|  |  |  |  |
| --- | --- | --- | --- |
|  | **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

|  |  |
| --- | --- |
| **Agenda Item** | **Action** |
| **Introduction*** New Members
 |  |
| **Approval of Minutes*** **March 10th, 2022**
 | Votep. 3 - 5 |
| **Old Business*** Informed and Inspired
* EDI Mental Health Task Force Goals
* Impact Equity Grid Training (Symbols and Logo’s)
 | Update p. 5 |
| **New Business**  |   |
| **Future Agenda Item** |  |



**Equity, Diversity, & Inclusion (EDI) Standing Committee Meeting**

**Minutes for Thursday, March 10, 2022 1:00 – 2:00 pm**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Name** |  | **Division** |
| X | Analu Josephides\* | AJ | Library & Learning Resources |
| X | Christina Nagao | CN | Humanities |
|  | Edith Gutierrez | EG | Manager Representative |
| X | Erika Yates | EY | Classified Representative |
|  | Eunice Tuuholoaki | ET | Student Representative; MANA |
| X | 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 |
|  | Ketmany “Katie” Sundara | KS | Dean Representative |
| X | Linda Cooks\*\* | LC | Library & Learning Resources |
|  | Maria Barrio de Mendoza | MM | Humanities |
| X | Melissa Fujiwara | MF | Behavior Social Sciences |
| X | Nayeli Oliva | NO | SEA |
|  | Polly Parks | PP | Natural Sciences |
|  | 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

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Meeting Started at 1:05 pm

# Introduction

* Add new members - None

# Approval of Minutes

* Meeting minutes from 2-24-21 were approved.

**Old Business**

* Informed and Inspired (INI) – INI will have a seminar and panel discussion on the topic of What is a Warm Demander. Looking for ways to be compassionate and empathetic with students while demanding high standards. INI sessions will be a two-day format, Thursday/Friday, on the following dates: 3-31 & 4/1 and 4/28 & 4/29 and 5/26 & 5-27. Fridays will involve a hands-on activity led by Lars Kjeseth and Arturo Martinez to give practice to seminar information.
* Land Acknowledgement Toolkit – A presentation of the LA Toolkit was made by AJ and LC to Academic Senate (AS) on 3-1-22. AJ will have a workshop in April, May and June of what the toolkit is about, how to use the toolkit, it various formats and where it can be found. Committee members are welcomed to assist.
* EDI Certificate – Honoring faculty, staff and students. AJ is purposely steering from the previous nomenclature of awarding a certificate or badge. AJ and MF met to discuss what are the qualifications to be honored and who qualifies. Further discussed HHT’s idea of featuring students, staff and faculty on EDI web page.

MF – We want to create something in the spirit of collaboration and inclusion to advance the goal of being a more inclusive campus. HHT – People should be able to nominate each other or oneself. Administration as well as faculty, students and staff should also be included. Recommends those recognized be given a shirt to show representation of this work and to create a buzz about what EDI work is being done around campus. AJ- shirts would replace badges to showcase the work. Perhaps Board members and community members should be included. Other ways to select people to highlight: could also include massive call, teachers selecting students, ASO selecting people, peers selecting peers. HHT – challenge each Division to share out how they are affecting equity, diversity or inclusion. Each division probably does the work differently. HHT – those nominated multiple times could get a sweatshirt! AJ – could have a catchy phrase on the shirt.

**New Business**

* Resolution: The rights and lives of Transgender, Non-binary, and Gender Non-Conforming students and employee’s matter. Proposed resolution read by Analu created by HH and Salvador Navarro. HHT – HHT and Salvador Navarro are on the Safe Zone Committee. As of Monday, 195 anti-LGBTQ bills have been proposed in this country. Seventy-six are specifically anti-LGBTQ school policy bills. Many of the students identify within this community. Would like for this committee to consider supporting and adopting the resolution as Academic Senate will be adopting it shortly. Will be taking this to College Council as well. Will be working on visibility of Safe Zones and creating a poster series. Would like for the trans flag and pride flag to be flown in solidarity while the community is facing attacks nationally. Motion to support the resolution was approved by the EDI committee.
* Resolution: Supporting CCC Board of Governors Mental Health Resolution This is a Mental Health allocation from the state which will be ongoing. This resolution is created in partnership with the California Student Senate and the Board of Governors. AJ suggested that the resolution be brought to our Senate. SN would like feedback from EDI Standing Committee. Needs to address the issue of long-term sustainability, education and student outreach. There is a disconnect at the administrative level and student level of what the needs are. SN will launch the Healthy Mind Study (student survey) in May. This will give us the numbers needed to support continued mental health allocation funds. Also, Administration is moving forward with the new health center; however, we need a general wellness center where students can talk about all issues surrounding wellness, including mental health. Will be reestablishing Active Minds on campus April 4 and having an event during Anti Suicide Awareness week on the lawn in front of the library.

CN asked about current limit of therapy appointments per student and if there has been consideration to lifting the limit. SN stated the limit has been lifted during the pandemic, but we are about to hit the waitlist mark again. Once that happens, there will be a sixth visit limit again. Once we have Timely Care, students will be able to virtually access a licensed mental health professional for 12 visits over the course of an academic year.

SN- we also need prevention training for Faculty and staff working with Warrior Wellness. Also, ECC will have another Mental Health First Aid course for faculty and staff this semester.

EB – Don’t we have suicide prevention measures or hotlines already in place?

SN – Yes, we have an after-hours emotional crisis line and 800 numbers for crises. We also have psychologists during the day, though students could use an after-hours emotional crisis line. New measures would include assistance for new faculty coming in and updating and redistributing information.

HHT – Addressing mental health needs should be part of ECC culture.

AJ – Due to lack of time, we will address the remaining topic on the agenda at the next meeting.

Meeting ended at 2:02 pm

**Informed and Inspired**

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

* *Creating Community and Centering Cultural Capital*:  Thursday, April 28, 1:15-2:15 and Friday, April 29, 10:00-12:00​

**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.

**Goals for year Spring 2022**:

1.   Impact Equity Grid training.

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

3. Develop an equity certification Program for faculty.

4. Mental Health Taskforce.

**Chronology of Events**

**April 6th, 2022 –** EDI Mental Health Taskforce meeting.

**March 24th, 2022** – EDI Standing Committee meeting cancelled.

**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.