**EODAC Meeting Notes for October 27, 2023**

Attendees: Tiffany Sagbohan, Patsy Garcia, Martha Gonzalez, Sara Wallace, Elizabeth Diaz, Vanessa Reyes, Gilbert Ayuk, Angela Williams, Vikki Coffee, Richard McCrow, Debra Thorson, Maria Elizondo, Yvette Jackson

**Agenda - Meeting Notes:**

Meeting started at about 11:05 am

The agenda was reviewed and approved as is.

# **Introductions**

Members took turns introducing themselves after Dean McCrow introduced Ms. Yvette Jackson as the new Executive Secretary in his office who will be providing support to EODAC.

# **Co-Chair Reports**

Admin Co Chair: Some EODAC Co-Chairs and KCCD folks attended the fall 2023 CCCO DEIA Action Conference in San Diego. The Core themes of the conference centered on DEIA and anti-racism. Shared the agenda from the CCCO Diversity, Equity, Inclusion, and Accessibility [CCCO Diversity Inclusion and Accessibility DEIA in Action Institute Agenda](file:///C:\Users\00241689\Documents\EODAC\EODAC%20MEETINGS\102723\CCCO%20Diversity%20inclusion%20and%20Accessibility%20DEIA%20in%20Action%20Institute.pdf)

Classified Co-Chair: Thank everyone fir attending and patience in holding the first meeting. It was noted that the Academic Senate changed the way that they appoint committee members, so there was a delay in getting started.

Faculty Co-Chair  Gilbert Ayuk Shared with the committee Academic Senate actions and reports relevant to the charge of EODAC that was adopted last spring, including: CCCO DEI Guidance, Competencies/Recommendations for Evaluations of District employees; ASCCC Fall Plenary Resolutions - highlighting resolutions #03.01 F23 supporting faculty diversity and advancing DEIA in Evaluation and Tenure Review Process and #09.01 F23 supporting revisions to Title 5 to include DEIA in the COR. Suggested that EODAC send to the Academic Senate a letter of support for both the CCCO DEI Guidance and the ASCCC Fall Plenary Resolutions # 03.01F23 and 09.01F23; and the RCTF status report to the Academic Senate. Members agreed it was important to hear from the RCTF lead directly and Dr Parks will be invited to the next EODAC meeting.

SGA Co-Chair: The SGA rep. provided an overview of SGA hosted events that promote diversity and inclusion, such as: a Juneteenth event, an LGBTQ event, Hispanic Heritage Month activities and Indigenous Peoples Day celebration.

# **Committee Charge Outline**

Gilbert Ayuk reviewed and read out the EODAC committee charge that was adopted in spring 2023 and it was accepted as good and in need of no updates at this time.

Professor Ayuk also reported on:

* DEIA Tenure & Evaluation Process developing standards for participation in DEIA
* Reviewed document regarding supporting DEIA, all courses should include a statement about DEIA
* Climate task force report
  + Come up with a set of questions for students & faculty to forward to administration to determine if we are doing well or if there are changes that need to be made.
* Dean McCrow believes that these causes will be intertwined into everything relating to how we are supporting these causes and that our next accreditation will include lots of discussions on how we are including diverse candidates and getting them to come forward and participate. He recommends that everyone familiarize themselves with the documents so that they will be able to talk about it when required in the future. He believes that we can expect to see them coming to this committee for guidance. Expect to see additional training courses to help us familiarize ourselves with this information.

# **ACCJC Social Justice Policy & Accreditation**

Dean McCrow gave an overview of ACCJC Social Justice Policy and its alignment with new Accreditation standards emphasizing that the policy is big on equity and diversity and in fostering inclusionary practices. Members acknowledged that DEIA is intertwined in everything we do as a college. A call was made to all college committees to consult EODAC on all DEIA-related matters and for the college leadership to prioritize DEIA as a core value that drives all BC practices, policies, and operations. Dean McCrow promised to revisit the ACCJC Social Justice Policy again.

Reviewed the documents linked below and discussed the impact on EODAC.

[ACCJC Social Justice Policy](file:///C:\Users\00241689\Documents\EODAC\EODAC%20MEETINGS\102723\ACCJC%20Policy%20On%20Social%20Justice_June%202021.pdf)

[ACCJC Accreditation Standards](file:///C:\Users\00241689\Documents\EODAC\EODAC%20MEETINGS\102723\ACCJC%20Acreditation%20Standards_June%202023.pdf)

[Academic Senate 2023 Fall Plenary Session Resolutions](file:///C:\Users\00241689\Documents\EODAC\EODAC%20MEETINGS\102723\Academic%20Senate_2023%20Fall%20Plenary%20Session%20Resolutions_231027.pdf)

[CCC Guidance on Implementation of DEIA Evaluation and Tenure Review Regulations](file:///C:\Users\00241689\Documents\EODAC\EODAC%20MEETINGS\102723\CCC_Guidance%20on%20Implementation%20of%20DEIA%20Evaluation%20and%20Tenure%20review%20Regulations_230505.pdf)

[Racial Climate Task Force Report to Academic Senate](file:///C:\Users\00241689\Documents\EODAC\EODAC%20MEETINGS\102723\Racial%20Climate%20Task%20Force%20Report%20to%20Academic%20Senate_231025.pdf)

[EODAC Newly Adopted Charge](file:///C:\Users\00241689\Documents\EODAC\EODAC%20MEETINGS\102723\EODAC%20NEWLY%20ADOPTED%20CHARGE.pdf)

Angela Williams provided an update on the “*Racial Climate Task Force*” as the Classified Co-Chair. The survey is in the approval process. One feature proposed is to provide the option to interview participants. The interview can be either in person or via Zoom meeting.

# **EEO Committee Update**

* Ms. Coffee provided an update. The District Office employees and Trustees were at the DEIA conference, and it was recommended that EODAC committee be funded to attend the conference in the future.

# **BC Co-Chair Meeting**

Update provided by Dean McCrow. Met on Aug 25th to ensure that all co-chairs work to standardize meetings, discuss goals, decision making and documents. Vice President Rice made the recommendations to document meetings and review committee website.

# **Racial equity ad BC**

Tabled – Reaffirmation statement

# **Next Meeting**

Because both the November meeting dates of 11/10 and 11/24 are holidays, Co-Chairs will conduct a poll to determine whether to have a November meeting and when.

The meeting was adjourned at 12:05 pm.