

Officers: Mylinh Pham, Deborah Taylor, Sandy Cardoza, Carmen Lizardi Folley, Cynthia Kaufman, Angelica Esquivel Moreno, Danny Acosta, Erick Aragon, Melissa Aguilar, Alicia Cortez

Guests: Jennifer Garcia, Fatima Cervantes, Adriana Garcia, Tony Santa Ana,

Absent: Cynthia Chan, Edmundo Norte, Genevieve Kolar,

Introduction

Binders given to new members

Review EAC agreements

Ice Breaker: what grounds you in your equity work? [Format: Pair share]

Overview of EAC's Mission and Structure

Website: <https://www.deanza.edu/gov/eac/>

Our Charge

- Promote a climate of humility, equity, and appreciation for diversity and inclusiveness in all aspects of the college. Support the work of the Equity Office.
- Advise on equity and inclusion issues to the college shared governance groups.
- Assist with the development of a campus climate survey every 3 to 5 years to assess the equity environment and explore opportunities for growth and development.
- Advocate for the development and implementation of policies and procedures that facilitate the success of our diverse student body, faculty and staff.
- Specifically, the committee works to identify existing or emerging equal opportunity and equity issues, advising college leadership in the development of responsive policies, and analyzing and recommending action based on relevant research and practices.
- Advise and actively promote the development and implementation of policies, procedures and employee development that facilitates the transformation of our workforce and environment into a community that is more inclusive, socially just, knowledgeable about the diverse array of cultures which comprise our community, and skilled in facilitating the growth of the entire campus.

Our projects are inspired by student initiative and student leadership for example in the past, students have requested and demanded better lighting, gender neutral restrooms, and the preferred name change form.

Question: Are formal liaisons representing EAC needed at the shared governance groups?

Answer: This dialogue can happen in the future about pros and cons and we have to be thoughtful of capacity

DASB Update- DASB Student Shared Governance

One of our students in collaboration with a committee developed this best practices document that he then presented at all the shared governance committee for approval. Hyon Chu trains DASB in all of these practices as she on boards new senators.

It feels better know, that the students are there, front and center and with voice and prepared about their roles.

Tony is going to help with the mentoring the new senators involved in the shared governance bodies. Now we need an accountability piece to the infrastructure. Cynthia and Hyon Chu will gather a committee. Hyon Chu will create a infrastructures for DASB students who will be included in that. She will invite Tony to that committee conversation. Having a mentor is necessary and knowing what that mentorship role, expectations, rights and responsibilities really mean will be empowering.

IPBT currently has a student representative.

Tony shared that Elias initiated this in 2017-2018 Rex continued in 2018-2019 and Genevieve is now leading the charge 2019-2020.

De Anza President Search Updates

Presidential hiring committee is made up of the following:

- 5 faculty,
- 5 classified,
- 1 dean,
- 5 administrators,
- 2 students,
- Myisha Washington is going to serve EO rep is yet.

Processes:

- Classified Senate: Heidi King, Classified Senate President, had a comprehensive matrix to put final names forward.
- Academic Senate: is considering matrix in the future to have a more diverse set of reps especially diverse representation from divisions, there is a current race and gender gap.
- Chancellor Judy miner gets to pick among the finalists
- DASB also went through a process.
- Deans did not go through a process.

President Search Surveys: The President Search Surveys are trying to be completed by Nov 1st, 2019, will happen at each division level.

Question: Can the students take the survey?

Answer: No.

Focus group focused by classification (faculty, classified, administrators)

There will be a report back from surveys

An idea: how to support CSEA staff to participate in Hiring Committees.

Another idea: Civic engagement hours for classified staff was submitted a few years ago but Supervisors did not support. Next Step: Will bring this forward to the union and do this process via a collaboration among ACE, CSEA, Teamsters, POA.

Equity Plan Goals & Campus Climate Update

Campus [Equity Plan](#) has been updated, Mallory came to our EAC shared governance body to then report back to the state. This plan is data driven. We need to look at how we are doing our programming and how to shift the –equity- needle to meet our opportunity gaps.

Community College registration form is created by the state.

Campus climate survey created by UCLA researchers, received by 1 feedback response, will be sent out during the winter 2020 Quarter. Then they will do focus groups- trying to brainstorm on that process still.

Announcements

- Office of Equity
- Psych Services:
- Equity at District level: Possible speakers to come and speak to our district are [Dr. Bettina Love](#), [Dr. J. Luke Wood](#), [Robin DiAngelo, PhD](#)

Affirmations