**Community Building: Reflection from November 8, 2016 elections**

* Everything we stand for not in the oval office right now
* Thankful we live in California and hopeful and blessed to live in this state
* The greatest movement and our nation is when we feel oppressed or repressed
* Separation of families
* Not going to let it get me down
* Bio reaction
* Fear for my friends, and feel we are taking a step back in time
* Shocked
* Made me happy to be in californina, but I don’t think its enough
* We have to be the change
* The right moral compass, gotta be the foot soldiers,
* Negative rhetoric, the events of the past week prepared me
* Had students in biology class write their thoughts om their elections during class
* Despair

**Impact on Institution:**

* How to institutionalize equity despite political climate
* What are the fears and concerns for on campus
  + Students no longer on campus
  + Folks would be out of a job
  + The restaurant and construction industry would collapse?
  + The
* How does this impact folks personally? Emotionally?
* How do we let students know that they are welcomed safe?
* Need counseling
* Act from emotion and anger, we can process first , our bio reaction can destroy what we built
* People feel sick
* What am I going to do for my students? Be inclusive, that they don’t give up hope, channel the anger, the initial of part of grief, feeling denial at first,

**What do we need?**

* Training on how to talk about hard things in the classroom
* A week off for grieving
* Supporting student actions
* Courageous conversation: where we are at with all of this?
* A clearinghouse for events, communicate events and activities to ensure we support students

**Committee Share Out**

***Training and Professional Development***

* Role Play/Trainings on how to deal with scenarios and situations such as
  + A student who walks in class with Trump hat/T Shirt?

A student who walks in to class high?

* + Respecting free speech

***Policies***

* Create Early Alert to Counselors for academic progress
* i.e Starfish

***Leadership Structure***

* Reorganize meeting and organizational structure for EAC
* Examine relationship to senior staff/leadership
* Address and correct challenges such as instituting accountability in our process

***Safety***

* Fix Blue Lights, some of which don’t work

***Next Steps***

* At the next meeting, we will create first draft of action plans for our committee work
* Will add EAC participants to the Office of Equity Newsletter