

## EAC Notes Jan 15, 2025 [2:30-4:00pm]

Online via Zoom | EAC Website: [Equity Action Council](#) | EAC Agenda [Jan 15, 2025](#)

### Roll Call

Members Present	Members Absent	Guests
1. Kaung Lett Yhone ICC Student 2. Jin Huang ICC Student 3. Katia Bravo DASG Student 4. Joshua Madrid DASG Student 5. Shaila Ramos-Garcia Classified 6. Adriana Garcia Program Coordinator Office of Equity 7. Joe D'Agostino Faculty 8. Michelle Hernandez E&E Dean 9. Yvette Alva Campbell Administrator 10. Steve Nava Faculty 11. Vernon Gallegos Faculty	12. Deborah Armstrong Classified	13. Guest: Eric Mendoza, Dean, Athletics

### Welcome and Check In - Hernandez

Welcome and Introductions - Share a reaction to share how you are feeling.

Next Steps: Garcia email Arreola if she is formally stepping down considering her current role as faculty member at the Office of College Life.

EAC Notes voted by Consensus

- Corrected Jin Huang's name and removed "Leo" from the Roll Call

### Equity Plan Spreadsheet Additional Evidence - Hernandez

Reviewed this document-

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

- Question: How many of you have had the opportunity to go through the spreadsheet yourselves and then also with your constituency groups?
- I'm trying to have Dean Eric (P.E. Athletics Division) put it on our department-wide agenda So I can go over it with all the full-time faculty and staff and PE athletics

- Forgot to add it to today's DASG and will probably talk about it next week.
- The Ask: we really do want to be able to capture what we've been able to do as we are moving towards closing equity gaps on campus. We need folks from across the campus to contribute to this. I am relying upon the constituency groups to take this information back and ask their groups how we can provide the update about the accomplishments but also talk about some of the places and spaces where we want and need to do more as soon as possible.
- Rationale: I do want to kind of draw everybody's attention because we have been talking about this since the end or mid-term of last quarter. We need to look at what we have been able to accomplish in our equity plan reimagined. We are going to have to write a new plan for state compliance so it'll be helpful in this plan to be able to contribute the work that we have done towards our Student Equity Plan Reimagined to do any accomplishments that we can put in for our compliance plan with the state. Additionally, senior staff have asked us to kind of update them on where we are. with the new president coming in. It's also a good way for us to kind of tell our equity story. As Dean of Equity and Engagement, I am new, and I don't know all the great work that's going on.
- Format: You all have editing rights to this so you can write directly into the document but provide viewing accessibility to your constituents. You can share changes with me, and we can add them to the appropriate place on the spreadsheet. I want designated people to write in the document to keep it more manageable to ensure we do not have duplicates
- Some ways to roll out are ...
  - Talk to people individually
  - Talk to people at subcommittees
  - Share it in meetings
  - Ask people to submit electronically, through email with a rep or to Hernandez or to the EAC tri chairs

## EAC Goals 24-25 - Nava, Garcia, Madrid

- Goal Setting [EAC-Brainstorming\\_Goals-For-2025.docx](#)

- Nava, Garcia and Bravo presented, will continue conversation in the EAC Retreat.
- They met to make a concise list of goals after looking at about 25 ideas shared since 2023. They drafted a timeline (immediate, mid-term and long-term work) and then categorized it in three areas of work.
- Organizational and administrative
- Education and research: including skills building and professional development and trainings, learning history and context
- Action: programming, policies and best practices
- To begin organizationally, we said to invite affinity groups to share their goals with EAC and gather in a retreat during the Winter Quarter. Then create more equity seats and shared governance in the way that DASG has done it. Most recently ICC is modeling the same approach (as the advocacy liaisons). Also, look at academic senate adopting this model and partnering with the Momentum Series as a professional development opportunity. In addition, looking at learning to be joy focused, doing social community building activities as things to help EAC organizationally with group dynamics and our sense of community and belonging.
- For education, we listed to publicize the Student Equity Plan Reimagined creating awareness around the document and as a North Star to our work. Another idea is to launch Lunch and Learn as a way to learn about current equity work being done on campus through a brown bag lunch or Pecha Kucha style or Classified Senate's district wide Professional Development Day in April or through a future Momentum series.
- Regarding action and programming, roll out a survey that disproportionately impacted students can fill out. Also, support RAPP for equity-based positions such as HEFAS counselor position and other embedded counselors. This includes Shaila's position (classified, non-instructional) to support undocumented AB540 students' efforts via a Sanctuary District, increasing funding, and sustaining that funding and looking at undergrad research opportunities such as SACNAS and UndocuSTEM as two current examples. Look at symposiums and cross-cultural programming.
- Feedback: Let's add undocumented staff and faculty to the conversation because politically DACA is not looking good, and we will hear news at the beginning of summer 2025 via the Supreme Court which means DACAmented professionals will lose their work permits. So, this means as soon as our two-year permit expires, we cannot renew (considering people need to apply every two years). There are conversations with the union and with HR on how to support DACAmented professionals. One resource is Path to Papers to talk about

