



Equity and Diversity Action Committee

Monday, October 11, 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.

Location: Zoom

Meeting Summary

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

*Michelle Bean— Chair	*Juan Arzola	*Hermelinda Rocha
*Robert Stewart, Jr.—2 nd Chair	*Nadia Khan	*Roberto Rubalcaba
	*Theresa Oda-Burns	*Lesile Shull

II. Land Acknowledgement

Celebrating Indigenous Peoples Day! Powerful music opening dedicated to indigenous peoples and migrant workers (Dark Eyes). Committee members shared their local land acknowledgements in the chat. Acknowledgement of the native skies that internet communication flows over, acknowledging that technologies such as internet may be provided by use of native land and that those same native communities may not have access to the technology that is being used.

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

IV. Shout-outs, Affirmations, and Lean-In Poll
Committee members shared affirmations and lean-ins.

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. EDAC/ACHRO Collaboration

A. Virtual Fall Webinars: Volunteers Needed.

Dates were approved at ASCCC Executive Committee Meeting on Wednesday October 6, 2021.

- Thursday, October 28 at 3:00 p.m.--4:30 p.m.: Volunteers - Hermelinda; Juan; Teresa; Michelle; Dr. Rob

- Friday, November 19 at 10:30 a.m.--12:00 p.m.: Volunteers - Robert S.; Nadia; Teresa; Michelle
- B. Suggestions for marketing blurb, outcomes, measurement instrument
Volunteers: Nadia and Theresa; Michelle and team to work offline.

Webinar Brainstorming for Learning Objectives:

- Baseline data - How many districts plug into organizations that specifically recruit BIPOC applicants?
- Other than the job description, what is really being looked at?
- Review of Data showing the Ratio of student/tenured or probationary faculty at colleges based on race to get at equity.
- What funds are available to colleges to deal with the equity issue?
- What are some colleges doing on professional development around implicit bias; is implicit bias training required at colleges?
- How can faculty hiring (and administrator hiring) equity be tied to funding formula incentives?
- People of color can contribute inequities due to being taught that way.
- How can the formatting of interviews be changed to be more culturally competent?
- Equity versus fit
- Include students to ask them if it matters to them that they be reflected in the faculty that is teaching them (The Why)
- Is there a common rubric resource to share?
- Are interview questions shared with candidates prior to the interview?

Past collaboration with ACHRO was the Nexus Workshops - The Nexus Workshops provided space for connection and networking with faculty leaders from across the state as well as resources for personal and professional growth and development in addition to providing practical tips for refining hiring materials and employment preparation for the California community colleges: <https://www.asccc.org/events/2021-04-23-210000/part-time-faculty-nexus-workshops>.

- VII. Plenary Fall 2021 (Theme: Leading Change: Teaching, Learning, and Governance in a Hybrid World)
- A. In-person Registration—now open to anyone
 - B. Resolutions Update - All 3 Resolutions were forwarded by ASCCC Executive Committee on October 6, 2021
 - C. Assigned Sessions
 1. How To Be an Antiracist Institution (Juan and Leslie with Lance Heard)
 2. All Things Ethnic Studies (Michelle with Stephanie Curry and Carlos Guerrero—Ed Pol)
 3. DEI in System Work (Michelle, Cheryl Aschenbach, Abdimalik Buul)
 4. 9+1 and 10+1 (Michelle and SSSCC representative)
 - D. Area Meetings: Friday, October 15 (Area A &B) and Saturday, October 16 (Area C &D)
Committee members can attend the area meetings. Area links placed in chat; Zoom links are on the area webpages.
- VIII. CO Vision Resource Center Implicit Bias Modules—shared and given folder link with marketing materials from Chancellor’s Office:
https://drive.google.com/drive/folders/1HTQ6dE6LzW_5ZwSzo9b1AUb5R476U7aX
- IX. 2021-2022 EDAC Goals and Priorities
- A. Review ASCCC Strategic Plan and RESOLUTIONS assigned - Michelle went through assigned resolutions to solicit committee members for responsibility in addressing them.
 - B. Developed an EDAC Work Plan

Committee priorities and volunteers for activities:

- Create a Rostrum Article for address In Support of All-Gender Restrooms on California Community College Campuses; Theresa Oda-Burns volunteer to lead and suggested including lactation rooms in the article
- Review and revise the cultural competency plan: <http://www.asccc.org/resolutions/infusing-cultural-competence>; Lead by Michelle, supported by Leslie, Nadia, Juan
- Antiracist curriculum and practices: <https://asccc.org/resolutions/develop-resources-effective-practices-anti-racist-equitable-and-inclusive-instructional>; Michelle (lead), Rob R, Robert S, Nadia, Hermelinda, Leslie
- Antiracist pledge: <https://asccc.org/resolutions/support-anti-racism-pledge>;Michelle (lead), Robert S, Leslie, Hermelinda, Theresa
- Sexual violence resources : <http://www.asccc.org/resolutions/system-wide-collaboration-violence-prevention-programs> and <http://www.asccc.org/resolutions/student-safety-sexual-assault>; Michelle, Leslie, Nadia

1. ASCCC Priority: Cultural Competency Plan Drafts - will address again next meeting.

C. Other Presentation Opportunities – will address next meeting.

1. A2MEND Conference—in March 2022; any volunteers
2. Part-time Faculty Institute—February 10 and 11, 2022; any volunteers

X. *Rostrum* Articles

- A. Completed: “Getting to the Truth of it All: The Role and Impact of Critical Race Theory on Community Colleges” (Hermelinda, Michelle, and Manuel Velez)
- B. Next due date: January 3—ideas emerged from reviewing the workplan: highlight equivalency processes, all gender restrooms data, and addressing sexual violence.

XI. Announcements

- A. Check for upcoming events at here
 - Curriculum Regional: Monday October 18 at 9 a.m.—12:00 p.m.
 - Curriculum Regional: Thursday October 21 at 1:00 p.m.—4:00 p.m.
- B. CCCCCO Historically Black Colleges and Universities (HBCU) Week: Oct 25-29—sign up here
- C. Undocumented Student Action Week: Oct 18-27--sign up [here](#)
- D. CCCCCO Listening Tours:
 - Sierra—Oct. 6
 - LA Valley—Oct. 19
 - Lassen—Oct. 25
 - Napa Valley—Nov. 4 (may change)
 - 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

XII. Closing Comments

- A. In Progress Review
- B. Any other final comments or suggestions—thankfulness for teamwork.

XIII. Adjournment at 12:01 p.m.

In Progress:

- EDAC Workplan and Goals
- ASCCC Cultural Competency Plan (Priority)
- Professional Development for Real Estate faculty on DEI

Completed Tasks:

- 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.