

EAC Notes Feb 19, 2025 [2:30-4:00pm]

Online via Zoom | EAC Website: [Equity Action Council](#) | EAC Agenda [02/19/2025](#)

Roll Call

Members Present	Members Absent	Guests
<ol style="list-style-type: none"> 1. Kaung Lett Yhone ICC Student 2. Jin Huang ICC Student 3. Joshua Madrid DASG Student 4. Katia Bravo DASG Student 5. Joe D'Agostino Faculty 6. Shaila Ramos-Garcia Classified 7. Adriana Garcia Program Coordinator Office of Equity 8. Deborah Armstrong Classified (had to leave early) 9. Michelle Hernandez E&E Dean 	<ol style="list-style-type: none"> 10. Steve Nava Faculty 11. Vernon Gallegos Faculty 12. Lisa Ly Classified 13. Yvette Alva Campbell Administrator 	<ol style="list-style-type: none"> 14. Guest: Eric Mendoza, Dean, Athletics

Welcome and Introductions - Hernandez

Community Building Question

Leadership Reports - All

- DASG – SRE (Student Rights and Equity Committee) is presenting on the Advocacy Liaisons at the [February 26th 4pm DASG Mtg.](#) Side projects include exploring a VTA option between Foothill and De Anza as well as Hopper. Deborah Armstrong is a VTA liaison that we can count on for community level support. DASG has met with VTA Chair. Another project is creating an elections rubric to make DASG internal elections process smoother and more equitable especially for students who are not already a part of DASG shared governance.
- ICC - We are doing elections next week for ICC chair positions. We are also involved with the Peer Equity Conference happening next week. In addition, we are trying to finish the amendments of our codes
- DDEAC – We are looking at our charge and working on our most recent EO report which is past due (April 2024). We are talking about doing more than just an EEO plan and district reporting. For example, we are looking at working together with sister colleges to attend NCORE with sustainable funding.

- RAPP - Positions are all taken care of. Pippa has sent out to all managers and College Council the confirmation of acceptance of recommendations by the President. We are now looking at the program reviews during the next 3-4 weeks in order to provide the departments and programs with the appropriate feedback.

- College Council-Will meet again tomorrow February 20th.
- Other: EJUS will meet in the next week to get feedback for the final draft of the Sanctuary District Resolution. We will present it at DASG, Classified Senate and Academic Senate and here at EAC before presenting it at the Board of Trustees.

Listening Event - Woodbury

- Led by Erik Woodbury on February 26 and 27th from 9am-1pm. Location: ADM 106
- It is a matter of folks sitting down and listening to colleagues.
- He is looking for a diverse set of volunteers to serve as Listeners for those that wish to participate to “empty their cup” for maybe about 30 minutes and or various lengths of times throughout the day not necessarily the whole 4 hours.
- You are invited to come and “empty your cup” for about 5-7 minutes
- This is a project inspired by a Listening Project that started in San Francisco. It really is like two parallel lines. Of chairs, have listeners on one side you have empty chairs on the opposite side and people literally just walk up have a seat crosstalk to that one person.
- There is a code of confidentiality.
- Deadline to apply as a Listener is Mon Feb 24, 2025, by emailing Erik Woodbury

CA AB 2925: Postsecondary Education: Equity in Higher Education Act: prohibition on discrimination: training - Hernandez

- Looking at what training and or professional development we are providing as it is related to nondiscriminatory practices.
- Hernandez is currently in discussion with the district office, with HR Chancellor and the Office of Professional Development and will also discuss with DDEAC.
- AB 2925 says we have to provide professional development, specifically for those populations who are at the top five on the list of hate crimes:
- Question: Which are the top five on the list? Answer: Sexual Orientation, Race and Ethnicity, Religion, Physical and Mental Disability, Gender
- Fo Reference
 - CA AB2925
https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB2925 Anti-Discrimination Professional Development

- 2022 Top 5 Hate Crimes: <https://data-openjustice.doj.ca.gov/sites/default/files/2023-06/Hate%20Crime%20In%20CA%202022f.pdf> (Page 8)

Equity Plan Spreadsheet and Progress - Hernandez

- Tracker: [De Anza College Equity Plan Progress Tracker Updated.xlsx](#)
- Form: <https://forms.office.com/r/17aDWpiQPY>
- March 15: Constituency Group Deadline
- To recognize our accomplishments and feed it to the strategic planning. We will reconcile all the submissions and make a presentation out of it. We will then shop it around to senior leadership team, the dean's meeting, college council, shared governance spaces, and divisions so that they can see it and then they can add more to it if they need to.
- Question: Is it one submission per key area of focus? Answer: Yes, the form should prompt you to do another submission. Please add this instruction at the top of the form or near the title in parentheses.
- If folks are running into challenges or time constraints, then please email the EAC tri - chairs.
- Question: What is the purpose of filling out the form? Answer: It is going to help evaluate the progress towards the completion of the 22-27 Student Equity Plan Reimagined and help guide our progress on our strategic plan.
- Outreach Plan by EAC Tri Chairs
 - Senior Leadership
 - Deans

