

EODAC Minutes

8/31/2020

Meeting Called to Order at 4:03pm

Roll Call

Vikki Coffee, EODAC Classified Co-Chair

Armando Trujillo, Classified

Nick Strobel, Faculty

Kalina Hill, Administrator

Jeff Newby, Faculty

Jennifer Achan, Administrator

Maria Wright, Faculty

Amalia Calderon, Administrator

Leo Ocampo, Administrator

Elvira Martinez, Faculty

Murad Zikri, Faculty

Alex Rockey, Faculty

Lilly Pimentel, Faculty

Allison Ament, Faculty

Trudi Blanco, Classified

Victor Diaz, Faculty

Reggie Bolton, Administrator

Richard McCrow, Administrator

Gilbert Ayuk, Faculty

Paula Parks, Faculty

Stephen Waller, Administrator

Marissa Marquez, Administrator

Andrew Bond, Faculty

Jacy Hill, Faculty

Oliver Rosales, Faculty

Steven Holmes, Faculty

Tommy Tunson, Administrator

Zav Dadabhoy, Administrator

Tina Johnson, Classified

Vanessa Reyes, Classified

Bryan Hirayama, Faculty Co-Chair

Jaime Lopez, Administrator

Abel Guzman, Admin Co-Chair

Dori Keigley, Faculty

Joshua Shackelford, Classified

- Vikki Coffee- Please share what you hope to gain out of EODAC and what you can contribute to the committee. I plan to contribute personal and professional experience, commitment not to quit when the work gets tough.

- Armando Trujillo- hope to gain anything group shares with me, bring to the table experience
- Nick Strobel- here as VP of academic senate, would like to work on improving staff recruitment, sitting on boards with president, and plans to contribute that way
- Kalina Hill- Hope to gain more invaluable information from everyone, making social justice a more active and relevant part of everything we do at BC, Military wife and immigrant and can contribute that way
- Jeff Newby- hoping to gain experience from group and hopes to help undo years of systemic racism.
- Jennifer Achan- Hope to gain from participation more communication, can contribute professionalism and perspective as a woman of color.
- Maria Wright- Hope to engage in conversations that embrace our willingness and our practices to onboard faculty of color, tools and support and network to support the resistance that will be faced from campus and external community.
- Amalia Calderon- Working with staff from different perspective aside from HR. Gather input from campus to bring to HR for recruitments, can contribute perspective of HR recruitments and take recommendations to DO to let them know what needs work.
- Leo Ocampo- take in information to apply to BC SW, able to provide different perspectives from different departments.
- Elvira Martinez- Serve very diverse population of student, would like to gain stronger understanding of diversity and how it plays a role on our campus. Would like to contribute by being more active in committee and provide perspective from DSPS and Adult Education.
- Murad Zikri- Would like to be part of the committee and new direction it has taken, would like EODAC to be the voice for any injustice happening.
- Alex Rockey- Faculty academic technology- would like to align the work of academic technology, would like to contribute practices from academic technology for equity minded practices.
- Lilly Pimentel- hope to continue getting insight on how we can be more inclusive, would like to support the committee and college
- Allison Ament- Contribute personal and professional experience to EODAC and gain knowledge.
- Trudy Blanco- Hopes to knowledge from each and everyone in the committee, would like to learn how diversity plays a role in operation of BC,
- Victor Diaz- paying back what was given to him, Continue to open doors for others
- Reggie Bolton- make equity and inclusion forefront of everything we do on campus. Contribute perspective as African American male working in higher education and going through the system as a student.
- Richard McCrow- trying to identify what systematic racism is and build courage for pointing it out. Can be embedded into traditions and processes. Represents in program review to help develop anti-racist culture at BC.
- Gilbert Ayuk- Hopes to contribute to discussion based on experience and from classroom level.
- Paula Parks- would like to build on initiatives started over the summer, will provide resources and experience as EMOJA coordinator.
- Stephen Waller- (visiting member)-

