

## Equal Opportunity and Diversity Advisory Committee

General Meeting Minutes: October 5, 2020- 4:00 PM

### Topic

- **Call to Order 4:07pm**

#### **Roll Call**

Murad Zikri, Faculty  
Vikki Coffee, Classified Co-Chair  
Bryan Hirayama, Faculty Co-chair  
Jeff Newby, Faculty  
Allison Ament, Faculty  
Carla Gard, Administrator  
Venessa Reyes, Classified  
Joseph Tipay, Faculty  
Paula Parks, Faculty  
Abel Guzman, Administrator Co-chair  
Amalia Calderon, Administrator  
Nick Strobel, Faculty  
Maria Wright, Faculty  
Armando Trujillo, Classified  
Tommy Tunson, Administrator  
Jacy Hill, Faculty  
Alex Rockey, Faculty  
Leo Ocampo, Administrator  
Trudi Blanco, Classified  
Oliver Rosales, Faculty  
Jaime Lopez, Administrator  
Reggie Bolton, Administrator  
Jennifer Achan, Administrator  
Andrew Bond, Faculty  
Naomi Rutuku, Faculty  
Lily Pimentel, Faculty  
Zav Dadabhoy, Administrator  
Marisa Marquez, Administrator  
Steve Holmes, Faculty  
Joshua Rocha, Faculty

#### **Visitors**

Aaron Beale  
Alexis Brown  
Blake Burton  
Matthew Garrett  
Hortense Taylor  
Gabriel Beale  
Elias Sloan

**Introductions**

- Matt Garrett from Senate Executive Board
- Joshua Rocha just applied and got approved to join
- Steve Holmes from Academic Senate

**• Co-Chair Reports**

- Faculty: Hirayama
  - Senate Meeting Debrief
  - Membership- there was confusion on who are voting members.
  - Educator Mentorship Project the work for next meeting will start this week to be ready by next Wednesday.
  - EEO Plan- Vikki, Abel, Bryan, Helen Acosta, Nicky Damania. We are up for EEO revision and want committee input. KCCD is considering bringing in consultant (Lasana Hotep)
- Admin: Guzman
  - USC eConvenings- Project is going well so far, getting some good feedback. Would like to develop toolkit of resources and publish on website. Next group will attend next Monday. We will get out to the group the remaining topics, please email EODAC email if you are interested in any of the workshops. 5 faculty/staff every workshops for the rest of workshops.
  - Shared on USC meeting- 10,000 students received survey, 50 campuses, still have 21 campuses to go (Newby)
  - Committee Member Expectations- if you are in more than one subcommittee, please plan accordingly and communicate with subcommittee leads. Please make sure that you engage and participate. We want to make sure that this are productive conversations happen at this meeting and that we walk away with action items (Guzman)
- Classified: Coffee
  - Classified have increased their participation in different committees and that is great. I will get up to speed by end of day and send some emails to some of you.
- Membership- Need to table conversation until we receive clarification from Tarina
  - Dr. Zikri
  - Lilly Pimentel-Stratton
  - Gilbert Ayuk
  - Allison Ament
  - Nick Strobel
  - Victor Diaz

I will get clarification and we may need to vote by email to approve.  
(Bryan)

**• Old Business**

- Approval of Minutes (Next Meeting)

