

EAC Notes May 21, 2025 2:30-4:00pm

Online via Zoom | EAC Website: [Equity Action Council](#) | EAC Agenda May 21 2025 [Agenda](#)

EAC Notes [May 7, 2025](#)

Roll Call

Members Present	Members Absent	Guests
<ol style="list-style-type: none">1. Joshua Madrid DASG Student2. Michelle Hernandez E&E Dean3. Steve Nava Faculty4. Adriana Garcia Program Coordinator Office of Equity5. Yvette Alva Campbell Administrator	<ol style="list-style-type: none">6. Vernon Gallegos Faculty7. Jin Huang ICC Student8. Deborah Armstrong Classified (had to leave early)9. Joe D'Agostino Faculty10. Kaung Lett Yhone ICC Student	<ol style="list-style-type: none">11. Guest: Sam Bliss

Welcome

Report Back EAC Retreat

- First thoughts shared by Steve
- What is the definition of Equity
- [Student Equity Plan Reimagined](#) discussed at the retreat
- Training on how to participate in shared governance
- The EAC handbook is still in draft form since its creation in 2021
- Equity Core Teams idea from 2015 – the team at the Social Sciences and Humanities (SSH) and the Learning Resources Team were the two division active teams. The SSH team has about 8 members. Yvette was invited to the PSME Equity Core Team but someone left at that time and it no longer continued.

Student Voices Panel

The topic of the panel addressed student burnout and how do we focus on prevention. The SSH team would like to share their model at an upcoming EAC meeting.

There was a survey rolled out where answers shared how the campus needs to do training on sensitive topics. Other ideas shared were to build conflict resolution processes, access to resources, technical skills support for applications like Canvas, and de-stressing events as well as having instructors share multiple perspectives in the classroom.

A student from Tel Aviv was having negative experiences on campus from students and faculty. A Muslim student joined the Jewish Student Union to be in unity.

Reviewed EAC charge

- Implementation of programs and procedures
- More operationalizing needs to come from the Office of Equity
- Need to correct attendance
- Question: how do we take a look and become aware of student impact on an immediate level?
- Equity Rubric was created through EAC directive and also prompted by discussions held at the Career Fair planning committee.

Equity Champion Awards

Our award recipients are:

- Student: Matsuko Estrada Nakamatsu
- Classified Professional: Shaila C Ramos-Garcia
- Faculty Member: Jamie Pelusi
- Team: Higher Education for AB 540 Students (HEFAS)
- Administrator: Lydia Hearn

Our event is Wednesday, June 11, 2025 2-3:30pm. See [website](#) for more information. Adriana will send out an outreach email.

Goals Discussion Continued

Michelle would like to see the ideas aligned to the strategic planning documents and will be agendized in future EAC meetings.

Adriana shared the history of EAC Goals, categorized by organizational goals, educational and research goals and eventually actionable programmatic goals. It was

also categorized by immediate implementation, mid-term and long term. The ideas on the document were gathered in EAC meetings from Fall quarter of 2023 and Fall quarter of 2024. The team that worked on this is Steve, Adriana, Katia and Joshua.

Leadership Reports

DASG

- No report

DDEAC

- No report

RAPP

- There is an increased number of personnel requests, almost double from last time

College Council

- The Equity Rubric was passed on May 15, 2025

Dates to Remember

Thursday, May 22, 2025 UndocuSTEM Conference and Career Fair

Wednesday, June 11, 2025 Equity Champion Awards

Wednesday, June 11, 2025 Lavender Graduation

Friday, June 20, 2025 Latinx Graduation

Sunday, June 29, 2025 College Commencement

Affirmations

Links for Reference

[05/21/2025 - Agenda and Minutes](#)

[EAC-Brainstorming_Goals-For-2025.docx](#)

[EAC Retreat 2025.docx](#)

De Anza College Shard Governance Handbook