

Equity and Diversity Action Committee

March 14, 2022

10:00 a.m.—12:00 p.m.

Zoom Info:

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.

Join from PC, Mac, Linux, iOS or Android: https://cccconfer.zoom.us/j/98938337050

Or iPhone one-tap (US Toll): +16699006833,98938337050# or +12532158782,98938337050#

Or Telephone Dial: +1 669 900 6833 (US Toll)

Meeting ID: 989 3833 7050

# **AGENDA**

1. Call to Order and Roll Call

|  |  |  |
| --- | --- | --- |
| Michelle Bean—Chair | Juan Arzola | Hermelinda Rocha |
| Robert Stewart, Jr. | Nadia Khan | Roberto Rubalcaba |
|  | Mohamed Sharif-Idiris | Leslie Shull |

1. Land Acknowledgement
2. Adoption of Agenda, Minutes Volunteer, and [Google Shared Folder](https://drive.google.com/drive/folders/1lCq_57cpHGVnZl_RcxU4HciMUHXLITaO?usp=sharing)
3. Shout-outs, Affirmations, and Lean In
   * A2MEND Summit went well with EDAC and Black Caucus presentations.
   * [Equivalency Rostrum article published](https://asccc.org/sites/default/files/2022-02/asccc_rostrum_2022_winter_220222_media.pdf)—check it out! Congrats to Hermelinda and Nadia.
   * Mohamed and Leslie with *Rostrum* articles in the clutch!
4. Community Agreements
5. Acknowledge and value our diverse lived experiences and perspectives
6. Empower each other to lead
7. Create a non-judgmental, safe space where we come with a growth mindset and help each other learn and grow
8. Be authentic and accountable to each other with clear communication, timelines, and knowledge of structures
9. Advocate to the Executive Committee on behalf of the EDAC
10. [In-Person Meeting](https://drive.google.com/drive/folders/19oJ3VjqHUr7AaQ5AU65hCmROUootTali?usp=sharing)
    1. Travel Reimbursement ([account@asccc.org](mailto:account@asccc.org) after event)
    2. COVID Waiver ([melissa@asccc.org](mailto:melissa@asccc.org) before event)
    3. Map and Hotel Recommendation—Rob
    4. Lunch and Agenda—focus on Special Rostrum articles and CRT Toolkit
    5. Wi-Fi and Plugs
11. Cultural Humility Tool--Graphic Designer and Executive Director working on publishing
12. [Spring Plenary](https://docs.google.com/document/d/1I1suL_4lhhpfS6coSMEQCF8ke944axhZ/edit?usp=sharing&ouid=111725550502413512650&rtpof=true&sd=true): Strengthening Teaching, Leading, and Learning Through Racial Justice and Academic Freedom
    1. [Resolutions Draft Packet](https://docs.google.com/document/d/1lQmaKEU8UZFi8nMs2Jzz80Gp75hzYX-P/edit)
    2. Breakout Sessions
       1. Cultural Humility Tool (Michelle, EDAC Member) Thursday, April 7 at 1:00p – 2:15p
       2. Hiring and Retaining BIPOC Faculty (and key collaborations with HR) (Michelle and Cheryl) Friday, April 8 at 1:30p – 2:45p
13. Critical Race Theory Toolkit
    1. Approved [Outline](https://docs.google.com/document/d/1CvHrnsCpyGiXNmcbs-z0zzjQz_-FsmmG/edit?usp=sharing&ouid=111725550502413512650&rtpof=true&sd=true)
    2. Review comments from Executive Committee
    3. Volunteers for writing sections and collaborations—to be completed by April 18 (first draft to May Exec meeting)
14. Special *Rostrum*: Theme: Racial Equity, Reckoning, and Academic Accountability Since George Floyd
    1. Call for Articles due April 18
    2. EDAC articles:
       1. [Anti-racism Pledge](https://asccc.org/resolutions/support-anti-racism-pledge)—Nadia
       2. Any others ?
    3. Any articles from colleges?
15. Spring *Rostrum* Articles
    1. Cluster Hiring—Muhamad and Michelle submitted
    2. Professional Learning—Dr. Janue Johnson submitted
    3. Sexual Violence Prevention Programs/Models ([resolution from 2015](https://www.asccc.org/resolutions/system-wide-collaboration-violence-prevention-programs))—Leslie and Michelle submitted
    4. Future Article for Next Year--[All Gender Bathrooms](https://asccc.org/resolutions/support-all-gender-restrooms-california-community-college-campuses) (work with Emilie Mitchell)
16. DEIA Chancellor’s Office Workgroup
    1. [DEIA Competencies and Criteria](https://go.boarddocs.com/ca/cccchan/Board.nsf/files/C8FVAS7FD746/$file/dei-competencies-criteria-a11y.pdf)
    2. [Title 5 Updates](https://docs.google.com/document/d/1ZsZfr-kpPjhqlKxnDsZJIKlEhDemLIqB/edit)
17. Legislation—see [ASCCC Report](https://asccc.org/sites/default/files/IV.%20A.%20%282%29%20ASCCC%20Legislative%20Report%20March%202022.pdf)
18. [Announcements](https://asccc.org/calendar)
    1. Upcoming ASCCC events
       1. FACCC Legislative Advocacy Webinars @ 6pm: March 22, April 26, May 24
       2. Area Meetings: March 18 and 19
       3. Plenary in Burbank April 7-9
       4. Various CTE webinars and coffee hours
    2. [CO Vision Resource Center Implicit Bias Modules](https://drive.google.com/drive/folders/1HTQ6dE6LzW_5ZwSzo9b1AUb5R476U7aX?usp=sharing)
    3. Amazon Smile (smile.amazon.com)—select Foundation of the Academic Senate for California Community Colleges to donate
    4. [Application for Statewide Service](http://asccc.org/content/application-statewide-service)
19. Closing Comments
    1. In Progress and 2021-2022 [EDAC Work Plan Goals](https://docs.google.com/document/d/1oVN17ZpaAvwGISiThjXXiQWQpN0nVPRm/edit)
    2. Any other final comments or suggestions?
20. Adjournment

**In Progress:**

* *Rostrum* articles for spring publication
* Plenary sessions
* Critical Race Theory Toolkit
* Special Rostrum articles

**Completed Tasks:**

* A2MEND Conference Sessions: 1) A Thousand Words: Deconstructing and Reimagining Black Male Representation in the Age of Social Media, 2) Creating Radical Conditions for Black Student Success: The Power of Storytelling, Empathy, and Confidence
* Part-time Faculty Institute sessions: 1) Opportunity Awaits: Getting That Job, 2) IDEA Practioners: Considerations for Part-time Faculty
* Model Cultural Humility Tool and Inventory
* CCCCO/ASCCC Transforming Institutional Culture through Effective Antiracist Practices sessions: DEIA Competencies and Criteria and faculty breakout session
* *Rostrum* Article “The Strength of Inclusivity: Changing Our Language and Culture”
* *Rostrum* Article “To Promote or To Prevent Opportunity? Using an Equity-Minded Lens to Dispel Myths in the Equivalency Process”
* ACHRO/ASCCC Equity-minded Hiring Principles and Practices webinars
* *Rostrum* Article “Getting to the Truth of it All: The Role and Impact of Critical Race Theory on Community Colleges”
* 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