

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

Thursday, April 7th, 2022

Zoom Link: <https://tinyurl.com/mwuxk788> 1:00 pm - 2:00 pm

	<b>Name</b>		<b>Division</b>
	Analú 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

<b>Agenda Item</b>	<b>Action</b>
<b>Introduction</b> <ul style="list-style-type: none"> <li>New Members</li> </ul>	
<b>Approval of Minutes</b> <ul style="list-style-type: none"> <li><b>March 10th, 2022</b></li> </ul>	Vote p. 3 - 5
<b>Old Business</b> <ul style="list-style-type: none"> <li>Informed and Inspired</li> <li>EDI Mental Health Task Force Goals</li> <li>Impact Equity Grid Training (Symbols and Logo's)</li> </ul>	Update p. 5
<b>New Business</b>	
<b>Future Agenda Item</b>	



# ACADEMIC SENATE

## for California Community Colleges

Title 5 §53200 (b): Academic Senate means an organization whose primary function is to make recommendations with respect to academic and professional matters. In Section 53200 (c), “Academic and professional matters” means the following policy development and implementation matters:

- 1** Curriculum including establishing prerequisites and placing courses within disciplines
- 2** Degree and certificate requirements
- 3** Grading policies
- 4** Educational program development
- 5** Standards or policies regarding student preparation and success
- 6** District and college governance structures, as related to faculty roles
- 7** Faculty roles and involvement in accreditation processes, including self-study and annual reports
- 8** Policies for faculty professional development activities
- 9** Processes for program review
- 10** Processes for institutional planning and budget development
- +1** Other academic and professional matters as are mutually agreed upon between the governing board and the academic senate.

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

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

	Name		Division
X	Analú 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

**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.*

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, its 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 1<sup>st</sup> 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 2<sup>nd</sup> and final reading; Syllabus statement presented to President of Academic Senate for AS approval.
- 11-16-21 2<sup>nd</sup> 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 6<sup>th</sup>, 2022** – EDI Mental Health Taskforce meeting.

**March 24<sup>th</sup>, 2022** – EDI Standing Committee meeting cancelled.

**March 10<sup>th</sup>, 2022** - EDI Standing Committee meeting.

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

**February 24<sup>th</sup>, 2022** – EDI Standing Committee meeting.

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

**November 16<sup>th</sup>, 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 09<sup>th</sup>, 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 02<sup>nd</sup>, 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 26<sup>th</sup>, 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 11<sup>th</sup>, 2021** – EDI Standing Committee Meeting.

**September 27<sup>th</sup>, 2021** – EDI Standing Committee meeting.

**September 13<sup>th</sup>, 2021** – EDI Standing Committee first meeting fall semester 2021.

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

**May 10<sup>th</sup>, 2021** – EDI Standing Committee regular meeting.

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

**April 19<sup>th</sup>, 2021** - EDI Standing Committee regular meeting.

**April 05<sup>th</sup>, 2021** – EDI Standing Committee regular meeting cancelled.

**March 16<sup>th</sup>, 2021** – Consultation Letter on Programs, Events, and Resources.

**March 10<sup>th</sup>, 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 08<sup>th</sup>, 2021** – EDI Standing Committee regular meeting.

**March 01<sup>st</sup>, 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 22<sup>nd</sup>, 2021** – EDI Standing Committee regular meeting.

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

**February 12<sup>th</sup>, 2021** – Developed Tentative Goals and sent them to Academic Senate President per President Maloney's request.

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

**November 17<sup>th</sup>, 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 03<sup>rd</sup>, 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 20<sup>th</sup>, 2020** – Nominations called for the VP of Equity, Diversity, and Inclusion; Senator Ahmadpour nominated Anna Brochet; Election to be held November 03<sup>rd</sup>, 2020.

**October 06<sup>th</sup>, 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 15<sup>th</sup>, 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 01<sup>st</sup>, 2020** – Discussion of VP of Equity, Diversity, and Inclusion Position and budget.

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