

EODAC Meeting Notes

September 21, 2020

Meeting called to order at 4:03

Roll Call

Murad Zikri, Faculty
Alisha Loken, Faculty
Bryan Hirayama, Faculty Co-chair
Jeff Newby, Faculty
Allison Ament, Faculty
Carla Gard, Administrator
Vanessa Reyes, Classified
Joseph Tipay, Faculty
Paula Parks, Faculty
Abel Guzman, Administrator Co-chair
Amalia Calderon, Administrator
Nick Strobel, Faculty
Jennifer Jett, Faculty
Maria Wright, Faculty
Kalina Hill, Administrator
Armando Trujillo, Classified
Tommy Tunson, Administrator
Gilbert Ayuk, Faculty
Jacy Hill, Faculty
Endee Grijalva, Administrator
Alex Rockey, Faculty
Leo Ocampo, Administrator
Trudi Blanco, Classified
Oliver Rosales, Faculty
Bryan Lainez, Classified
Jaime Lopez, Administrator
Dory Kegley, Faculty
Reggie Bolton, Administrator
Jennifer Achan, Administrator
Andrea Thorson, Administrator
Richard McCrow, Administrator
Andrew Bond, Faculty
Stephen Waller, Administrator

We want to take it from a “safe space” and turn it into a “brave space” to have those difficult conversations (Abel)

USC eConvening

I like the atmosphere of the workshop, warm, casual, but included call to action. I really liked Dr. Harper and his presentation allowing for discussion, we might want to consider doing that as we work with different groups on equity moving forward. Outlined 9 simple issues in the classroom, it was clear a lot of us do not think about that in the classroom. (Jett)

- 9 Issues
 - Nine Insights Into Classroom Racism
 - Curricular erasure
 - One-sided, deficit representation
 - Forced spokespersonship
 - Being confused for the other student
 - Faculty surprise by brilliance (one of the most common experiences)
 - Mispronouncing and refusing to learn students' (particularly Asian students')
 - Names
 - Shortage of faculty of color
 - No consequences for racist instructors
 - No acknowledgement of racist statements

The takeaways were what we can do to make classrooms anti-racists, model presented was to lead department conversation on these topics. A lot of pauses for reflection included in workshop. (Rockey)

50 campuses polled - over 15,000 students. Goal is to poll all California Community Colleges 10,000 students over 15 years*** correction (Newby)

I saw and experienced racism, now in my classroom I work to ensure it is not repeated. USC talked about the 6 considerations for schools. We do need to think about it and how education is sensitive for students of color. (Tunson)

The 9 encounters of classroom racism were interesting to me, one that spoke to me was mispronouncing students' names. They had an exercise for everyone in the workshop to share a time when they mishandled a racial situation. We need to make ourselves aware of what we are doing in to the classroom. (loken)

Please make sure that you document activities, department projects can be used for program review reporting (Hirayama)

Can we put a general statement for faculty to include in their syllabi relating to racial equity? (Zikri)

Chat Window

From Jacy Hill to Everyone: 04:26 PM

Looking forward to someone sharing more about curricular erasure forced spokespersonship?

From Alisha Loken to Everyone: 04:28 PM

Curricular erasure in nursing is definitely an issue. I'm having my students this semester try to find a nurse leader who represents them-gender, race, religion, etc. however they identify

themselves. It's been challenging for some of them.

We need to seek out grant opportunities to help move the work along. I am looking forward to developing a more formal tool-kit to share out across campus (Guzman)

I would add something to it, I do not want to lose sight of current events and what is happening around the nation. Racial equity needs to be part of that statement (Tunson)

I agree with tommy, we need to provide good visuals of equity vs equality for those who have a hard time distinguishing the two (Rosales)

Chat Window

From Jeff Newby to Everyone: 04:34 PM

Equality is giving everyone a shoe. Equity is giving everyone a shoe that fits them.

Committee Charge

We have to be very careful about how we leave this committee at the end of the year, we cannot align to commitments that may fade over time. Another thing we need to talk about is our membership, currently 8 faculty, 1 adjunct, 1 student rep. Vikki is advocating for greater representation from classified and student rep, we would like a minimum of 3, if we can get more it would be great (Hirayama)

We need representation from the whole service area to include rural students as well (Bond)

Chat Window

From andrea thorson to Everyone: 04:43 PM

You might want to pull from some student groups like the LGBTQIA

From Jeff Newby to Everyone: 04:44 PM

For student participants: Would students need to be full time BC or would Dual Enrollment students count as well?

We have thousands of DE students, we need to really look at the representation and try to encompass as much as we can. We will look at that structure and get back to you (Guzman)

We used to have a community member listed in our membership, which is something we may want to look at as well (Hirayama)

Subcommittees

Each commitment has a lead and members supporting. The lead will ensure to connect with committee members and project leads to gather information and support these project leads as needed. Ex: USC workshops, making sure that the team comes back and presents to the larger EODAC group on the training. We will help set up Zoom invites for the subcommittees (Guzman)

Open Forum (All Committee)

- ...As a committee we are tasked for guiding the work of Diversity & Inclusion, we are tasked to give the different groups and stake holders a voice. (Guzman)
- ...There is voices out there that are in direct opposition of the work we were tasked with as a group. Regardless of how people want us to respond, it is ultimately up to this group of how we want to respond... (Hirayama)
- ...CCCC Board have endorsed Prop 16, which is affirmative action for recruitment (presented at CCCCCO webinar)... (Bond)
- ...Many employees were once students at BC and came back because they were inspired by what is happening and the work we are doing... (Bond)
- ...I know the term and definition of equity and how we want to move that. Are we aligning with a political view or am I a neutral person? Is it one sided or are we supporting all student groups that may have an issue? (Trujillo)
- ...The work that we are doing is not inherently political, but we are being called out as doing that. The USC work, we are being labeled as communist, the point is that the work that we are doing is inherently not political and neutral in nature... (Rosales)
- ...We may get dragged in to the political arena because we are helping students of color, we do not start political. (Bond)
- ...It is best when you respond by taking action and doing good work... (McCrow)
- ...we should focus our energy on the great work we are doing... let's just move the beautiful work, stay on path... (Achan)
- ...The California Community College Chancellor is emphasizing racial equity. Our emphasis of Racial Equity is in line with all other colleges around the state... (?)
- ...BC has been trying very hard to achieve racial equity, it is nothing new, and it is in our Core Values... hence why we have Umoja, LUPE, etc... (?)
- ...We respond with the work we do and by embracing our core values. (Tunson)

Meeting Adjourned 5:29pm