

Equal Opportunity and Diversity Advisory Committee

General Meeting Minutes: February 1, 2021- 4:00 PM

Topic	
<ul style="list-style-type: none">• Call to Order 4:06<ul style="list-style-type: none">○ Roll Call	
Amalia Calderon	Administrator
Jaime Lopez	Administrator
Kalina Hill	Administrator
Leo Ocampo	Administrator
Reggie Bolton	Administrator
Richard McCrow	Administrator
Trudi Blanco	Classified
Joshua Rocha	Adjunct Faculty
Maria Wright	Adjunct Faculty
Alex Rockey	Faculty
Andrew Bond	Faculty
Oliver Rosales	Faculty
Renaldo Arroyo	Faculty
Abel Guzman	Administrator
Vikki Coffee	Classified
Bryan Hirayama	Faculty
Nicole Carrasco	Adjunct Faculty
Tommy Tunson	Administrator
Bryan Lainez	Classified
Venessa Reyes	Classified
Joseph Tipay	Faculty
Paula Parks	Faculty
Allison Ament	Faculty
Gilbert Ayuk	Faculty
Jeff Newby	Faculty
Lillian Pimentel-Stratton	Faculty
Murad Zikri	Faculty
Jessica Garcia	Classified
Jonathan Brown	Faculty
<ul style="list-style-type: none">• Reading and Approval of Minutes<ul style="list-style-type: none">○ December 4, 2020 Meeting Minutes○ Motion by Allison Ament, Seconded by Jeff Newby	
<ul style="list-style-type: none">• Public Comments	

- **Chair Reports**

- Classified- Currently working with administrators to increase classified representation in committees, working on contract and plans to return on campus for in-person services. (Coffee)
- Faculty- working on EEO plan, including representation from all colleges. (Hirayama)
- Administrator- working on guiding and advising college wide to increase diversity, encouraged committee to keep the momentum going. (Guzman)

- **Subcommittee Reports**

- Commitment 1- Met with subcommittee and discussed how to better serve Latinx community. Working on reviewing student success equity plan. Discussed advocacy on textbook costs for students. Have discussed with President that equity Director position is crucial (Guzman)
 - Bond posed concerns regarding textbook adoptions and costs for students
- Commitment 2- Coffee discussed the need to centralize efforts and partner with departments around campus.
 - Reach out to vikki if you want to be part of the new faculty and staff orientation. (Guzman)
 - USC Racial Equity Leadership Alliance- check out website for the videos being added. Upcoming seminars will be shared with committee members. Next one is February 18th and 2 spots are left. (Guzman)
 - Provided partnership updates (Guzman)
- Commitment 3- Subcommittee will be meeting in the coming week to discuss EEO plan. Excited to collaborate with the committee and consultant on moving the college in the right direction (Hirayama)
 - District has brought on a consultant and we are getting information from what other colleges are doing (Coffee)
 - Johanna Fisher was able to interpret our data using a model used by a presenter we had and will be sharing data once document is completed. We are moving forward with a different applicant tracking system, there is a possibility for blind screening applicants (Calderon)
- Commitment 4- There was a great presentation by Trudi, subcommittee met and there are currently 3 sessions of TP courses. There will be an additional 3 courses scheduled for the coming months. State chancellor's office is interested in TP course model to replicate in other colleges (Tunson)

- **Unfinished Business**

- Racial Equity Commitments Updates- Guzman discussed the status of the Racial Equity Commitments and suggested to connect with other groups to keep the conversation going possibly in community forums.
 - Next Steps
 - Carrasco posed question if it would be possible to create a class that is under student success to help them advocate and if it is a skill that we can help students foster?
 - Garcia recommended using one of the current student development classes and incorporating what Nicole suggested.

- Rosales stated that there used to be an STDV course in Delano very similar to what was mentioned and could possibly already be in the books.
 - McCrow clarified that there is a course that can possibly ran under counseling or sociology.
 - Tunson recommended everyone to take CRIM B6NC, as it covers a lot of history behind the criminal justice system.
- College-Wide Equity Plan/DEI Plan (Guzman)
 - Next Steps
 - Coffee suggested the need to partner with College Council to create a college wide equity plan.
 - Guzman recommended to ask to present at one of their upcoming meetings and make that suggestion to partner.
 - There are a series of webinars hosted by Idaho State University focusing on black voices. Registration caps at a 1000 participants, would suggest sharing with your students (Newby)
 - Brown stated there is a need to help students get into the grad schools and helping them get to where they need to be. He is working with mentoring program to assist students with underrepresented groups and suggested to group to refer students to pacificmathalliance.org and students can connect there.
 - There are great examples now of moving the work on the commitments. One of the requirements is to put out reports to the campus community on the work accomplished (Guzman)
 - Brown suggested the need for more PD on topic of racism (Brown)
 - Tipay shared on a database of resources he has created on diversity.
- EODAC Charge Document- The current membership is 2 admin, 8 faculty, 3 classified, 1 adjunct and 1 student plus the 3 chairs (Coffee)
 - Bolton recommended 4 voting members for admin plus chair
 - McCrow suggested there is a need for greater involvement of middle managers (program managers)
 - Tunson agreed with 4 voting admin members plus chair.
 - Coffee stated the charge document says “reports to Academic Senate and President of the College”. There are 3 bargaining units and 2 of the units are not represented in the charge. She recommended to remove reporting to academic senate and just leave reporting to president since historically committee used to report to President only
 - Hirayama raised concerns.
 - Coffee clarified that reporting would need to happen to classified and admin bargaining unions as well.
 - Carrasco inquired about voting members for adjunct faculty.
 - Adjuncts cover mainly the rural communities with approximately 70% of the courses offered there. Recommends membership to be 4 seats (McCrow).
 - Would like to see increase in faculty and adjunct (Brown)
 - Coffee recommended 3 adjuncts, 1 SGA and 1 general student rep.

- Parks inquired why senate would have a problem with changes to the charge document.
- Coffee clarified that legal suggested that EODAC is not a shared governance committee, rather an advisory committee.
- Ayuk raised concerns that there may have issues if there is no buy-in from the college community
- K. Hill suggested that EODAC cannot advocate for change with only making recommendations and that senate should be made aware of decisions.
- Coffee clarified that senate would be made aware and have input.
- Coffee asked for a motion to adopt charge document changes including reporting structure and group representation numbers.
- Motion by Tipay, Seconded by Zikri
- (10 yes, 4 abstain, 4 absent- motion carries)
- The goal is to have a balance committee and representation. I will follow up with committee to continue conversation to make it a win-win for everyone (coffee)

- **New Business**

- **Announcements**

- Black history month announcements shared by Paula Parks. First event is this Friday “untangling racial drama”. Umoja has coordinated an event for every week during Black History month.

- **Adjournment 5:33pm**