

EAC Notes | October 27, 2021

Members: Melinda Hughes, Maritza Arreola, Sasha Bostick, Edmundo Norte, Saskia Latievayra, Casey Regehr, Elvin Ramos, Lisa Castro,

Guests: Alicia Cortez, Tony Santa Ana, Adriana Garcia, Chesa Caparas, Jose Espinoza, and Jemilie Rivera, Patricia del Rio, Andrew Phelps, Oscar Hernandez, Giselle, Cheryl Balm,

Absent: Luiza Choy, Michelle Fernandez, Lisa Mandy, Deborah Armstrong,

I. Welcome and Introductions

Reflection Question: What are some of the things we want to change as our council?

II. Grounding

Reflection question: What are equity experiences you had in higher ed?

III. Student Equity Plan Re-imagined oct 27 2021

This document is a polished version of the work that took place in the Spring 2021. It is a concise plan with metrics, particularly 7 strategies (with particular activities), we need to meet based on the feedback by the Urban Center for Education. A diverse group met on Mondays to come up with the plan and then the plan was shared among individuals to provide more feedback. This work will be implemented in the next few months, in time increments that will be doable and after taking time to define concepts and after training/professional development. We are mindful that this plan will be changing and that we will adapt to the work and be flexible. Leadership will be provided by shared governance bodies and campus wider.

De Anza will be submitting a new state equity plan in the fall 2022.

3 groups reflected on 1-2 strategies each via break rooms with the goal is to identify priorities among the activities listed.

Feedback and sharings:

- Incentivize faculty, classified and students to do the equity work considering we live in Silicon Valley and have family and caregiver obligations while trying to pay rent. Things to consider are to find time and have financial compensation as a way to build capacity. How do we support people getting involved beyond their job duties and or student duties.
- How do create visibility around undocumented, queer and disability students and their experiences?
- Although we have increased number of students with disabilities but the retention numbers as dismal.
- I have not seen students with disabilities as part of the equity conversation.
- Are we going to work with students with disabilities and the WGSC?

- How to make intersectionality more explicit?
- Is hard to strategize without common definitions: inclusion diversity, equity, equality
- IDEAS workshops are fulfilling the workshops of the six success factors
- I noticed certain ideologies and ideological frameworks mentioned in this document that may constraint or limit faculty academic freedom.
- The plan needs to be more inclusive, beyond anti-racist, make it pro human with different ideologies and pedagogies.
- Have we talked to curriculum committee to redesign SLOs?
- How can SLOs address racial equity and six success factors?
- Showcase the equity work in our respective spaces right now
- We need to show it first among members of EAC to see how this portfolio would look like, before we get buy in from everyone else.
- Pilot it here before we share it out campus wide
- How do we embed the work that is already happening? And improve the culture of equity on campus?
- Create an interactive portfolio to advertise new and creative things
- It might not be realistic to implemented it within the timeframe currently written in the document
- We need build a culture like in the model with Guided Pathways.
- Consider doing an inventory of equity work
- Deans report out at end of the quarter on their equity work and gets noted in meeting notes but
- How to do a documentation that is both encompassing of great innovative equity work and beyond filling out a form of equity work already being done?
- How do we slow down the timeline? how do we create incentives for people to participate in this equity work?
- There is an existing Microsoft application we can use it for a portfolio like dynamic, Heidi can indicate how to use.

IV. Review recommendations & Prioritization-tabled

V. Reports

- a. DASG
 - Vacant positions
 - AB705 allows to take math and english courses
 - Request for DASG funding is Monday 4pm
- b. ICC
 - Don't have a chair of equity, and we are looking for one. Please promote this announcement of this position <https://forms.gle/uCDpnwkv9HqvbUedA>
 - Deadline to apply nov 10 2021
- c. IPBT
 - Rank choice voting model for upcoming faculty positions adopted in academic senate

- Cheryl will present model at next EAC meeting
- d. College council
 - Elvin will be representing at College Council tomorrow
- e. Technology
 - looking for rep still

VI. Announcements

VII. Affirmations

Some follow up questions

- Who is accountable for the Reimagined Student Equity Plan? College Planning was proposed to be the home, because it is creating the strategic plan as part of the educational master plan and we want to ensure the equity plan is part of that.
- Who is in conversation regarding the ethnic and pride center? Lydia is going to be invited to come and present at EAC and share more details around that.