

Equity Action Council | Notes

Wednesday, January 25, 2023

1:30-3:00pm

Online - Zoom

Present	Elvin Ramos, Yvette Alva Campbell, Lisa Mandy, Shaila Ramos Garcia, Martiza Arreola, Patricia del Rio, Amrit Kaur, Tabia Lee, Aditi Sharma, Danny Acosta, Adriana Garcia
Guests	Christian Rodriguez, Debbie Lee, Denica Kelly
Absent:	Casey Regher, Praagya Khan, Alicia Cortez, Maurice Canyon, John Jimenez

Conocimiento

Acknowledging the latest tragedies –the mass shooting in Monterey Park and Half Moon Bay.
Understanding the tribulations for elders and their mental health.

Prompt: What is something fun and joyful you did over the break/holidays?

Retreat

Folks shared their positive feedback on the in-person retreat at Hakone Gardens in Saratoga, Ca on January 20, 2023 9am-3pm.

Cultural Humility

Definition- Cultural humility is a lifelong process of self-reflection and self-critique whereby the individual not only learns about another's culture, but one starts with an examination of her/his own beliefs and cultural identities, we then use this critical consciousness to be more self-aware and understand your own assumptions, biases, and values (Kumagai & Lypson, 2009).

Scholars

Melanie Tervalon and Jann Murray - Garcia

The Categories- Cultural Humility Inventory Criteria

1. Awareness of Bias
2. Inclusion, Diversity, Equity, Anti-Racism, & Accessibility
3. Acknowledgement of Diverse Perspectives of Thinking
4. Understanding of Race Consciousness
5. Commitment to Disrupt Microaggressions
6. Commitment to Behavioral & Policy Change for IDEAA & Antiracist Practices between #2, #3,

7. Commitment to Relate to Diverse Lived #2

Terms

(IDEA) - Inclusion, Diversity, Equity, and Anti-racism and/or Accessibility

(JEDI) - Justice, Equity, Diversity, Inclusion

(DEI) - Diversity, Equity, Inclusion

EAC 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.

Announcements

Police Department - Citizens Academy

Save the Date! Friday, June 9th 2023, Equity Champion Awards

International Holocaust Remembrance Day Virtual Event is on January 27 11 AM - 1 PM All are welcome

- Register at: <https://tinyurl.com/IHRD2023DeAnza>

BFSA continues to celebrate Black History Month Feb 2 2023 12-2pm @ Conference Rroom A and B

<https://deanza.edu/bfsa/events.html>

Silicon Valley Reads Kick Off – Thursday, January 26 @ 7 pm in VPAC and online

<https://www.deanza.edu/news/2022/svreads-2023.html>

Momentum Feb 7 2023 - Steve Phillips

<https://www.stevephillips.com/>

Mental Health Opportunity for Students!

PDF Document

HEFAS Feb 6 2023 3:30-5pm