



**ACADEMIC SENATE**  
for California Community Colleges  
LEADERSHIP • EMPOWERMENT • VOICE

**Equity and Diversity Action Committee**

**Monday, September 13, 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 and Roll Call (\*present) - Meeting called to order at 10:02 a.m.

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

II. Adoption of Agenda, Minutes Volunteer, and Google Shared Folder  
Robert volunteered to take today’s minutes. Agenda adopted.

III. Shout-outs, Affirmations, and Lean-In  
Michelle led shout outs and affirmations with the committee members. Michelle led the committee with a Land Acknowledgement to Tongva Nations.

IV. Contact Information Sheet  
Committee verified their contact information is correct.

V. Community Agreements  
These community agreements were a result of an exercise from the first meeting breakouts in which committee members came up with some community agreements. The resulting community agreements are listed below. There were no suggestions for amendments or additions. These Community Agreements will remain on future agendas.

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 - The Association of Chief Human Resource Officers: <http://achroeeo.com/>. We will be working together on DEI webinars for faculty hiring. We need to select two dates, and we need volunteers to help lead the webinars. Theresa and Nadia volunteered to work with Michelle on a preliminary webinar outline to bring to the larger EDAC for discussion.

A. Virtual Fall Webinars

Possible dates for TWO professional development webinars on hiring practices—Michelle will work with ACHRO to secure possible dates that will be forwarded to ASCCC Exec Committee for final approval. Below are dates sent to ACHRO for consideration:

- Monday, October 25 at 8:00--9:30 a.m.
- Tuesday, October 26 at 4:00--5:30 p.m. (fewer EDAC members available)
- Thursday, October 28 at 4:00--5:30 p.m.
- Friday, October 29 anytime
- Monday, November 15 anytime
- Tuesday, November 16 at 12:00--1:30 p.m.
- Tuesday, November 16 at 4:00--5:30 p.m.
- Wednesday, November 17 at 12:00--1:30 p.m.
- Wednesday, November 17 at 4:00--5:30 p.m.
- Thursday, November 18 anytime
- Friday, November 19 anytime

B. Suggestions and Ideas:

- Juan suggested that we look at how colleges can get themselves ready to do equity work in hiring processes.
- Michelle suggested that a subcommittee get together to look at possible topics and come up with questions that faculty would be interested in. Volunteers are so far: Michelle, Nadia and Teresa. Michelle will send dates out a Doodle poll for the committee to consider best dates from the list above.
- Juan is suggesting a Doodle Poll in order to quickly identify dates that work best for EDAC members. Michelle agreed to send out the doodle poll to EDAC membership.

VII. Plenary Fall 2021

- A. Theme: Leading Change: Teaching, Learning, and Governance in a Hybrid World - EDAC committee members are already approved to participate in any breakout sessions. However, if EDAC members are not the delegate for their college, EDAC members cannot participate in person because of space constraints. However, there is a waiting list for those who are not delegates who would like to attend in person. Members who participate will need to register either for the entire plenary or the one day they will present.
- B. Members Attending Plenary (presenters and session descriptions due October 1) –The following will be attending the plenary so far: In person--Michelle, Robert, Juan; Virtually--Nadia, Leslie.
- C. Resolutions due September 17—any ideas and suggestions? Michelle reviewed the purpose of the fall and spring Plenary sessions as consideration of resolutions that determine the work of the ASCCC. Committees can submit resolutions to the ASCCC Executive Committee in October for consideration. Any resolutions accepted by Exec will be forwarded to the Areas for review at the Area meetings on October 15 and 16. Resolutions forwarded from the Areas will then be considered by delegates at the Plenary. September 17, 2021 is the due date for resolutions to be submitted by ASCCC standing committees.

Resolution and *Rostrum* ideas from EDAC: Critical Race Theory; Resources for Equity-Minded STEM Teaching & Learning; Lack of Equity in the Practice of Academic Freedom and The Effects on Culturally Responsive Teaching (maybe a January *Rostrum* article)-- Michelle suggested a look at the recent Academic Freedom paper and resolution in order to see if a resolution would be in

order on this topic; Equity-Minded Practices in Real Estate Teaching & Learning --Leslie is willing to work with Michelle to present this topic to statewide Real Estate faculty; *Rostrum* article on Decolonizing Program Review (Nadia to write for January *Rostrum*).

- VIII. 2021-2022 EDAC Goals and Priorities
  - A. Review ASCCC Strategic Plan and RESOLUTIONS assigned--EDAC will cover this item in the October 2021 meeting.
  - B. Develop an EDAC Work Plan
    - 1. Priorities and volunteers for activities --EDAC will cover this item in the October 2021 meeting.
    - 2. ASCCC Cultural Competency Plan Drafts --EDAC will plan to have this as a Spring 2021 priority.
- IX. Committee Appointment Process
  - A. EDAC workgroup sent recommendations to Executive Committee including language focused on equitable representation and suggestion of standard categories of race and identity and equitable rubric for a fair appointment process.
  - B. Standards and Practices Committee will now complete the update to the process.
- X. *Rostrum* Article Update
  - A. Due September 24—Hermelinda (working with Michelle and Manuel Velez).
  - B. Topic: Normalizing conversations about ethnic studies and critical race theory.
- XI. Announcements
  - A. Check for upcoming events
    - Academic Academy (October 7-8); \$150 Registration; Registration Deadline: September 30, 2021; Theme: Transfer in Higher Ed
    - Area Meetings (October 15 and October 16): Areas A and B on October 15th; C and D on October 16th
    - Plenary (November 4-6)
  - B. Amazon Smile (smile.amazon.com)—select Foundation of the Academic Senate for California Community Colleges to donate
  - C. Application for Statewide Service
- XII. Closing Comments
  - A. In Progress Review
  - B. Any other final comments or suggestions—none.
- XIII. Adjournment at 11:59 a.m.

**In Progress:**

- EDAC Workplan and Goals
- *Rostrum* Article
- Resolutions for Fall 2021 Plenary: Critical Race Theory; Paper for Equity-Minded STEM Teaching & Learning; Resources for Trauma Informed Pedagogy and Vicarious Trauma and Mental Health Awareness

**Completed Tasks:**

- Recommendations on Committee Appointment Process