

EAC Notes May 7, 2025 2:30-4:00pm

Online via Zoom | EAC Website: [Equity Action Council](#) | EAC Agenda May 7 2025 [Agenda](#)

EAC Notes [March 19, 2025](#)

Roll Call

Members Present	Members Absent	Guests
<ol style="list-style-type: none">1. Kaung Lett Yhone ICC Student2. Joshua Madrid DASG Student3. Steve Nava Faculty4. Adriana Garcia Program Coordinator Office of Equity5. Joe D'Agostino Faculty6. Yvette Alva Campbell Administrator7. Michelle Hernandez E&E Dean	<ol style="list-style-type: none">8. Vernon Gallegos Faculty9. Jin Huang ICC Student10. Deborah Armstrong Classified (had to leave early)	<ol style="list-style-type: none">11. Guest: Erik Mendoza12. Guest: Katia Bravo DASG Student13. Guest: Sam Bliss

Housekeeping: Katia Bravo is no longer an official member representing DASG- she has a class that overlaps during our meeting. She will be joining as a guest from here going forward

Welcome

Campus Climate Survey

Mallory Newell presented to share that there will be two surveys rolled out in the Spring quarter.

Employee Survey: [CCSS - 2025 Employee Campus Climate Survey.pdf](#)

Student Survey: [CCSS - 2025 Student Campus Climate Survey.pdf](#)

- Start Date: TBA
Ends: Tuesday June 10th 2025

On campus focus groups were conducted before initiating this campus wide

Question: Student Survey has 52 questions, what are incentives for students to participate?

- \$25 gift cards
- Survey is branched based on answers, so that if they share about one experience, then more questions will pop up for those experiences.

Ways EAC can promote it:

- Professors can allow time during class to complete it
- Affinity groups can host survey parties
- QR Code can be shared in an accessible way

Equity Plan Updates

No Comment

EAC Retreat Ideas

Brainstorming Ideas

- Student Voices Panel
- Self-Care
 - Meditation
 - Yoga
 - Good Food
- Fun
 - Board games
 - karaoke
- Brainstorming session
 - Equity Plan
 - EAC Goals
- Calendaring Timeline May 2025- June 2026

Some potential conversations

- How are we with our guided pathways frameworks? (Kim/Patty)
 - Sam is interested in this conversation
- What is the contribution of High Impact Practices in the classrooms, programs and services? (Sal)
 - So far, the Office of Equity and the Office of Professional Development (OPD) conducted Partners in Learning and have data to work with including entrance and exit surveys and notes taken during the events. There will be a part two

of Partners in Learning for the next academic year as a way to share equity tools with our campus community.

- The OPD office has also coordinated AVID trainings
- Undocumented Student Panel addressing some of these questions: How are we intentionally and deliberately thinking about the needs of our undocumented students on campus? What is it that's unique about their population that we need to be particularly attentive to? We want to see that they have what they need in order for them to be successful. (Shaila)
 - Now that we have a Sanctuary campus, what does that mean? How do we navigate? Do we do anything different what does that look like?
 - Michelle thinks EAC can take the lead alongside HEFAs to help bring everybody along to navigate the landscape on being a sanctuary campus.
- Reflection: Where does EAC as a committee see itself in the web of equity on our campus? (Michelle)

All these things to consider while mindful of the new SEA plan starting in 2028.

Mallory was invited to the Equity Action Council Retreat on May 16, 2025

Question: How do we support these efforts at the EAC? Where do we see those efforts? And how can EAC support? What is it that we can do that would help spread the word or contribute to those high impact practices on our campus?

There is a new position of the faculty coordinator at the Office of Equity coming in who will be able to work with curriculum, help us with identifying ways that we can not only be in compliance with state law, but also just to increase our efficacy to teach culturally relevant, culturally responsive teaching and having that. There is an opportunity for the new faculty coordinator to work with Joe D' Agostino in the curriculum committee.

Leadership Reports

EAC needs to diversify our representation because Michelle is currently on DDEAC, RAPP, and College Council.

DASG

- SRE- Student Rights and Equity committee met earlier today and debriefed the Resource Fair and is collaborating with ICC for the Cultural Day in June
- ICC- tabled at the High School Empowerment conference hosted by the Office of Outreach. They are also doing elections to fill positions for the next academic year.

DDEAC

- Looking to have more impact beyond affinity group
- They have completed and approved their EEO report. The next annual report is due in the Fall 2025 quarter. It can be found in the DDEAC website and or in the BoardDocs.
- We are having discussions on how to be more impactful.
- Members are going to NCORE including members from Central Services.

RAPP

- They are currently in the process of reviewing personnel requests. We are forming small groups and making priority lists for new positions. IN the fall quarter, we will look into replacement positions. Will look at the culmination list in the Winter 2026 quarter based on the available budget.

College Council

- DAPA - De Anza Pride Association became an official affinity group
- 10 people going to the Enrollment Management Institute in the summer
- There are 3 initiatives De Anza College is doing
 - Strategic Enrollment Management (SEM) Academy
 - Vision-Aligned Reporting (VAR) Academy
 - Institutional Effectiveness Partnership Initiative Partnership Resource Team (IEPI PRT)
- Preparation for California master plan for career education

Dates to Remember

Tuesday, May 13, 2025 HEFAS Summit

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

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

[05/07/2025 - Agenda and Minutes](#)