

## EAC Notes Nov 20, 2024

Online via Zoom | EAC Website: [Equity Action Council](#) | EAC Agenda [Nov 20 2024](#)

### Roll Call

Members Present	Members Absent	Guests
<ol style="list-style-type: none"><li>1. Steve Nava Faculty</li><li>2. Kaung Yhone ICC Student</li><li>3. Jin Huang ICC Student</li><li>4. Shaila Ramos-Garcia Classified</li><li>5. Adriana Garcia Program Coordinator Office of Equity</li><li>6. Joe D'Agostino Faculty</li><li>7. Michelle Hernandez E&amp;E Dean</li><li>8. Katia Bravo DASG Student</li><li>9. Joshua Madrid DASG Student</li><li>10. Yvette Alva Campbell Administrator</li></ol>	<ol style="list-style-type: none"><li>11. Maritza Arreola Classified</li><li>12. Deborah Armstrong Classified</li><li>13. Vernon Gallegos Faculty</li></ol>	<ol style="list-style-type: none"><li>14. Guest Adrienne Hypolite Learning Communities Dean</li></ol>

### Curriculum Committee Conversation - D'Agostino

- Question: How do you incorporate the equity engagement piece in the evaluation of curriculum without stepping on the toes of the instructor or the professional expert? Is there an alternative that goes beyond OER such as teaching styles, techniques, and theories that might not be in alignment any more than they were say 15 years ago. The guidance from the state is vague and they want to make sure they are in alignment as a college with what our expectations are as a committee.
- D'Agostino is on that committee, and they meet weekly. The tri chairs for the committee are Bob, Zach and Sam Bliss. He added the committee is hoping that by the end of this quarter, we would have some kind of formal recommendation for them.

- They are looking for feedback instead of a subcommittee to evaluate curriculum through the lens of equity and inclusion. There is a lot of technical writing involved and there are things that can be embedded.
- An idea is for the tri chairs to reach out to the EAC tri chairs. Another idea is for Hernandez to go to the curriculum committee meeting and hear some of the challenges in creating curriculum that is equity minded, and equity focused for faculty. One thing to wonder about is what are some of the ways in which the institution is supporting equity practices that we have on campus and how are those articulated in the curriculum. Another idea is for committee members to get together from the Curriculum and EAC side as an ad hoc committee. Maybe an approach is backwards mapping by asking how is that demonstrated? And then how do we write it into the curriculum. There is something in the works between Office of Equity and Office of Professional Development. Things that are equitable practices are OER, AVID, CRT and Learning Communities. We need to be mindful at some point of how to articulate equity in individual evaluations of faculty, staff and administrators to show how they are demonstrating their ability and willingness as well as actionable tasks to facilitate equity in our campus.

#### Next Step

- D'Agostino will set up a meeting with the curriculum committee to invite Hernandez to one of our upcoming meetings that are in person. It is already listed as an action item on the curriculum committee agenda

**As of 2:50pm, only 7 members were present and did not meet quorum.**

- Proceeded for informational purposes only.

## Welcome and Introductions - Hernandez

### Welcome and Introductions

Community Agreements: We don't do proxies at De Anza College when it comes to shared governance.

## Equity Plan Spreadsheet Updates - Hernandez

- Reviewed this document- [De Anza College Equity Plan Progress Tracker Updated.xlsx](#)
- Grounded on the 8 categories of the [Student Equity Plan Re Imagined](#) but really focusing on the 7 key focus areas. Below the bulleted points, we are asking you to put in evidence that we have done these things.
  - For example, gather relevant evidence and pull it together, and then that gives us an inventory of all of our evidence that we have across the campus, across constituency groups. Then we can address how to move forward and maintain this.
  - Another example, for Fall quarter, we are going utilize a self-inventory too, which is our spreadsheet. We are going to include feedback from program reviews where departments and divisions are looking at what their equitable practices are. We're going to look at the information that we already sent to the board from January 1 - June 30 and from July 1 - December 31st.
- Let's not create extra work, let's reports on work we already do
- Historical Context: It started out in the Equity Office, then it went to Senior Staff and now it is at EAC

#### Next Step

- Distribute the spreadsheet more broadly to other departments in the Winter 2025 quarter.

Another journey the Dean of Equity and Engagement is stewarding is the [Strategic Planning Action Plans](#). There are the strategic initiative implementation teams who will be implementing it.