- Marissa Marquez- would love for students and everyone working together to feel equal, be accepting, and learn by example, not needing to be invisible. Would love to build a true culture of inclusion, can contribute heart and honesty.
- Andrew Bond- has heard racial and discriminatory comments made towards rural students, comments made regarding race, sexuality, socio-economic background. Bring the energy and proponent of sensitivity training.
- Jacy Hill- Committed to the work and to learn to make changes for students and the campus community.
- Oliver Rosales- Excited about the EODAC work going on and look forward to aligning work as rural faculty lead.
- Steven Holmes- Provide support at the district level
- Tommy Tunson- Prior military, law enforcement, here to share his voice and experiences.
- Vanessa Reyes- Hopes to gain where EODAC left off last year, will contribute her time
- Bryan Hirayama- Hopes to gain different perspective, hopes to share with the district and sister colleges.
- Jaime Lopez- Support to move forward for the committee and students
- Abel Guzman- Can contribute knowledge on students of color, can contribute time and effort to move work forward

EODAC Summer Work Updates

- Please review the charge document and provide comments and suggestions to us through the EODAC email by September 7th. (Abel)
- This is a place for difficult conversations, we ask that conversations here do not leave committee unless approved. (Bryan)
- Working with Amalia and district to get EO budget amounts. (Bryan)
- Best practices for hiring out of state faculty, following up with HR to see if there is an actual policy (Bryan)
- Educator mentorship project- slide later showing the overlap and differences with faculty mentorship program (Bryan)
- Applicant tracking data for first fiscal year, July 1, 2019-june 30, 2020 (see data sheet attached). Contract academic is the tenure track faculty positions, shows ethnicity .60% American Indian or Alaskan, (review and include attached data sheet), there is also a non-disclose (Amalia)
- In total we had 10,000 applications, it shows different areas and where we are lacking in trying to be more diverse. White is number 1, Asian is number 2, Hispanic is number 3. (Amalia)
- About 50/50 for gender data (Amalia)
- From who is interviewed and who gets the position, there is a gap there. We find that underrepresented minorities are making it to second round interviews, but they are not getting or not accepting the positions (Bryan)
- How applicant tracking system works, is someone is under review by committee and second level, it does not let us review past work flows in their applications. (Amalia)
- Having trouble identifying where the different workflows are for individuals (Amalia)
- We can no longer wait for answers, we need answers to serve our students and our community lives depend on it. This is what it is and we cannot take no as an answer. (Bryan)

Racial Equity and Commitments Oversight

- This is initial meeting, thank you Amalia for taking the time and sharing, this summer EODAC was taken with the oversight, not the direction or specific work, but the oversight of racial equity commitments, we thought it was a good idea to break up equity commitments into subcommittees, meeting 2 Mondays per month (first and 3th Monday), first Monday is subcommittee and 3rd Monday is full committee (Abel)
- If you want to be part of subcommittee, email us and we will get more information out on subcommittees (Abel)
- Commitments #4, Tommy will help us lead that (Abel)
- What I have done is created a policing model, includes analogy of why there is distrust in LEA's, what I do in this training and what we have in Elumen, it has been put in and accepted, we will be one of the first CC in California to have transformational policing model. We will be adapting it for the firefighting programs, it starts with entire constitutional analysis, affirmative action analysis, talks about black analogy, BLM (philosophy, but not a way of life), We have to bring the discussion to the table and we cannot use code words anymore, safe communication zone in the class and students can bring questions forward (Tommy).
- Tommy and his team are leading the work on day-to-day, but if you would like to engage in the work and support, please let us know. (Abel)
- I would like to give shout out to Dr. Paula Park for being the not so silent cheerleader for this work and Vikki (Tommy)
- Thank you Tommy for those kind words, I am here to support with any resources and voice I have (Paula Parks)
- Commitment #1: Making sure that black and latinx students are continuing and completing, saw a dip in English level completion on latinx students recently, what can we do? Working with Imelda, Steve and their teams to help these students. (Abel)
- Commitment #2: Changing minds, changing hearts, example is USC racial equity and diversity, 5 representatives from BC, next week topic will be racial equity in the classroom, whether you want to participant or want to be connected, make sure that the information is getting out to the college after they attend. (Abel)
- Commitment #3: Faculty and staff diversification project, 2 projects going on right now, there is some overlap, which will be covered by Bryan and Maria (Abel)
- Our program is focused on helping graduate students that are within the last year of their program, which are interested in teaching at CC with a fellowship, it is a 1 year commitment, they work with faculty mentor on best practices and pedagogy, second term, and they can apply for adjunct position. We had groups from UC Merced, USC, UCLA. Since Bryan and EODAC committee had already developed some tools to help folks in mentorship program, we have decided to include faculty mentees in those workshops. (Maria Wright)

