

**Equity and Diversity Action Committee**

March 11, 2021

5:00 pm-6:15 pm

**ConferZoom**

MINUTES

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

1. Call to Order at 5:23
2. Approval of Agenda: Adoption: M. London S. May – approved
3. Check-in: Committee members checked-in
4. Action Minutes: M. London S. May – approved

December 2, 2020

February 25, 2021

1. Committee Responsibilities:
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. 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
2. EDAC and GPTF Recommendations EDAC and GPTF Recommendations to modify their charge to incorporate the aspects of GP that apply, since they will no longer exist next academic year. GPTF’s recommendations to try to map GP goals and pillars.
   1. Committee Charge Revision Discussion and Action Item

ACTION: M. London S. Hardy – approved

The Equity and Diversity Action Committee (EDAC) responds to resolutions from ~~the~~ sessions that deal with the issues of equity, ~~and~~ diversity, and inclusion in hiring, equal opportunity, and cultural diversity in the curriculum. ~~The~~ EDAC ~~committee~~ 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.

1. Webinar Ideas – so far
2. Mentor program – Recommendation to the Faculty Empowerment Leadership Academy
3. Rostrum Article
4. **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)

**Friday, April 16 1:30 p.m. to 2:45 p.m. Breakout 4**

**Rethinking curriculum, instruction, student services and student support in Covid-19 and beyond (LaTonya)**

Academic Senate for California Community Colleges (CCC) is pleased to empower faculty with an online platform to engage in dialogue around student-centered academic and support services during a pandemic. Join in on a discussion about well-designed curriculum and student services opportunities and challenges to prepare CCC stakeholders for students. Don’t miss this opportunity to examine personal spheres of influence to increase a college going culture, and aspirational completion through academic rigor and wrap around student support.

**Volunteers were requested.**

* 1. 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, April 08th 11:15am-12:15pm
* 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

Elections coming up soon: Committee members were encouraged to run for ASCCC Executive Committee positions.

1. **Adjourn meeting – 5:42** pm