# EAC Notes Dec 6, 2023

Online via Zoom

EAC Website: [Equity Action Council (deanza.edu)](https://www.deanza.edu/gov/eac/index.html)

EAC Agenda: [12/06/2023 - Agenda](https://www.deanza.edu/gov/eac/meetings/2023-12-06.html)

## Members Present

1. Shaila Ramos Garcia- Classified
2. Patricia del Rio –Classified Tri Chair
3. Michelle Hernandez - OE
4. Adriana Garcia - OE
5. Arianna Aguilar - DASG students' rights and equity
6. Elvin Ramos - Administrator

### Members Absent

1. Silmi Sultaan- ICC
2. Maritza Arreola- Classified
3. Maurice Canyon
4. John Jimenez
5. Casey Regehr
6. *Yvette Alva Campbell - Administrator*
7. *Lisa Mandy- Administrator*
8. *Daniel Acosta- At Large*
9. Stephanie Jimenez-OE

### Guests

1. Deborah – Debee- Armstrong (CS)
2. Adrienne Hypolite- SSRS

Agenda and Notes  
2:30pm Welcome

### 2:40pm EAC Recruitment and Retention

#### Organizational items - Definitions moving forward

* Ex officio: are part of the membership due to their expertise but do not vote
* At large- can be part of any group, is interested and has voting rights
* Guests - Do not list guests on the website. It is ok to list guests on notes
* Process for changes
* Changes to the handbook, will have to go through college council for approval
* Maybe we can revisit the meeting days/times
* Do a staggered appointment approach to allow continuity of leadership and historical context
* Consider a Train the Trainer pathway that includes presentations and workshops sharing EAC knowledge, practices, activities, etc and that promote a climate of humility, equity, and appreciation for diversity and inclusiveness in all aspects of the college
* Campus Wide Conversation at the Kirsch Center
* Learn more about the California Community College’s vision for equity including learning their terms - IDEAA - inclusion, diversity, equity, anti-racism, and accessibility (IDEAA)
* Similar to the efforts made when Dr. Joy DeGruy was brought to campus during the pandemic.

#### Capacity

Faculty Capacity- Michelle will follow up with Erik Woodberry at Academic Senate. Current faculty members in EAC term out this June 2024

Counselors have in-service and departmental meetings at this same time as our EAC meeting.

### NCORE 2024

Michelle has a list of 14, Adriana has a list of 25+, Foothill has a list of about 10

Michelle will attend DDEAC and find out if funding is available. Hotels are open to booking

The budget for Conference and Travel Funds

* $20,000.00 in conference and travel funds are available for De Anza classified and classified hourly professionals for 2023 - 2024.
* $105,600.00 in conference and travel funds are available for De Anza full-time and eligible part-time faculty for 2023 – 2024
* Submit your application 3–4 weeks ahead of your activity to allow ample time for the submission and review process.
* An example of conference funding coverage: OPD-Office of Professional Development provides $1600 (after committee approval) and the division pays the rest from their own budget.
* NCORE Applications will be reviewed the 2nd week of February 2024 so get the applications in by January 2024.

### Winter Retreat Goals

Save the date- January 26th 2023

Location- Kirsch (Adriana will reserve)

Goals for the gathering

* Gain insights about what people think about eac
* Love to see senior administration to be there so they get to see our vision for equity
* Intentionally invite students
* review the handbook
* engaging campus in equity work long term and campus wide
* How to do leadership development
* Cultural humility Journey Map
* Talk about what we can do to bring in the folks that don't have equity on their radar

Long term goals

* District wide convening
* Ask for support from DDEAC

### Cultural Humility: Section 6 + 7 and next steps

PLease note the following definitions: IDEAA - inclusion, diversity, equity, anti-racism, and accessibility (IDEAA) from the [statewide academic senate leadership](https://asccc.org/resolutions/incorporating-inclusion-diversity-equity-anti-racism-and-accessibility-ideaa-principles)

### College Hour Idea- Patricia del Rio- tabled

## 3:45pm Dates to Remember

CHC fundraiser- December 7th 5-8pm at CHC- Paint Night

## 3:55pm Affirmations

## Links for Reference

EAC [Handbook](https://docs.google.com/document/d/1Do8mgEI1g_4NRyOyFz_42AQky-qQx3Cd3aJnUc2Yuns/edit)

De Anza College [Handbook](https://www.deanza.edu/gov/documents/DAC-Governance-Handbook-2023-0622.pdf)

## For Historical Context- Things to reflect on for the winter retreat

Oct 18, 2024 Notes EAC Goals for 2023-2024

• Create more equity seats in shared governance

• Find Joy at EAC

• Make my department and team better

• Build relationships with EAC

• Cross cultural program for ESL learners and expand it

• Increase more participation in ICS, because it helps with retention of ICS courses

• Work with DASG, Division of Equity and Engagement and every single department to gage temperature of how we are doing with equity

• Inspired to have conversations regarding AI, support Momentum series,

• Acknowledge cultural taxation for doing the hard work in equity

• Acknowledge that equity work is not built in people’s job discipline

• Self care

• Empower others

• To be equity minded and inclusive