|  |  |  |  |
| --- | --- | --- | --- |
|  | **Name** |  | **Division** |
|  | Analu Josephides\* | AJ | Library & Learning Resources |
|  | Christina Nagao | CN | Humanities |
|  | Edith Gutierrez | EG | Manager Representative |
|  | Erika Yates | EY | Classified Representative |
|  | Eunice Tuuholoaki | ET | Student Representative; MANA |
|  | Gary Medina | GM | Library & Learning Resources |
|  | Joseph Hardesty | JH | Fine Arts |
|  | Jason Suarez | JS | Behavior Social Sciences |
|  | Ketmany “Katie” Sundara | KS | Dean Representative |
|  | Linda Cooks\*\* | LC | Library & Learning Resources |
|  | Maria Barrio de Mendoza | MM | Humanities |
|  | Melissa Fujiwara | MF | Behavior Social Sciences |
|  | Nayeli Oliva | NO | SEA |
|  | Polly Parks | PP | Natural Sciences |
|  | Rebecca Donegan | RD | Natural Sciences |
|  | Robert Williams | RW | Counseling  |
|  | Salinas, Nael | NS | Student Representative; ASO/ICC |
|  | Sheryl Kunisaki | SK | Manager Representative |
|  | Susan Nilles | SN | Health Sciences & Athletics |
|  | Habiba Amir | HA | Student Representative; ASO |
|  | Terriona Ellis | TE | Student Representative; ASO |

 \*Committee Chair \*\*Minutes

**Mission Statement:** *The El Camino College Equity, Diversity, & Inclusion Standing Committee provides guidance to the Academic Senate on matters related to equity, diversity, and inclusion under the 10+1. Under this purview, this committee will create and implement concrete plans that will increase equity in teaching, learning, and serving our students as well as in relationships among colleagues.*

**Fall 2021 Meetings:** Thursday’s, February 24, March 10 & 24, April 7 & 21, May 5 & 19, June 2

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| --- | --- |
| **Agenda Item** | **Action** |
| **Introduction*** New Members
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| **Approval of Minutes*** **February 24th, 2022**
 | Votep. 4-6 |
| **Old Business*** Informed and Inspired
* Land Acknowledgement Toolkit
* Honoring Faculty, Staff, and Students
* Any new ideas/goals/issues for the EDI to address
 | Update p. 7p. 7 |
| **New Business*** Resolution The rights and lives of Transgender, Non-Binary, and Gender Non-Conforming students and employees matter
* Resolution Supporting CCC Board of Governors Mental Health Resolution; Showing our commitment to our student’s wellbeing.
* Resolution Honoring 140th Anniversary of the Exclusion Act, 151st Chinese Massacre in Los Angeles, and 80 Day of Rememberence

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| **Future Agenda Item*** Impact Equity Grid Training
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**Equity, Diversity, & Inclusion (EDI) Standing Committee Meeting**

**Minutes for Thursday, February 24, 2022 1:00 – 2:00 pm**

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| --- | --- | --- | --- |
|  | **Name** |  | **Division** |
| X | Analu Josephides\* | AJ | Library & Learning Resources |
|  | Christina Nagao | CN | Humanities |
| X | Edith Gutierrez | EG | Manager Representative |
|  | Erika Yates | EY | Classified Representative |
|  | Eunice Tuuholoaki | ET | Student Representative; MANA |
|  | Gary Medina | GM | Library & Learning Resources |
| X | Habiba Amir | HA | Student Representative; ASO |
| X | Hong Herrera Thomas | HHT | Behavior Social Sciences |
| X | Joseph Hardesty | JH | Fine Arts |
| X | Jason Suarez | JS | Behavior Social Sciences |
| X | Ketmany “Katie” Sundara | KS | Dean Representative |
| X | Linda Cooks\*\* | LC | Library & Learning Resources |
| X | Maria Barrio de Mendoza | MM | Humanities |
| X | Melissa Fujiwara | MF | Behavior Social Sciences |
|  | Nayeli Oliva | NO | SEA |
|  | Polly Parks | PP | Natural Sciences |
| X | Rebecca Donegan | RD | Natural Sciences |
|  | Robert Williams | RW | Counseling |
| X | Sheryl Kunisaki | SK | Manager Representative |
| X | Susan Nilles | SN | Health Sciences & Athletics |
|  | Terriona Ellis | TE | Student Representative; ASO |

\* Committee Chair \*\*Minutes

Meeting Started at 1:05 pm

# Approval of Minutes

* Meeting minutes from 12-6-21 were approved with the addition of MM and MF to the roll.