employment - based visas and other options. One thing that is not talked about is we may be losing a lot of colleagues in the next two years.

- Question: When you say create more equity seats in the shared governance, in college council, the affinity groups all have a seat on college council, do they not? Answer: Yes
- Question: Are there groups that we think are left out? Is that what that's referring to? Answer: It is a conversation that we would start, and I don't know the answer to it until that we gather.
- The affinity groups are very much based on very much based on race and ethnicity and ethnicity other than pride or other than LGBTQ, I mean, sexual orientation um and gender but we are missing others like undocumented students or disabled student or disability equity efforts.
- Let's add language that helps look address the question "who is missing at the table?"
- We already know that DASG and ICC has equity positions, and that Classified Senate has the Equity and Engagement Area of Focus but Academic Senate and College Council do not have these types of positions.
- There are just ideas, EAC can decide not to pursue some of the ideas listed.
- Next Steps-
  - Keep this on the agenda for the next meeting and go over each one of the areas and
  - We could also take it to the EAC retreat to take a deep dive into the three categories.

## EAC Equity Retreat Date and Scope - Hernandez

Scheduled for Friday, February 7, 2025

Planning Committee members Hernandez, Ramos-Garcia and D'Agostino

## Equity Champion Awards Date and Scope - Garcia

- Members that are stepping down: Shaila Ramos Garcia and Denica Kelly
- Committee had an initial meeting in January. Updates will be provided in February
- Please let Adriana know if you're interested in joining the committee.
- It is a really cool committee in terms of reading the nominations, helping to score and then just celebrating individuals and groups across the campus that are

doing great work to support our students, especially those who are disproportionately impacted.

## Leadership Reports - All

- DASG: SRE (Student Rights and Equity) did some goal setting for the Winter quarter such as starting to plan for cultural week in the Spring Quarter. We discussed ways on how to make DASG less intimidating for students to come in considering a lot of students expressed feeling a sense of intimidation coming into the [DASG] space.
- ICC: They proposed a new code revision last Monday for a new vice chair of equity for ICC. Also proposed \$500 for new equity-based clubs as an Equity Allocation Fund
- DDEAC: No Report, it has not met. I hope that as the new vice chancellor continues to kind of settle into her position that we'll be able to resurrect that particular committee.
- RAPP: We are going through reconciliation phase where we are doing prioritization as high, moderate and low. They have room for 10 positions for two categories i.e. 1) Faculty instructional and 2) non-instructional (Classified, Administrators, Managers) positions. Please review the [Personnel Requests Spring and Fall 2024.xlsx](#)
- The Process - The way that RAPP is doing our personnel request is that we are to get funding primarily from faculty positions that have been vacated either through resignations, terminations, retirements, and then redistribute across the campus based off these requests. The requests are then ranked by RAPP committee members and by senior staff while each position is reviewed twice. There is a small group of five to six people that look at the request twice. Two thirds of the RAPP committee members have said whether or not their RAPP ranking is high, moderate, or low. Since the funding primarily comes from the faculty side of the house, the higher consideration is that for faculty positions even though that there's non-instructional and administrative and as well as unclassified positions that we meet on campus. Column B shows the division ranking if they ranked at all and will show if that was their first, second, third, fourth choice, depending on how many positions they put in. The rubric will also show senior administration their ranking and their comments. In addition, it shows if it is a replacement position or a growth position. Column K shows the RAPP ranking. You will also see two 300-word summaries in Column L and M. Salaries are also listed in Column H and benefits in Column I. Whereas, the voting area is on Column E.
- Please know that all of the positions that we have here are desperately needed across the campus in respective areas. However, we do have to find a way to narrow it down.
- Question: Are the division rankings and the senior staff rankings going to change at all from now on or are those going to stay as they are? Answer: Those tend to

stay where they are. Most of the time when the division does the ranking, it stays that way unless something has changed. We are looking forward to determining the high ranked positions, which are our top five and then our next top five at next week's meeting.

