnic Studies (Carlos Guerrero—Ed Pol)
 3. DEI in System Work (Michelle, Cheryl Aschenbach, Abdimalik Buul)
 4. 9+1 and 10+1 (Michelle and SSSCC representative)
- VIII. 2021-2022 EDAC Work Plan Goals
- A. ASCCC Priority—submit to December Exec agenda:
1. Cultural Competency Plan Draft:
Cultural Humility Decision Making Tool explained and discussed. Committee in agreement to rename it humility plan instead of competency plan.
 2. Decision Tree :
Discussed the draft tool changes. Concerns on vetting an inventory rubric and maybe doing a pilot to study the effectiveness. Also, shared the process of committee work and that charges work for one year, so this plan may get held up with a transition from one year's committee to the next. Committee in agreement to propose the draft decision tree to Exec for feedback.
 3. Inventory Rubric--discussed including two rubrics for both individual level and institutional level; all agreed.
 4. Antiracism Pledge--did not discuss in detail; save for next meeting.
 5. DEI Liaison Handbook--reviewed suggestion, but no detailed discussion until after feedback from Exec. Michelle will create subworkgroups at the next meeting to complete inventory rubric and handbook if Exec approves the direction of this work.
- B. Other Opportunities
1. A2MEND Conference—in March 2022; Rob volunteered. More details at the next meeting.
 2. Part-time Faculty Institute—February 10 and 11, 2022. Leslie and Juan are okay with doing antiracist institution webinar at PTFI. Hermelinda and Nadia are interested in a session on equivalency processes. Michelle will give names and topics to the PT Committee chair.
- IX. *Rostrum* Articles
- A. Completed: "Getting to the Truth of it All: The Role and Impact of Critical Race Theory on Community Colleges"

- B. Next due date: January 3—draft to Michelle by December 3rd
 - 1. Hermelinda and Nadia—agreed to work on Equivalency article; Michelle will reach out to get team started to complete before holiday break.
 - 2. Lesile and Nadia—Sexual Violence Prevention (did not discuss this meeting--maybe for spring)
 - 3. All Gender Restrooms (need volunteer--discuss at next meeting)

- X. Announcements
 - A. CCCC Historically Black Colleges and Universities (HBCU) Week Recap--no one able to attend.
 - B. Undocument Student Action Week Recap--did not have time to discuss.
 - C. CO Vision Resource Center Implicit Bias Modules
 - D. CCCC Listening Tours:
 - Madera—Nov. 22
 - Lake Tahoe—Dec. 2
 - San Diego City—Dec. 6
 - E. Amazon Smile (smile.amazon.com)—select Foundation of the Academic Senate for California Community Colleges to donate
 - F. Application for Statewide Service

- XI. Closing Comments
 - A. In Progress Review
 - B. Any other final comments or suggestions--more discussion on equity data from outside agencies:

Issues raised: how are institutions champions of equity when a majority of LatinX and Black students are not doing well in terms of pass rates especially in STEM courses as they need more support? ASCCC needs to do more to determine what some outside organizations are reporting and making/naming “equity champion” institutions. The reason why students of color are not doing well is because of the structures and policies that perpetuate the gaps. There still is structural racism existing in our institutions. Unless that is changed, real change is difficult to achieve.

- XII. Adjournment at 12:15 p.m.

In Progress:

- ASCCC Cultural Competency Plan
- ACHRO-ASCCC Equity-minded Hiring Principles and Practices webinars
- Rostrum articles for winter publication

Completed Tasks:

- 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