Membership Vacancies - Hernandez

- Positions needed: At large (1), Classified (2), Administrator (1)
- Classified Sente has not responded
- Request sent to the Deans and have not heard back.
- Open to ideas for additional marketing
- If they're not able to start this academic year, then we could get them to start for next academic year because these seats carry over.

EAC Retreat Planning Committee Update - Hernandez

- Michelle and Joe are part of the planning committee
- Looking for more members to be on this planning committee to have more representation.
- Per last meeting minutes, Debee and Steve volunteered for EAC retreat planning

- Shaila was on the committee and then she stepped down.

Student Equity & Achievement Plan 25-28: (add template) - Hernandez

- The plan is due November 30, 2025.
- We will bring a draft to EAC for feedback and revision and have final version by the end of May 2025
- Data is being provided by Lisa Ly. We will be looking at the intersection between the SEA plan and the Student Equity Plan Reimagined, we will then identify our starting point and present it at EAC. After that, we will present at shared governance spaces and consider revisions before we take it to the College Council.
- Mallory and Hernandez will be working on this, and Sam Bliss will be working intermittently.
- This will allow us another allocation of funding to pay salaries and allow us to break even.

Equity Champion Awards Committee Update - Garcia

- (June 11, 2025) [Website](#)
- Recruiting more planning committee members with an ideal membership of seven members.
- So far meetings are on Thursdays

NCORE 2025 r - Hernandez

- (May 26-31, 2025) In New York [Website](#)
- Working with the Office of Professional Development (OPD)
- Make sure to note if you are submitting workshop proposals, to note that on the application.
- OPD is working on a new application system that might go live next week.

Future Agenda Items - Hernandez

- Designation as a Black Serving Institution
- Sanctuary District Resolution
- To add items to the agenda, just email the EAC Tri-Chairs.

Good of the order – Hernandez

- Question: Will the President, through the Department of Education's intention to end raced based programs going to affect De Anza? Particularly Umoja and or

PUENTE? Answer: These directives are going through our attorneys. We do not do anything until our attorneys tell us. For right now, we are in compliance.

- The executive team and senior administration are asking questions about what this means. It is important to understand our rights as educators and as citizens and as institutions. Let's not limit ourselves more than what the law requires us.
- Remember DEI is not synonymous with race, although that is the narrative that is made visible (i.e. DEI can also mean women and folks with disabilities)
- We have to lean on creativity to pivot.
- Question: is senior administration receiving federal directives? Answer; Senior administration is receiving legislative updates particularly by the Community College League of California. We have not heard any advice, heads up nor conversation around this.
- For now, the important thing to do is the following; be aware, check and verify Information and discern fact from fiction, a communication letter vs a legislative mandate., be resilient and vigilant, get familiar with legislative websites.
- HEFAS has been asked if they are going to change their name and events and remove the word "undocu" from visible and of course there is not going to changes. There will be envisioning around strategy and safety and staying visible and out of the shadows.
- DEI work is different at each campus and addresses different issues in each campus because DEI work is not cookie cutter work.

Dates to Remember and Announcements -

- Know Your Rights Training Feb 24 4-6pm @ Conference Rm A and B
- All Peer Equity Retreat (Feb 28)
- Partners in Learning-Equity Series (March 11) PIL Flyer
- EAC Equity Retreat (March 14)
- NCORE 2025: (May 26-31, 2025) [Website](#)
- Equity Champion Awards (June 11) [Website](#)

Affirmations - All

Links for Reference

[02/19/2025 - Agenda and Minutes](#)

[02/05/2025 - Agenda and Minutes](#)

[De Anza College Equity Plan Progress Tracker Updated.xlsx](#)

[2022-2027 Equity Plan Progress](#)

[EAC-Brainstorming Goals-For-2025.docx](#)

[Personnel Requests Spring and Fall 2024.xlsx](#)

[Bill Text - AB-2925 Postsecondary education: Equity in Higher Education Act: prohibition on discrimination: training.](#)

[Hate Crime In CA 2022f.pdf](#)

[NCORE Registration](#)

[Equity Champion Awards](#)