**Old Business**

* Informed and Inspired (INI) – will be fully online this semester. It will be held on the last Thursday of the month: 3-31, 4/28 and 5/26. The INI committee is looking for members. They will meet this Monday at 12 pm. Considering the possibility of having a two-day session this semester.
* Land Acknowledgement Toolkit – A presentation of the LA Toolkit by AJ and LC will be given to Academic Senate (AS) on 3-1-22. AJ will rollout 2-3 workshops (roughly 30 minutes long) to discuss how to use the toolkit, what it is about, its format and where it can be found.
* EDI Certificate – The EDI Standing Committee is being asked to create an EDI certificate or badge for all employees across the campus. We are not developing a certificate program. Rather, AS is envisioning recognition of our committed faculty with a certificate or badge (s). We will work on tracking the hours and setting a threshold. Darcie McClelland (DM) wants us to look at how we can celebrate individuals doing EDI work.
	+ Things to consider: Equity, diversity and inclusion should be looked at individually. Ex. equity should be recognized apart from inclusion. Also, we could create a digital badge or physical badge. AJ
	+ What would badges look like? Would it be a logo for placement in an email signature? LC
	+ Part time faculty need to be allowed time to do equity training with compensation. Invest in long term training of part time faculty. Also, staff need to be able to participate – HH. AJ said he will suggest this to DM and PP for the next cohort for the Equity Minded Teaching Institute. Part time get three hours of compensation for flex credit. This is not equitable to full time staff.
	+ Equity Minded Teaching Institute program is 15 hours. MJ
	+ How can we make these programs a part of what we do already vs. a separate program? Community colleges by their very nature attract low-income students and students of color. What can we do with what we have in existence? How can we embed this work in what we do daily? It takes a culture shift for that. EG
	+ We should also acknowledge or celebrate students pushing for EDI. AJ
	+ Place bios of student/staff/faculty members doing EDI work on a webpage. HH
	+ Looking at language HH used…Let’s *highlight* individuals vs. picking individuals who do “exceptional” equity work. “Highlight” offers a more rotational acknowledgment. Many practice equity that goes unnoticed because it is not through a “traditional” means such as a program like MyPath or the Institute, but they are doing incredible work. Note EG’s example of faculty member helping a student who was homeless. People do what they can within the circumstances that they have. An adjunct instructor may not be as visible in equity work, but what they are doing is just as important. JS
	+ How do we determine what qualifies to get a certificate or a badge or highlighted? Who determines this? MF
	+ DM said that this certificate program is for faculty. Our committee can determine what qualifies for this acknowledgment. AJ
	+ Criteria should not be based on signing up for workshops. JS
	+ When we give awards, the focus is to encourage that particular individual, but in the process, we are also trying to encourage others. Perhaps the emphasis should be for people to share the work that they are doing vs. awarding that person so others can benefit and consider how they can do similar work in their interactions with students.
	+ There should be a group of 2-3 on a task force to direct this. Will talk about developing criteria, highlighting and alternative to certificates or badges. Task force can meet a couple of times and bring back to the larger group. AJ
	+ MF volunteered to be on this group as well as AJ.
* AJ asked for assistance with setting up and maintaining the EDI webpage. If interested, send an email to Analu. EG has volunteered to review the website and make recommendations.
* Top four goals for the Standing Committee:
	+ 1) Land Acknowledgment Toolkit
	+ 2) Impact Equity Grid and training – will start this again in the next meeting
	+ 3) Catalog EDI programs and projects, identify individuals leading EDI work across campus into one working document – AJ is reviewing and editing the survey questions. AJ will post questions in Teams for committee to review.
	+ 4) Develop an equity certificate or badge system.
* Chronology of what the committee is doing is on today’s meeting agenda.

