

Equal Opportunity and Diversity Advisory Committee

General Meeting Minutes: November 2, 2020- 4:00 PM

Topic

- **Call to Order (4:02pm)**
 - Roll Call
 - Abel Guzman, Admin Co-Chair
 - Alex Rockey, Faculty
 - Allison Ament, Faculty
 - Amalia Calderon, Administrator
 - Andrea Thorson, Administrator
 - Andrew Bond, Faculty
 - Armando Trujillo, Classified
 - Bryan Hirayama, Faculty Co-Chair
 - Bryan Lainez, Classified
 - Dori Keigley, Faculty
 - Elvira Martinez, Faculty
 - Gilbert Ayuk, Faculty
 - Isaac Sanchez, Faculty (absent)
 - Jacy Hill, Faculty
 - Jaime Lopez, Administrator
 - Jeff Newby, Faculty
 - Jennifer Achan, Administrator
 - Joseph Tipay, Faculty
 - Joshua Rocha, Faculty
 - Joshua Shackelford, Classified (absent)
 - Kalina Hill, Administrator
 - Leo Ocampo, Administrator
 - Lillian Pimentel-Stratton, Faculty
 - Luz Maria Mendoza, Classified (absent)
 - Maria Wright, Faculty
 - Marisa Marquez, Administrator
 - Murad Zikri, Faculty
 - Naomi Rutuku, Faculty
 - Nick Strobel, Faculty (absent)
 - Nicole Carrasco, Faculty
 - Oliver Rosales, Faculty
 - Paula Parks, Faculty
 - Reggie Bolton, Administrator
 - Renaldo Arroyo, Faculty
 - Richard McCrow, Administrator
 - Tommy Tunson, Administrator
 - Trudi Blanco, Classified
 - Venessa Reyes, Classified
 - Victor Diaz, Faculty
 - Vikki Coffee, Classified

Edith Mata, Student Representative

Public Members

Endee Grijalva

Helen Acosta

Blake Burton

Erica Menchaca

Theresa McAllister

Voting Members Roll Call

Present: Abel Guzman, Vikki Coffee, Bryan Hirayama, Jennifer Achan, Tommy Tunson, Bryan Lainez, Venessa Reyes, Nicole Carrasco, Joseph Tipay, Paula Parks, Allison Ament, Gilbert Ayuk, Jeff Newby, Lillian Pimentel-Stratton, Murad Zikri, Victor Diaz , Edith Mata

Absent: Luz Maria Mendoza (absent)

• **Reading and Approval of Minutes**

- October 19, 2020 Meeting Minutes
- October 26, 2020 Meeting Minutes

Motion to approve minutes as presented: Motion by Edith, seconded by Jeff Newby

Yes: Guzman, Coffee, Hirayama, Achan, Tunson, Lainez, Reyes, Carrasco, Tipay, Parks, Ament, Ayuk, Newby, Pimentel-Stratton, Zikri, Diaz , Mata

Absent: Mendoza

(17 yes, 1 absent- motion carried)

• **Public Comments**

Erica Menchaca shared commitment written in collaboration with Theresa in support of African American students. Focuses on community wide collaboration.

Motion to close public comments: Motion by Edith, seconded by Tommy Tunson.

• **Chair Reports**

- Classified- Trustee Gomez heitzeberg was seeking feedback from us to create district diversity plan. Final EEO document to be submitted to KCCD board by end of May. (Vikki Coffee)
- Faculty- Document Submitted to board will guide the work. Used to be document of compliance, but would like better engagement. Racial equity commitment was sent to eboard for official first read. We are waiting on feedback from them. (Bryan Hirayama)
 - Thorson posed question on status of racial equity commitments.
 - Hirayama updated on status of racial equity commitments and clarified process.
 - Discussion of approval process and bylaws by Bond and Hirayama.
- Administrator- I would like to encourage everyone to continue checking our website. We have added resources available to all, we will soon be posting the videos created by teams attending USC trainings. (Abel Guzman)

- **Subcommittee Reports**

We will remove the 3rd Monday of the month from website for subcommittee work. It will be up to chairs to determine best time to connect with groups.

- Commitment 1- AAI and Umoja wrote a statement in support for racial equity, Umoja will be at the senate Wednesday to present their statement. Discussion of umoja focused courses that will be offered in the Spring 2021 semester. (Tunson, Parks, Achan).
- Padrinos held launch event focused on Latinx student success, follow-up information session scheduled for November 20 to discuss objectives and plans for the year (Guzman)
- Commitment 2- Understanding Implicit Bias (Acosta, Pimentel-Stratton)
 - Implicit bias defined and overview of research presented at training (implicit bias in workforce based on names). **See presentation attached**

Chat Contributions

From Jacy Hill to Everyone: 04:43 PM

<https://www.coloradoan.com/story/news/2018/05/03/colorado-state-university-parent-calls-police-young-native-american-men-campus-tour/576755002/>

From Jennifer Achan to Everyone: 04:50 PM

Check your own implicit bias: <http://implicit.harvard.edu/implicit/>

- Commitment 3
 - Hirayama provided update on mentorship program.
 - Wright shared about opportunity available by ASCCC for upcoming PD opportunity.
- Commitment 4- Tunson shared that training in the community LEA's is moving along well and CRIM B6 was approved and ready to offer.

- **Unfinished Business**

- Committee Charge

Coffee discussed membership and requested feedback on possible restructuring: 8 faculty, 1 adjunct, 3 classified, 2 admin and 1 student representative. Classified reps are appointed by CSEA, Admin is appointed by VP, and Faculty come from academic senate.

- Achan recommended equal representation for all college campus bodies.
 - Thomson suggested it will be hard to get regular student attendance and recommended increasing to can up student to 2, adjuncts we increase or balance from faculty. Discussion on possible membership (Thorson)
 - From Richard McCrow recommended at least two adjunct faculty.
 - Armando Trujillo stated that students provide great insight for committees.
 - Discussion suggested agreement on 2 students and can be further discussed at next meeting (Coffee).
- Racial Equity Commitments Updates-
 - Discussion of process for bringing a "referendum" (Bond, Hirayama)
 - Carrasco posed question of why there has been no vote on document.
 - Discussion and clarification on version of document (Hirayama)

- Bond suggested lack of action could be setting up a precedent for future documents.
- Racial Equity document is the starting point, it does not lay out the ins & outs of what the work will look like. (Carrasco)
- There was members of eboard in the last few EODAC meetings and they have not voiced concerns (Bolton)
- Hirayama suggested there was concerns with the Racial Equity document.
- Tipay, Carrasco and Thorson suggested concerns with the lack of motion on document.
- Guzman shared his thoughts on the document and shared that students is who we should seek to please with the passage of it.

Motion for referendum: Motion by Achan, seconded by Carrasco.

Discussion:

- Jacy posed concerns

Yes: Coffee, Hirayama, Achan, Blanco (proxy), Lainez, Reyes, Carrasco, Tipay, Parks, Hill (proxy), Newby (proxy), Diaz, Guzman

Absent: Mendoza, Ayuk, Zikri

(13 yes, 5 absent- motion carried)

• **New Business**

• **Announcements**

• **Adjournment**

Motion to adjourn meeting at 5:58: Motion by Jeff Newby, seconded by Jennifer Achan