- Question: How did our division, the Equity and engagement division, make decisions on the ranking? Answer: I didn't think I ranked ours. I remember submitting them, but I don't remember putting a ranking from the division. So I don't know where that came from because I don't recall ranking ours at all.
- Question: Is that a discussion that we can still have as a division? Answer: We can but I don't know if it is going to impact honestly at this stage of the process. RAPP takes into consideration the division ranking although I don't know that it has a high weighted percentage on the overall ranking. They are really looking at how they answer the questions and how the data worked out. For some positions, the division ranked lower while RAPP ranked higher. For example, in line 10, the division ranked it number one, but the senior staff ranked it moderate.
- Question: What is the position number mean in the first column? Answer: The position number was just how it came in aka how we logged them in.
- Some things to note are 1) program review process is forthcoming in RAPP and 2) I noticed how senior administration ranked high on Faculty and low on Non-Instructional positions. 3) I also noticed how senior administration ranked low and moderated based on pulling resources from different areas and or just adding additional hours for a position. Some areas need a dedicated person not just someone who can be there through some additional hours.
- Some other considerations is about the given priorities and needs of this year as well as seeing if these positions can survive, thrive or have additional funding that could hold them off for at least another year and then we could reprioritize them for the following year. We are watching the long game.
- I also heard that if positions were not a high priority in this year's list, then when looking at positions next year they might not be considered. However, that is not true, considering we still have the Fall 2023 quarter positions on the master list.
- Regarding the Associate's Dean position, a recommendation is to stress how that money is going away and show the value of that position so that they can hopefully absorb it into the college and make it permanent. That position is currently filled, and we are trying to keep it so that we don't lose it come 2026. We do not have to rehire for that position, we would just need to change the funding source (FOAP).
- Some positions cannot wait for more than 2 years to be ranked, such as the MPS position which is so crucial to achieving equity among our most disproportionately impacted students and are most aligned with our equity goals.

- The faculty are harder to rank and a recommendation is to differ to the division ranking since they know what is in their best interest (needs and wants). We need to trust them and why they are ranking high as well or if you have any information on any of these departments and about their needs for some of the faculty positions to help us rank and make educated decisions.
- Within PE Athletics, regarding the full-time tenured Track position, the coach left for a Division two in January 2025. The track program is the second largest program on campus and is surviving on TEAs right now and leaves us picking up additional class loads that normally we would not have, or we are not able to offer classes. We have an emergency need for a Track coach because each head coach runs their own program. They get paid like an instructor. This position raises through FTES and contact hours with about 60-70 students, it generates about \$300-400,000 for the college as a whole. In another example, our football team has about 85 students and generates about \$4000,00 a year in money for the college. This is all via the current funding formula and if we go to basic aid, the revenue would increase
- It is important to highlight the role that counselors have in going the extra mile and or extra 10 miles for our students outside the classroom. A dynamic that can play out is if it is a large division then maybe they can swap out positions but if they are a small division then they might have positions to swap out which may not be equitable.
- Some of the positions that are highlighted are the faculty for mathematics, chemistry, biology, manufacturing, Political Science, Comparative Ethnic Studies and the Track coach. Dual enrollment, general counseling, transfer department and custodial have also been part of our discussions.
- Please share your top 5 faculty position recommendations and your top 3 non instructional recommendations by department for a total of 8 positions
- For Reference: [Personnel Requests Spring and Fall 2024.xlsx](#)

## Tally so far Faculty Positions

- 1. Chemistry 7**
- 2. Comp Ethnic Studies 6**
- 3. Track and Field 8**
- 4. Political Science 6**
- 5. Mathematics 5**
- 6. Biology 5**
- 7. CIS1 5**
- 8. Visual Arts and Design 4**

9. Humanities 4  
Broke the tie for Visual Arts and Design  
Some considerations: Equity goals are more addressed in Visual Arts and Design and they need faculty support for 3D technology.
10. The rest ... 2 or fewer votes