**New Business**

* Seeking reps for ITEC Hiring Committee
* HH - There have been attacks on our trans community especially out of Texas. Salvador and HH are working on a resolution to present to AS if anyone would like to help. Needs to be completed by Friday noon. Also, the impending war on Ukraine has students scared and their anxiety should be addressed. Other campuses have a townhall; they have support systems; and a psychologist to lead, contextualize and support students. Would like the committee to address the student side to this as events evolve nationally and globally. HH reached out to SN to see how health center can support some of this. Students need to be supported and have a safe space, someone to talk to as they encounter this or at least know that the campus will support them regardless of their identity or if they are able to articulate what they are feeling inside.
* SN – We have two psychologist a day for 20,000 students. Mental health counseling needed for students. Contract with Timely MD approved at last AS meeting. Will launch mid-March. Using mental health monies allocated by the State. Offers 12 counseling visits virtually for enrolled students, including dual enrolled students. Has a crisis feature as well as scheduled 24/7 feature. Also, Safe Zone training is needed.
	+ ECC needs a mental health case manager for prevention to make sure students have a long-term connection to service.
	+ Advocacy needed for a general wellness center to treat those in crisis as well as prevention of crisis, a safe place, a place to pick up feminine hygiene products, etc.
	+ SN is advocating for a needs assessment survey – mental health focus. Healthy Minds survey out of University Michigan can be done annually. Mental health gets ignored or swept under the rug especially at the admin level. Need numbers to address it with Administration.
* We need a clinical psychologist on our campus again. Access is coming, but longer-term sustainability is needed especially through education to make it a normalized thing.
* Badges are a one-and-done. We need to be trained annually such as Safe Zone training one year, a different zone training such as Green Zone training the next year.
* We need a clinical psychologist on campus again. Position use to be held by Jan Shaker who passed away. We put out twice for that position. Not being filled.
* How can we use AS to advocate for a clinical psychologist and wellness center? AJ
* Think about types of goals and what we want to see in terms of equity and what we want to push AS to do. - AJ

Meeting adjourned at 2:04 pm.

**Informed and Inspired**

Last Thursday of the month, 1:15-2:15, on Zoom (3/31, 4/28, 5/26)

Our next March 31st Informed and Inspired will host a seminar and a panel speaking on “Warm Demander”. Zaretta Hammond, in Culturally Responsive Teaching and the Brain, defines a warm demander as “**a teacher who communicates personal warmth toward students while at the same time demands they work toward high standards**. If you are interested in helping with any of the I&I sessions please let me know so I can send you the zoom link. This semesters I&I programming will be fully online.

**Land Acknowledgement toolkit Timeline:**

* 9-3-21 to 10-25-21 Consultation with External and Internal
* 10-6-21 Taskforce review draft toolkit
* 10-13-21 to 11-02-21 ASO, ICC, MANA, & SEAC reviewed resolution and working draft toolkit with recommendations
* 10-25-21 EDI Standing Committee review resolution and syllabus statement
* 10-26-21 FDC review syllabus statement for LA toolkit
* 11-02-21 Academic Senate 1st reading of Resolution
* 11-03-21 to 11-10-21 LA Taskforce make revisions based on AS recommendations
* 11-09-21 FDC review syllabus statement for LA toolkit
* 11-10-21 Resolution sent to President of AS to include in AS packet for 2nd and final reading; Syllabus statement presented to President of Academic Senate for AS approval.
* 11-16-21 2nd and final reading of resolution and introduce syllabus statement
* 11-29-21 LA Toolkit presented to EDI for final review
* 03-01-22 LA Toolkit presented to AS for approval
* April/May/June Workshop Rollouts on How to

I will begin to set up 2 to 3 30-minute workshop sessions on “How to implement” the toolkit as our spring roll out. This toolkit will be accessible via the website. It will be in a Power Point presentation, a PDF document, and my long-term goal is to make it part of an interactive tool.

**Top 4 Goals for year 21-22**:

1.  Land Acknowledgement Toolkit

2. Impact Equity Grid

3. Catalogue EDI programs and projects, identify individuals leading EDI work across campus into one working document.

4. Develop an equity certification Program for faculty.

**Chronology of Events**

**March 10th, 2022 -** EDI Standing Committee meeting.

**March 01st, 2022 –** Land Acknowledgment Toolkit Presentation to the Academic Senate.

**February 24th, 2022** – EDI Standing Committee meeting.

**December 06th, 2021** – Last meeting of Fall 2021 for the EDI Standing Committee.

**November 16th, 2021 –** EDI Standing Committee via its Land Acknowledgement Taskforce presented the second reading of a resolution recognizing the traditional homeland of the Gabrielina-Tongva people before the ECC Academic Senate. We also presented the Syllabus statement. It was approved!

