

## Equal Opportunity and Diversity Advisory Committee

General Meeting Minutes: December 7, 2020- 4:00 PM

Topic	
<ul style="list-style-type: none"><li>• <b>Call to Order (4:05)</b><ul style="list-style-type: none"><li>○ Roll Call</li></ul></li></ul>	
<b>Present</b>	
Amalia Calderon	Administrator
Jaime Lopez	Administrator
Kalina Hill	Administrator
Reggie Bolton	Administrator
Nick Strobel	Faculty
Joshua Rocha	Adjunct Faculty
Maria Wright	Adjunct Faculty
Alex Rockey	Faculty
Andrew Bond	Faculty
Jacy Hill	Faculty
Oliver Rosales	Faculty
Renaldo Arroyo	Faculty
Abel Guzman	Administrator
Vikki Coffee	Classified
Bryan Hirayama	Faculty
Nicole Carrasco	Adjunct Faculty
Jennifer Achan	Administrator
Tommy Tunson	Administrator
Venessa Reyes	Classified
Joseph Tipay	Faculty
Paula Parks	Faculty
Allison Ament	Faculty
Gilbert Ayuk	Faculty
Jeff Newby	Faculty
Lillian Pimentel-Stratton	Faculty
Victor Diaz	Faculty
Edith Mata	Student
Jessica Garcia	Classified
<b>Community Members</b>	
Jennifer Johnson	
Russ Person	
<b>Voting Members Present:</b> Guzman, Coffee, Hirayama, Carrasco, Achan, Tunson, Reyes, Tipay, Parks, Ament, Ayuk, Newby, Pimentel-Stratton, Diaz, Mata	

**Voting Members Absent:** Lainez, Mendoza, Zikri

- **Reading and Approval of Minutes**

- November 2, 2020 Meeting Minutes
- Motion by Edith, seconded by Tommy (15 yes, 3 absent- motion carried)

- **Public Comments**

- **Russ Person-** Shared thoughts on equity as perceived by him. Students come from different backgrounds. Equity needs to address all hurdles and without race assigned. Posed concerns regarding racial equity, and suggested work should be based on need.
- Motion to close comments, motion by Achan, seconded by Newby

- **Chair Reports**

- Classified- Asked to add EODAC Committee Charge to unfinished business for January 2021 meeting.
  - Motion by Coffee, Seconded by Hirayama
- Faculty- Academic senate approved version 9 of the commitments document. Diversity Equity & Inclusion Town Hall this Wednesday, information will be shared with group.
- Administrator- Provided updates on approval of commitments document approved by senate and congratulated the committee for the work.
- Tunson shared words of support for Dr. Parks for her passion and support.

- **Subcommittee Reports**

- Commitment 2
  - USC training Joseph and Nicole are currently signed up to attend. Opened training to EODAC members on first come-first served basis. (Guzman)
  - USC Racial Equity Leadership Alliance-Team 3
    - Team will present at next meeting due to absence of members (Guzman)
  - Open Forum Partnership with Renegade Leaders
    - Jennifer Johnson- Leading from the middle, equitable outcomes for students. This year work at FCDC focused heavily on equity. Does not understand why definitions are needed to move work forward. Suggested that terms are not static and no definition will please all. Documents were shared and posted prior to break and during summer. Shared her support for EODAC from Renegade Leaders. As BC continues to create brave spaces, you will need to be quick on your feet. Strong language is required to make systematic change.
    - Discussed possibility to develop partnerships with campus groups including student organizations to create collective consciousness raising (Guzman)

- The library is also good to partner for collective consciousness raising (Parks).
- Commitment 3- Emailed group, ran mentorship program this semester. Targeted for underrepresented minorities, but open to everyone to participate. Have received great feedback. EEO committee work will impact what happens with commitment 3. District is very clear and sister colleges are on board for more inclusive hiring practices following chancellors recommendations (Hirayama).
  - Recently submitted application for Aspire Alliance. Received mini-grant to plan the work and submitted second application to fund the work and expand (Wright).
- Commitment 4- Shared update on transformation policing model curriculum supporting commitment 4 (Tunson).

Commitment 1- Encouraged team to take a look at the commitments and sign up for subcommittees. (Guzman)

- People were confusing dismantling with destroying. When you are dismantling you are taking apart to see what needs to be repaired and fixed. The committee is just trying to assess what needs repair and fixing and what needs complete overhaul. (Bond)
- Discussed curriculum development and OER creation to support students (Guzman)
- Shared on workshop geared to assist with design of class shells and encouraged engagement of USC trained staff to present (Rockey).
- Guzman shared updates regarding Padrinos de BC
- Dr. Parks shared she enjoyed participating in the USC program

- **Unfinished Business**

- Racial Equity Commitments Updates
  - Next Steps- One of the major criticism is that the Racial Equity Commitments document is a place holder for an Institutional Equity Plan. Question posed: how can we partner and create that plan? (Hirayama)

- **New Business**

- College-Wide Equity Plan/DEI Plan
  - Diversity, Equity & Inclusion Plan, Guzman suggested it will mirror what the Chancellors office has been putting out. They have put out a plan for institutions to adopt and modify to meet the needs of BC.
  - Carrasco posed question: Looking ahead, is this committee going to be doing equity work in regards to gender and sexuality?
  - Guzman clarified that the committee would be taking on that work, Racial Equity was just the most pressing matter.
  - Bond shared thoughts on the purpose of the committee and targeting each marginalized group individually to uplift them.

- **Announcements**

- Tipay shared that he is now teaching 2 sessions of Latin art History and is excited for the opportunity to share his history with students.
- Bond will share opportunity with committee of chancellor offices webinar series that he had opportunity to attend. Last webinar discussion was regarding the ethnic studies requirement.
- K. Hill inquired regarding the dates and times for USC trainings.
- Guzman clarified and will send further information to the entire committee regarding the upcoming sessions. Next session to be held Thursday.
- Next meeting will be the first week of February 2021 (Guzman).

- **Adjournment at 5:26**

- Motion by Guzman, seconded by Hirayama