- Historical Context: We started out in the initiative planning teams, and now we are disbanding those and shifting to implementation teams who are responsible to make sure that work gets done. Hernandez is lead for one of the Action Plans and brought up the spreadsheet to EAC a few weeks ago to complete the spreadsheet for the Fall 2024 quarter. It is a living, breathing document that allows us to be innovative and to keep track of the great work being done across campus.
  - One example is High Impact Practices
  - Another example, institutionalizing programming for LGBTQ

## EAC Goals 24-25 - Armstrong

Goal Setting [EAC-Brainstorming Goals-For-2025.docx](#)

- Things that came up from the tri chair meeting:
  - Retention of Faculty of Color,
  - Undocumented Student Support
  - Undergrad Research Opportunities a la Student Voices
- Idea 1: Invite a representative from the affinity groups or getting feedback from affinity groups. Is this something we can start doing next quarter?
- One of the ideas was to invite the affinity groups to represent their work historically and be part of documenting the intergenerational perspectives, which is something we want to do at DALA. This is a way to open up the invitation to other affinity groups that want to do something similar i.e. to have the older generation and the younger generation talk about the work that they're doing and open up different which could be part of our retreat.
- Idea 2: Do an oral history project such as talking with Mayra Cruz to talk about her work in DALA and beyond campus in the Puerto Rican community. Then invite her to a roundtable discussion or a cross-generational discussion in the MLC recording studio or in a place where it can be a recorded session. Folks who can provide Historical Context and or trajectory via videos and include Q&A
- Idea 3: Invite the affinity groups to be part of the retreat as a way to highlight their work.
- Idea 4: Host a “State of the Affinity Groups” activity but there is a lack of capacity. This would serve in promoting the Affinity Groups’ initiatives cross campus and with the folks we serve
  - A challenge is finding ways for us to engage affinity groups in the work that we do without it having to be another meeting to be had.
- Idea 5: Opening up the EAC retreat to not just EAC members and be a place to talk about specific equitable issues and talk about how to support the work that affinity groups are doing.
- Idea 6: The Equity Rubric
- Idea 7: Support HEFAS and undocumented students and that we are able to leverage the funding that AB540 registrants bring into the institution because we know we get a premium pay per students from the state. We can also look at the Sanctuary campus (or district)
- Idea 8: Climate Change
- Idea 9: Getting students to unpack the data and identify data gaps of success.
- Idea 10: Faculty of Color retention and leveraging the role of DDEAC as it moves forward with new leadership (New HR Vice Chancellor)
  - Challenges with Faculty of Color Retention in the STEM fields: not completing tenure, leaving the area because of the housing costs, or the commute is too far, not having enough institutional support, etc

- There may be a correlation to students not passing courses
- A challenge for faculty of color is coming from a marginalized background and be a professional when you know that that professional culture is not necessarily something you grew up around or that you identify with. Not because you don't want to be but because you want to be true to where you are coming from.
- Inspired by the Native Drum and Song event at the Office of Equity, we can gather to talk about and understand cultural perspectives and identities. These conversations may not answer all the questions, but they can open a space of understanding and to make way towards these bigger and tangible goals.
- An entry point to these conversations can be just identity and share where we are from and not just check the boxes but instead be cool with the people around you.
- Idea 11: Defining what success means in an everyday situation in school. To define what it means to have a successful day in an everyday situation at De Anza and historically in their high school experience.
- Idea 12: If we are looking at just passing the class then we may be missing what students are navigating and not identifying their challenges and hurdles.
- Idea 13: Plan for students in my sociology classes to get involved in analyzing the data and write reports and present those reports at different meetings like EAC where students can represent themselves.
- Reflection Question: "What is it about De Anza's culture that may not be supportive, that may not be understood or may fall below the radar for folks that don't have these lived realities?"
- An application of the praxis model can help us analyze the information. Approach it from a Life creating lens of new breaths, new pathways and new things to ensure retention happens for both students and faculty considering what is true of Silicon Valley (i.e. high housing costs).

Next Step:

- Adriana, Steve and Joshua will meet to wordsmith and present in January 2025.

