

**Equity and Diversity Action Committee**

February 25, 2021

11:00 am-12:15 pm

**ConferZoom**

MINUTES

**Members Present**: LaTonya Parker (chair), Ginni May (2nd), Jamar London, LaTanga Hardy, Peggy Campo, Abdimalik Buul

1. Call to Order at 11:04
2. Approval of Agenda: Adoption: M.\_\_\_\_\_Campo\_\_\_\_\_\_\_ S. \_\_\_\_London\_\_\_\_\_\_\_\_\_
3. Check-in: Committee members checked-in

Shared how they are doing during in the online environment; discussed the power of “no” and self-care during this pandemic

1. Action Minutes:

December 2, 2020: postponed

1. Committee Responsibilities: The committee chair informed the committee that keeping this information helps to remind us of our work.
2. ASCCC Areas of Focus for 2020-21

* Guided Pathways Implementation and Integration to Transfer and Careers
* Culturally Responsive Student Services, Student Support, and Curriculum;
* Equity Driven Systems

1. From the Chancellor’s Office Diversity, Equity, and Inclusion (DEI) Workgroup:

* ASCCC, HR, and local union to review existing evaluation procedures. (Tier 1)\*
* ASCCC, HR, and local union to create a process where conversations about cultural competencies can happen outside the evaluation process. (Tier 1)\*

\*Tier 1 and Tier 2 activities are strategies that involve policy changes, changes to existing procedures, and or activities that promote supportive and inclusive behaviors. Aligned to the Vision for Success commitments, Tier 1 activities can be achieved in a 6-12 months’ timeline (CCCCO Call for Action June 2020)

**Action Item: Tier 1 Recommendations**

1. ASCCC, HR, and local union to review existing evaluation procedures.

2. ASCCC, HR, and local union to create a process where conversations about cultural competencies can happen outside the evaluation process.

**C**. DEI Follow up Planning Items/Discussion:

1. Webinars – discipline specific professional development (debriefing)
2. LaTanga Hardy – ECE and DEI Education one-hour webinar conducted in January

Webinar Title: Teaching Young Children with an Anti-Racist and Equity Lens.

Description: Every year, California community colleges send early childhood educators into the world who will perpetuate or interpret anti-racist attitudes, policies, and practices in their lives and careers. What we commit to doing can have huge impacts on programs and courses for future generations. Equity must become a central factor of early childhood teacher education programs. There are challenges that are complex that produce insidious inequalities in the field of early education. This webinar will focus on best practices for California’s children, families, and educators.

The quote by Frederick Douglass will be the guide for this webinar “It is easier to build strong children than to repair broken men.”

Date: January 22, 2021

Time: 1:00pm

Mode: Virtual/Online

Leads: La Tanga Hardy, La Shawn Brinson, Elmida Baghdaserians, Cindy Stephens

*Dr. Hardy commented that Webinar went really well. The team presenting was exceptional and stressed the importance of teaching our youngest students anti-racist attitudes and practices.*

1. Jamar London – STEM and DEI Education one-hour webinars conducted in February, Sam Foster, Janet Fulks, Peggy Campo

Webinar Title: Implementing Culturally Responsive Teaching Practices in STEM, Part I

Date: February 9, 2021

Time: 11:00am – 12pm

Mode: Virtual/Online

Leads: EDAC Peggy Campo & Jamar London

Description Part 1: Effective teaching can increase student engagement, foster curiosity, and improve productivity. In this two series webinar, faculty will present ways on how to incorporate culturally responsive teaching within STEM courses.

*Dr. London and Dr. Campo thought the webinar was extremely useful for STEM faculty across the state, especially having discipline-specific breakout rooms. Many resources were shared by colleagues around the state and would like to see how we can make these shared resources easily accessible for the field. Should discuss at a following meeting how EDAC can facilitate this.*

In this webinar you will:

Develop facilitating skills

Increase your engagement with STEM content and how to teach it

Enhance your responsive teaching methods to strengthen students’

education path from school to college to a career

Webinar Title: Implementing Culturally Responsive Teaching Practices in STEM, Part II

Date: February 12, 2021

Time: 11:00am – 12pm

Mode: Virtual/Online

Leads: EDAC Peggy Campo & Jamar London

Description part 2: During this session STEM professors will hold an open space for faculty across the California community college system, to discuss how they have or plan to incorporate culturally responsive teaching in their courses.