**November 09th, 2021** – EDI Standing Committee via its Land Acknowledgement Taskforce presented its second reading of the Syllabus Statement to the FDC of the AS. It was approved!

**November 02nd, 2021 -** EDI Standing Committee via its Land Acknowledgement Taskforce presented the first reading of a resolution recognizing the traditional homeland of the Gabrielina-Tongva people before the ECC Academic Senate.

**October 26th, 2021** - EDI Standing Committee via its Land Acknowledgement Taskforce presented its first reading of the Syllabus Statement to the FDC of the AS. Edits were recommended!

**October 11th, 2021 –** EDI Standing Committee Meeting.

**September 27th, 2021 –** EDI Standing Committee meeting.

**September 13th, 2021 –** EDI Standing Committee first meeting fall semester 2021.

**August 30th, 2021 –** Academic Senate E-Board planning meeting and goal setting.

**May 10th, 2021** –EDI Standing Committee regular meeting.

**May 04th, 2021** – Academic Senates First Reading of the job description for the Vice President of the EDI Standing Committee.

**April 19th, 2021** - EDI Standing Committee regular meeting.

**April 05th, 2021** –EDI Standing Committee regular meeting cancelled.

**March 16th, 2021** – Consultation Letter on Programs, Events, and Resources.

**March 10th, 2021** – Consultation Letter on Land Acknowledgement seeking funding for special assignment money to support faculty to develop a toolkit. Letter addressed to various leadership on campus that might host knowledge on ECC funding that support special projects.

**March 08th, 2021** – EDI Standing Committee regular meeting.

**March 01st, 2021** – Land acknowledgement correspondence with Dr. Crystle Martin for Dr. Maloney. Dr. Maloney requested Dr. Martin to provide her with more information on land acknowledgement.

**February 22nd, 2021** – EDI Standing Committee regular meeting.

**February 16th, 2021** – Reported to Academic Senate mission statement, tentative spring 2021 EDI goals, and partnership with the FDC on Informed and Inspired.

**February 12th, 2021** – Developed Tentative Goals and sent them to Academic Senate President per President Maloney’s request.

**December 09th, 2020** – Equity, Diversity, and Inclusion Standing Committee host inaugural meeting from 2pm to 3pm.

**November 17th, 2020** – VP Elect of Equity, Diversity, and Inclusion reported standing committee being developed, standing committee meeting being organized for December; And, reported on a few overall goals to accomplish in spring 2021 (see list of goals below).

**November 03rd, 2020** – Elections held for the position of VP Elect of Equity, Diversity, and Inclusion; Analu Kameeiamoku Josephides voted in as new VP Elect of Equity, Diversity, and Inclusion.

**October 20th, 2020** – Nominations called for the VP of Equity, Diversity, and Inclusion; Senator Ahmadpour nominated Anna Brochet; Election to be held November 03rd, 2020.

**October 06th, 2020** – Create a VP of Equity, Diversity, and Inclusion on Executive Board; define role over 2020-2021 academic calendar; develop the job description and have senate approve; make changes to the constitution after these task are completed; funding at 20% for fall 2020 and 30% for spring 2021; voted in favor of position 30 yes, 0 no, and 0 abstain; nominations called for and Senator Striepe of Library nominated Analu Kameeiamoku Josephides, Reference Services Librarian; Pete Marcoux will chair elections of the VP of Equity, Diversity, and Inclusion.

**September 15th, 2020** – 2019-2020 Senate Evaluation Survey Results Purpose, Goals, and Tasks: Findings – Improvements Mentioned by Respondents & IRP Recommendations - Respondents, Evaluate the possibility of creating a VP for Equity position.

**September 01st, 2020** – Discussion of VP of Equity, Diversity, and Inclusion Position and budget.

**June 09th, 2020** - Identify Potential Candidates for VP of Equity, Diversity, and Inclusion Position.