Location: Fireside Room                  11:00am-12:00pm            Friday, March 8, 2024

**Equal Opportunity Diversity Advisory Committee (EODAC) Agenda**

1.   Call to Order: 11:07

2.   Roll Call – Amanda Anguiano, Angela Williams, Carlos Rios, Debra Thorson, Dominica Dominguez, Leo Ocampo, Gilbert Ayuk, Heather Skabinski, Helen Acosta, Johnny Nieto, Kimberly Arborlante, Maria Elizondo, Martha Gonzalez, Sara Wallace, Vanessa Reyes, Vikki Coffee, William Velasquez and Raya Arafah

3.   Good Welfare Concerns: Card for Brenda, please sign. Vikki would like to get it sent to her.

4.   Adoption of the Agenda

5.   Approval of the Minutes: 2/23/24 meeting: Vikki suggested that we include part of the discussion to provide historical information. Others agreed. On the Charge, the point of concern was that EODAC currently communicates to Academic Senate, College Council, etc.. Task Forces and subcommittees of Academic Senate are inappropriate to report out to as they are limited in scope, short term and task forces report out to us. We chose to stay in a communication format instead of a formal liaison format.
Minutes adopted.

6.   Presentation: Accessibility Capability Maturity Model (ACMM), Dean Thorson.
Dean Thorson: Shared that we have an Accessibility Task Force at BC and she has been on the District Accessibility task force for KCCD as well as the interim head of the KCCD task force. Accessibility and accommodation are often misconstrued as the same thing. DSPS only helps with accommodations. Accommodations require people to out themselves to get support. Accommodations through DSPS only support students. Many people have physical and neurological disabilities (cognitive and emotional) that they hide so they can pass. Statistically the impact of self-disclosing in employment, nationwide, people who have disabilities lose their jobs within 6 months after they ask for accommodations. Accessibility doesn’t require people to out themselves to get support. Accessibility assures that people with obvious and undisclosed disabilities can use the same spaces as able bodied people without outing themselves. The end goal brings existing systems to code as well as normalizes creating an inclusive and assessable environment for all at inception.

ADA law is enforceable and the lawsuits are decimating institutions across the State. Therefore, we volunteered to be 1 of 2 pilot schools surveyed on accessibility. The areas evaluated were: Governance and Planning, Procurement Processes, Web Processes, Digital Content Creation, Evaluation, and Remediation Processes and, finally, Training Processes. Survey participation should reflect positively on Accreditation though we will have areas to improve. Results are due on April 2.

Request:

Keep Accessibility concerns included in EODAC projects

Share the hand out and presentation with respective groups
All personnel, especially Classified, should be included in Accessibility training.

Inform supervisor or appointees of inaccessible features

7. Procedural vote: Gilbert suggested that we skip agenda Item 7 and move onto 8. Motion was moved, seconded, and failed.

Committee Goals: Sub-Committee Assignments, template & reporting structure
Vikki sent a sign-up sheet to allow folks to sign-up for the different goals.

8.  Committee Charge: Academic Senate EBoard is recommending that we add “Communicates with Professional Development committee” and add “preferably from different pathways” to the adjunct committees.
Discussion on adjunct wording: People often are shy of joining this committee due to the previous push-back. It is hard to get ANY adjunct professors on any committee. Creating any limiting factor inhibits adjunct participation. Move to adopt the wording on the adjunct all but one member was in favor. Motion adopted.
Discussion on “communicates with professional development committee” (PDC):
In favor: We can’t do our job if we don’t communicate with PDC. Professional development is heavily included in Charge.

Against: It is asking a lot of the committee members since it adds another official reporting obligation. The liaison requires attendance on another committee. Historically, we have communicated with PDC as well as other groups to collaborate and inform. We will continue to communicate but there are no volunteers to attend/ report out to PDC.
Moved and seconded, not to add “communicates to professional development committee” 11 voted against, 3 voted for, 3 abstained. Motion failed.

Moved, seconded and voted to adjourn at 12:04.

Items not discussed in the meeting:

9.   DEIA Conference - Spring 2024 - update

10.  Discussion: Forming a College Police Department

11. Meet & Greet with Dr. - update

12.  Adjournment

13 Next Meeting – Friday, March 22, 2024

Minutes taken by Helen Acosta.