1. One-hour upcoming webinar March

March 10, 2021 | 1:00 PM - 2:00 PM

California community colleges have faced dramatically shifting circumstances in 2020, accentuating the need to reassess policies and procedures in the building of equity-minded organizations, which includes faculty evaluations. Assembly Bill 1725 (Vasconcellos, 1988), California Education Code, and the California Code of Regulations provide that the local academic senate has an inherent professional responsibility to ensure the quality of their faculty peers, and that the bargaining agent is to consult with the academic senate prior to engaging in collective bargaining regarding faculty evaluation. In this webinar, community college leaders will explore processes for reviewing local peer evaluation and tenure review procedures with a focus on AIDE. Participants will explore AIDE and potential plans to consider for the upcoming year.

Note: This is part of an EDAC series of DEI webinars in response to the recommendations from the California Community Colleges Chancellor’s Office DEI Workgroup. This webinar emphasizes the role of the academic senate in the peer evaluations process, especially in focusing on AIDE.

In this webinar you will:

• Define Advocacy, Inclusion, Diversity, and Equity (AIDE)

• Consider effective strategies to develop local academic senate

leadership in peer evaluation

• Explore promising practices for leveraging AIDE in decision-

making

• Learn how to build opportunities for mentoring and growth

1. EDAC and GPTF Recommendations

**Action for March 2021 Meeting: Review EDAC Charge (GP and DEI)**

1. Webinar Ideas – so far
2. Mentor program – Recommendation to the Faculty Empowerment Leadership Academy
3. Rostrum Article

Rostrum Timeline

Monday, March 8, 2021to Krystinne/Tonya

Monday, March 15, 2021 to David

Monday, March 22, 2021 to Dolores

Monday, March 29, 2021to Katie

Wednesday, April 14, 2021to the Field

Committee members shared that there were many other priorities at the moment and would not be able to meet the current timeline. There was interest in preparing an article for a summer Rostrum.

1. [**A2MEND 14th Annual African American Male Summit March 3-5, 2021**](https://web.cvent.com/event/a2a0129c-2363-4c9c-910c-3a1351258aba/summary)

* EDAC presentation proposal approved (LaTanga Hardy)

EDAC members encouraged the EDAC to provide opening comments at the conference.

1. **Spring 2021 ASCCC Plenary**
   1. [**ASCCC Spring 2021 Plenary April 15 -17**](https://www.asccc.org/events/2021-04-15-160000-2021-04-18-000000/2021-spring-plenary-session-virtual-event)
   2. Approved Theme: Working Collectively: Decolonizing and Reimagining Institutions

**Timeline:**

* + Any outside presenters are due to Dolores and Krystinne/Tonya by March 5, 2021 for approval.
  + Final resolutions due to Krystinne/Tonya for circulation to Area Meetings March 8, 2021. EDAC members did not identify any areas that needed to be addressed through a resolution.
  + Breakout session descriptions due to Krystinne/Tonya by March 12, 2021.
  + AV needs to Tonya by March 19, 2021.
  + Final Program to Krystinne/Tonya by March 19, 2021.
  + Deadline for Area Meeting resolutions to Resolutions chair: Area A&B March 26, 2021; Area C&D March 27, 2021 – DUE March 31, 2021.
  + Final program posted by March 30, 2021.
  + All materials posted to ASCCC website April 5, 2021.

1. **Spring 2021 Committee Meeting Dates Discussion:**

Committee agreed on the following meeting times:

* Thursday, March 11th 5:00pm-6:15pm
* Thursday, April 8th 9:15am-10:30pm
* Thursday, May 20th 5:00pm-6:15pm

1. **Upcoming Events and Meetings**

* Executive Committee Meeting – Virtual Meeting – April 14, 2021
* 2021 Spring Plenary – Virtual Event – April 15-17, 2021
* 2021 Career and Noncredit Education Institute – Virtual Event – April 30- May 1, 2021
* Executive Committee Meeting– Virtual Meeting – May 7, 2021

Committee members were encouraged to run for ASCCC Executive Committee positions.

1. **Adjourn meeting –** 11:59 am