Chat Window

- *From nick strobel to Everyone: 05:05 PM*
 - *In response to comment by Bryan about adjunct hiring out of state: I went through Board Policy 5H on adjunct hiring and Procedure 5H and there's nothing in there about geographic location from which to draw adjunct pools.*

- *From Tommy Tunson to Everyone: 05:05 PM*
 - *Alex, please email me and let's start working together.*
- *From oliver rosales to Everyone: 05:06 PM*
 - *Can you share that link Nick?*
- *From nick strobel to Everyone: 05:07 PM*
 - *Go to <https://www.kccd.edu/board-trustees/board-policy/board-policies-procedures> and click on section 5 about faculty hiring. Brings up a PDF doc that has internal links.*

Faculty Diversification and Mentorship Projects

- These training are meant to make them more well-rounded applicants, giving back to employees that have given back to BC and helping shape to what it is, currently 15 employees have shown interest. (Bryan- see faculty diversification slide)
- I see that you are concentrating in adjunct and those going into teaching careers, you went into faculty, but you skipped administration, can I ask why you have skipped administration completely? (Jennifer Achan)
- At the completion of program, staff would be able to teach, administrators cannot teach based on current policy (Vikki)
- If someone wants to go from administration into teaching, everyone should have that opportunity (Jennifer Achan)

Chat Window

- *From Andrew Bond to Everyone: 05:13 PM*
 - *There may be union/contract issues with admin fulfilling faculty roles and being represented by CCA. Would be worth running by them.*

Presentation

- Today is deadline for applying, but chairs will discuss it further (Bryan).
- There is a sense of urgency, not only from President, but from community, right now, our voices have been amplified, unfortunately the voices of some have been lost, but ours have been amplified (Bryan).
- I tried to bring up, that everywhere we turn this year to be confronted with these conversation, and if it is uncomfortable, continue until it gets comfortable. We expect the work to be serious, impactful and intentional. (Bryan)
- Deadline- feedback on charge document, by Monday, Sept 7th. Email us top 2 subcommittee preferences by next week. We will not be meeting until the 23rd, subcommittee Monday, will continue communicating via email all the work happening. (Abel)
- I want to do Commitment #3 (Victor), do not want to give any options.
- One of the best things that I have heard today is that we will not gently ask, but will nudge, this is an opportune time for us to take action and make a meaningful difference, we cannot allow a repeat of the last 60 years (Zav).
- SGA resolution passed 2 years ago, SGA was vocal in demanding it and saw no change (Andrew Bond- see SGA resolution attached)

Chat Window

- *From nick strobel to Everyone: 05:24 PM*
 - *Student voice very important to include in our planning and discussions*

Presentation

- We want to have a more balanced voice and include more student representatives (Abel)
- In addition to the work we are already doing, if you see other work that needs to be addressed, please reach out (Vikki)
- Would like to say thank you to the 3 chairs that have been doing the heavy lifting (Victor)

Meeting Adjourned at 5:28pm