- **New Business**

- Updated Racial Equity Commitments- We took version 9, you will notice that racial equity was changes to ethnic racial equity. This version also has specific examples of what BC has already done and what we will be doing. The idea is to share with the campus that this is just a continuity of what we have been doing. This version also has a preamble, places our racial equity commitments within broader equity mission. When we were developing the Gen Ed packet, it could have been done by curriculum, but we decided to engage the whole campus, we would like something similar for this to have campus support. (Strobel)
- This is not set in stone, the work of equity is never ending. As the work evolves and the needs evolved, the document will continue changing. (Guzman)
- The document from the physical science department was based on 21<sup>st</sup> meeting. This version 10 is from stuff Steve Holmes and I took from different areas. Physical science department has not seen this latest version. (Strobel)
- There is no crosswalk between doc that came from physical science and the document nick and I produced. (Holmes)
- EODAC needs to hear the campus community concerns, make updates and take to senate and college council for approval. (Holmes)
- For commitment #4 we did not put in that we are also reaching out to rural and county agencies within the law enforcement areas (Tunson)
- *From Lily Pimentel to Everyone: 04:41 PM*  
I may have missed it in the doc. Just want to make sure this version also includes equity for individuals with disabilities.
- To clarify that we have included the preamble (Strobel)
- Members encouraged to send feedback this week to EODAC email. (Guzman)
- Maybe there is language in HEAL or other areas to help clarify what collective consciousness raising is (Rosales)
- I have not checked science feedback, but there were a lot of questions regarding definitions of terms (Holmes)
- Oliver, if you have some language that you find in the USC site, please send our way (Strobel).
- I like the details and the links, can you also do a link for the chancellor's vision for success link in the initial blurb? (Parks)
- Maybe including something from ASCCC may be helpful to include (Hirayama)
- Commitment #3, the last bullet point do we have some detailed document that has what the current training entails? (Bond)

- It is a training that still has faults in it, hiring committee members receive folder with information (Calderon)
- Not only do you provide the packet, but you provide verbal tips (Holmes)
- There is a significant difference with not being able to ask certain questions and judging the applicants (Bond)
- Applicant should be given a number and that is it (Holmes)
- Other colleges have done it, there was a document with best practices from other colleges with that suggestion, but we were not successful in implementing it (Hirayama)
- *From Trudi Blanco to Everyone: 04:57 PM*  
We also tell everyone on a hiring committee not to research them on social media
- *From Amalia Calderon to Everyone: 04:59 PM*  
I did ask that and our Applicant tracking does not have the capability at this time.
- Why don't we give everyone until the end of the week, end of day Friday to submit suggestions since everyone is super busy (Guzman)
- There is ways to do it, but it would have to be a different applicant tracking system (Calderon)
- These came down from the chancellors as a mandate, We can water it down, but when the state chancellor makes a determination and I can understand the process of it, but I have an issue with watering it down. The state chancellor made a mandate and we are watering it down (Bolton)
- I want to make sure we understand the legislative intent, but when you start diluting and modifying it takes away from it. (Tunson)
- *From Lily Pimentel to Everyone: 05:08 PM*  
I want to me more informed, can we have a specific example of how we've watered this message down?
- Where does the chancellors call to action fall in? We are changing what the state chancellor said (Bolton)
- The difference here is that certain racial groups have been impacted historically by public policy (Rosales)
- Commitment #2, If you leave it as racial equity student success agenda, would we need to delete that second bullet that is there as an example? (Strobel)
- There was at least 2 faculties that said they were mixed race and they did not fall within a group and that is why they had an issue with "racial equity". (Holmes)
- We are not looking at anecdotal experience, we are looking at institutional and national trends. We are looking at broader issues (Bond)
- *From Jeff Newby to Everyone: 05:12 PM*

That's my understanding as well

- *From Joseph Tipay to Everyone: 05:15 PM*

Agree

I'm mixed and I agree with Andrew.

- To add to Andrew point, we need to focus on the “why”, looking at the data that is available and where are we intentionally or unintentionally failing our students. Let's look at the why and look at the mission of the institution, we can embed in the addendum some of the research that is available. We need to shy away from what people feel and focus on the why (Wright)
- According to some, the data is skewed. We even have to defend that data that comes out of our IR office (Hirayama)
- I understand that, but when we have national trends beyond our institution... we have to rely on data that has been normed, I do think we need to get back to that (Wright)
- We need to include the student profile in there, 80% of our students identify as people of color (Bond)
- Commitment #3, I would also include personnel profile (Guzman).
- We have to be very strategic of what more we add (Hirayama)
- The further you move from that, you are losing the intent (Rosales)
- Is latinx a scholarly definition? (Strobel)
- There are 3 definitive races, I agree with footnote to describe. Let's put the document together and move forward, these are discussions we have heard for 40 years (Tunson)
- English department is voting on version 9. (Bond)
- There is nothing to vote on right now (Holmes)
- The document was created without the proper vetting and we need to take the suggestions provided (Hirayama)
- Do we want to have the committee looking at expanding membership? (Strobel)
- No, the last thing we want is to hold up process (Hirayama)

• **Committee Member Forum**