## Tally so far Non-Instructional Positions

1. **Office of College Life**
2. **HEFAS/VIDA Counselor**
3. **Tie**
  - a. **MPS**
  - b. **Admissions and Records/Outreach Dual Enrollment**
  - c. **Associate Dean**

- Considerations: Funding is going to end for the Associate Dean by September 30th, 2026. The position is highly needed for the learning communities to continue to grow and thrive the way that they are and essential to closing of gaps for disproportionately impacted students.
- Question: Does that mean that the funding would have to be brought in through the College [general fund] at that point or would that position potentially just go away? Answer: The position dissolves with the grant and it means that if the position is not filled in this round, then would advocate for filling in the next round. As a former FYE (First Year Experience) student, this position means so much to support the students. The grant does not have sufficient money to fund the position, and it decreases as the grant matures. The grant covers two positions, the Associate Dean and a counselor. The grant is not renewable. If we apply for the SIP grant, then we need to submit a completely different project than the current SIP grant. Question: Is there a team of our colleagues who's working on creating a grant for a different project and or looking for grant to sustain the position(s)? Answer: No. The goal of federal grants is to provide seed money So that you can start projects and that the institutional takes ownership of once that's over. Question: Is there a source that provides operational monies after we have received seed monies? Answer: No. We are trying to keep the position so that we don't lose it come 2026.
- The students that would be served by the Dual Enrollment are in Cupertino and Mountain View. Questions: Are we serving students in East San Jose? Is the position lending itself to our equity goals? Are we tapping into schools and students that are disproportionately impacted students and giving them a hand up?



- The Office of College Life and the MPS positions are replacements and can wait for that until next year's round.
- Motivated to push the HEFAS/VIDA counselor, the MPS counselor and the Associate Dean positions.
- Members once emphasized prioritizing the following positions: HEFAS/VIDA Counselor, the HEFAS Classified position, and the Assistant Dean of Equity and Engagement position.

## Chat Responses

1. Shaila:  
Faculty: Biology, Chemistry, Ethnic Studies, Head Coach Track & Field, Mathematics  
Non-Instructional: VIDA/HEFAS Counselor, Office of College Life, Associate Dean Learning Communities (LC)
2. Joshua:  
Faculty: Track & Field, CIS, Ethnic studies, Humanities, Poli Sci  
Non-Instructional: VIDA/HEFAS Counselor, Office of College Life, MPS
3. Vernon:  
Faculty: Visual Arts and Design, Music, Humanities, Counseling, and Equity and Engagement, Dance and Theatre  
Non-Instructional: Office College Life and Custodial
4. Kaung:  
Faculty: Bio, chem, cis, ethnic, track  
Non-Instructional: OCL - Office of College Life, HEFAS/VIDA Counselor, Office of Outreach
5. Joe:  
Faculty: Track, business, chemistry (1), humanities, math, design, Political Science, Music  
Non-Instructional: HEFAS/VIDA counselor, Dual Enrollment, OCL - Office of College Life
6. Michelle:  
Faculty: Business, Chemistry, CETH, CIS, DMT, Track, Poli Sci, Visual Arts or Biology, Chemistry, CETH, CIS 1, Track, Math, Political Science, Visual Arts  
Non-Instructional: Assoc Dean, HEFAS/VIDA Counselor, OFL/Office of College Life?
7. Yvette:  
Faculty: Chem, math, bio, cs, field, polo sci,  
Non-Instructional: MPS and HEFAS/VIDA counselor, Associate Dean

8. Adriana:  
Faculty: Ethnic Studies, Mathematics, Chemistry, Music, Humanities or Ethnic Studies, Mathematics, Chemistry, English as a Second Language, Humanities  
Non-Instructional: OCL, MPS and HEFAS/VIDA counselor,

- College Council: tabled.

As of 4:20pm We do not meet quorum.

Good of the order - All

- Tabled

Dates to Remember and Announcements - All

- Tabled

Affirmations - All

- Tabled

Links for Reference

- [01/15/2025 - Agenda and Minutes](#)
- [De Anza College Equity Plan Progress Tracker Updated.xlsx](#)
- [EAC-Brainstorming Goals-For-2025.docx](#)
- [Personnel Requests Spring and Fall 2024.xlsx](#)