## Equity Strategies - Hernandez

- Faculty of Color Retention: STEM Yvette Alva Campbell
- Undocumented Students - Sanctuary Campus and a full time HEFAS/VIDA Counselor: Shaila Ramos Garcia
- Campus Climate: Hernandez
- DALA: Nava

- Research opportunities for our students: Nava

## Leadership Reports – All

- DASG: We held the legislative affairs liaison midterm elections, and we are still going to look for more candidates. We are still going to have another midterm election during the Winter 2025 quarter. Will talk to the budget analyst to ask when the budget requests will be looked over.
- ICC: We are looking at changing ICC code to ensure there is monies available for when equity-based clubs apply to become a club then ICC have monies to support their start up and or onboarding process.
- DDEAC: Have not met. Hernandez will personally check in with the Vice Chancellor of HR to see if they are reviving it. We have not met beyond the EEO plan discussion last year.
- RAPP: We will finish reviewing personnel requests next week. The goal will be to go into the Winter 2025 quarter to review Spring 2024 and 2023 proposals and make a recommendation to College Council. We are in our last week of reviewing and scoring proposals in small groups while paying attention to the efficacy of their answers and to equity. We have to prioritize from high, medium to low.
  - Last year we had Deans attend the RAPP meeting and share their opinion for their priority positions, but we are not doing that this year.
  - Ramos Garcia shared [A request for fully funded support for our undocumented students and staff](#) created by HEFAS and VIDA. We are pushing for two positions, one is the HEFAS/VIDA Counselor position, we are realizing that 10 hours a week is not enough to serves almost 1000 undocumented students in addition to our CYLC program that serves our formerly incarcerated students. Another position is the Dreamer Resource Liaison funded by state funds via a bill called AB1645 that can be affected by any pressure from the federal government and make these funds go away.
  - The Ask is for EAC to provide formal support.
  - Some next steps are meeting with Christina because we are worried when January 20th comes around, we do not know what might happen to those funds. Question: Are these state funds linked to the federal budget? Answer: I doubted. Federal monies go straight to FAFSA and does not go to undocumented students. Question: are there statewide meetings for the Dreamer Resource Liaisons? Answer: n/a

- In the meantime, California put aside monies to anticipate and litigate. And Senior Staff is putting aside monies to support DACA renewals. Shaila will be working with the president to work out the logistics on that. At the end of the day, we do not know what may happen. For example, the federal government might say "you cannot give funds to undocumented students or else we won't give you financial aid." The intention here is to prepare for the worst by ensuring the money is secured. Question: Can we advocate for the \$1 million dollars to be diverted directly to support undocumented students by meeting with both college presidents? To hold them accountable while mindful that these monies may be supporting personnel salaries because we do not want to create a conflict of supporting employees vs providing direct services to students.
- Please note that per our new funding formula, our district receives supplemental allocations per every AB 540 students and or Foster youth students that registers to our college. In the year 2023, because of 865 students enrolled in our district, FHDA received over 1 million dollars a year and HEFAS has not received any of that funding. They only receive DASG funding and are grateful for that. We are pursuing a set of questions about where the monies are going.
- You can publicly see the positions in RAPP discussions via this website: [https://www.deanza.edu/gov/rapp/RAPP\\_decisions.html](https://www.deanza.edu/gov/rapp/RAPP_decisions.html)
- Program reviews are due on January 31st and RAPP is hosting officer hours in case you have questions on your data or how to navigate the system.
- Police Chief's Advisory Committee (PCAC): tabled.
- College Council: Next Meeting is Thurs December 5th, 2024.

## Dates to Remember and Announcements - All

- NCORE 2025: May 27-31, 2025 / New York City
- Partners in Learning Equity Series: Focused on our Black students Tues Feb 5, 2025 @ MLC255 or Online via [Zoom Meeting ID](#)
- All Peer Equity Retreat-Fri Feb 28, 2025
- EAC Equity Retreat: Date TBA (planning members Michelle, Shaila, Steve)
- Equity Champion Awards: Date TBA (planning members Michelle, Joe, Adriana, Yvette)
- DALA Annual Latinx Grad: June 20, 2025
- ECT's Winter 2025 Student Voices: Reflecting on the Student Success Gaps

## Affirmations - Armstrong

- The Football team won their league title last week 9 and 0.
  - At home game this weekend at 1pm against Chabot College. If we go 10 and 0, then we would be the first team in the regular season to go 10 and 0 since like the early 80s, which is really exciting for D'Agostino
  - Then the Football team plays for the NorCal title game on December 7th.

## Links for Reference

- [11/20/2024 - Agenda](#)
- [EAC Notes Nov 6 2024](#)
- [Strategic Planning Action Plans](#)
- [EAC-Brainstorming\\_Goals-For-2025.docx](#)
- [RAPP Decisions](#)
- [A request for fully funded support for our undocumented students and staff](#)
- [NCORE 2025](#)