



## EQUITY ACTION COUNCIL

Igniting/Revising DAC Governance Handbook Structure

EAC Retreat Friday, Jan 28, 2022

<p><b>MISSION</b></p>	<p>State the mission of the EAC based on Governance Handbook</p>	<ul style="list-style-type: none"> <li>• In the <a href="#">handbook</a>: The Council is a shared governance body that helps facilitate campus wide development and support, engagement, implementation of programs, evaluations, policies and procedures that are in line with De Anza College's vision of equity, social justice, and multicultural education.</li> <li>• On the EAC <a href="#">website</a>: The Council is a shared governance body that helps facilitate campus wide development and support, engagement, implementation of programs, evaluations, policies and procedures that are in line with De Anza College's vision of equity, social justice, and multicultural education. The Council helps meet the goals and objectives of equity at De Anza and in particular, the Office of Equity, Social Justice and Multicultural Education.</li> <li>• The last sentence has been changed from the college's vision to the goals of the equity office. When did that change occur?</li> </ul>
<p><b>PURPOSE &amp; CHARGE</b></p>	<p>What is the purpose of the EAC Governance? Write here the charge and scope of the Council.</p>	<ul style="list-style-type: none"> <li>• Help facilitate the vision of equity across campus.</li> <li>• Help support the work of the student equity plan and those programs working toward closing the equity gaps.</li> <li>• Create an environment where all students feel "safe" despite their individual diversity in gender, ethnicity, national origin, caste, religion, citizenship status, disabilities. (This seems a key element of whatever else we try to do. Second step is working to make these students successful)</li> <li>• Promote a climate of humility, equity, and appreciation for diversity and inclusiveness in all aspects of the college.</li> <li>• Advise on equity and inclusion issues to the college shared governance groups.</li> </ul>

		<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> </ul>
<b>TRI CHAIRS/ LEADERSHIP</b>	<b>Name and list the appointed Tri Chairs of EAC</b>	<ul style="list-style-type: none"> <li>• Classified/Admin/Faculty</li> <li>• Student as part as the different chairs</li> <li>• The dean of equity is the administrative ex-officio facilitator.</li> <li>• TriChairs should set the agenda for the Council</li> </ul>
<b>ORDER</b>	<b>How will the Council make a decision? Will the Council be using Robert's Rule?</b>	<ul style="list-style-type: none"> <li>• We should not use Robert's rule we should use indigenous frameworks</li> <li>• Continue to use consensus model not Robert's rules. &lt;- AGREED! No Roberts Rules!!! <a href="https://aninjusticemaq.com/roberts-rules-suck-47b689f3c48f">https://aninjusticemaq.com/roberts-rules-suck-47b689f3c48f</a></li> <li>• Invite Affinity groups and/or Student Equity Partner programs to give updates</li> <li>• Incorporate and agendize "emerging issues"</li> </ul>
<b>COUNCIL MEETINGS</b>	<b>When or how often do we meet?</b>	<ul style="list-style-type: none"> <li>• Twice a quarter (+1)</li> <li>• Once a month for 2 hrs. (+1)</li> <li>• Twice monthly</li> </ul>
<b>MEMBERSHIPS (VOTING)</b>	<b>Which groups/role should be a voting member or REP of EAC?</b>	<ul style="list-style-type: none"> <li>• Students should have more membership as voting members</li> <li>• Administrator (3)/Senior Staff</li> <li>• Faculty (3)</li> <li>• Classified (3)</li> <li>• Student (2-3)</li> <li>• At Large (1-2)</li> </ul>

<p><b>SUB COMMITTEES/ WORK GROUPS</b></p>	<p><b>What subcommittees should EAC own or create as a Council?</b></p>	<ul style="list-style-type: none"> <li>● WGSC Advisory Council</li> <li>● Disability Justice</li> <li>● Undocumented Community</li> <li>● Foster Youth</li> <li>● Formerly Incarcerated Youth</li> <li>● Retention</li> <li>● Division ECTs</li> </ul>
<p><b>REPRESENTATIONS</b></p>	<p><b>Which other governance group do we need EAC Reps?</b></p>	<ul style="list-style-type: none"> <li>● College Council</li> <li>● Have a Rep for District level MSA Group</li> <li>● Representative on the Campus Facilities</li> <li>● Currently we have a seat on the DDEAC committee.</li> <li>● Currently no EAC reps on SSPBT or IPBT. However, there is representation from the Affinity Groups on IPBT and College council</li> </ul>
<p><b>PRIORITIES</b></p>	<p><b>What do you think should be our priority?</b></p>	<ul style="list-style-type: none"> <li>● Standardized EAC Community Agreement</li> <li>● Build and Support Division Equity Core Teams</li> <li>● Build and manage Equity Studios for Staff and Faculty</li> <li>● Equity Plan Reimagined</li> <li>● Support the priorities embedded</li> <li>● Expand networks across Campus and community</li> <li>● Work toward agreed upon priorities as a campus.</li> <li>● Determine and create visual of equity efforts across campus – how they may be integrated</li> <li>● Partnerships: Determine who our partners are, and what we expect them to do.</li> <li>● Give meaningful feedback to the SGTF ASAP.</li> </ul>
<p><b>OTHER ITEMS</b></p>	<p><b>Miscellaneous items EAC should think about.</b></p>	<ul style="list-style-type: none"> <li>● Always be reminded of the spirit of EAC and not revert back to inequitable structures.</li> <li>● Get more student feedback from surveys and townhalls</li> <li>● Have more student participation and support/uplift their work through things like civic engagement hours, certificates, and/or compensation</li> <li>● Student Clubs and Organizations how can we partner with them?</li> <li>● Keep our “Conocimiento”</li> <li>● How can we work more closely and effectively with Professional Development?</li> <li>● How do/should we interact with DDEAC?</li> <li>● Many of the FHDA Board Priorities center on equity. Can/should we somehow be part of that conversation?</li> <li>● Is there a body like EAC and FH and do we want to interact with them, maybe once or twice a year?</li> <li>● How do we get a budget? Where would it come from? Equity office? Academic Senate, Classified Senate, DASG and President/s budget?</li> </ul>

		<ul style="list-style-type: none"> <li>● EAC is seen as toothless and ineffective in many corners of campus. How do we change that?</li> </ul>
<p><b>TRAININGS/RETREATS</b></p>	<p><b>What training should EAC be involved in? When should we hold the annual retreat?</b></p>	<ul style="list-style-type: none"> <li>● Attend Equity Summit/Conference (National ones so we can learn about what others are doing)</li> <li>● NCORE</li> <li>● Equity Summit outta Skyline College &lt;--Yes is there a way we can envision something similar for our campus?</li> <li>● <a href="#">Teachers 4 Social Justice</a> - Chicago</li> <li>● Members should do an annual retreat and community service/engagement annually as a team building exercise</li> <li>● Tri chairs- meet 1x a mo and in winter and in summer to look at the organizational, praxis, scholar activism, action and visionary items for the coming 5-6 months</li> <li>○ Antiracist Table: <a href="https://theantiracisttable.com/">https://theantiracisttable.com/</a></li> </ul>