

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Agenda Tues. Oct, 27, 2020 **NOTES**

[Past Agendas](#) ([Meeting notes](#))

[ACES Mission Statement](#) [ACES Website](#) [What is ACES?](#) [ACES Membership List](#)

2:15-4:15pm ZOOM: <https://smccd.zoom.us/j/91991018999>

Outcome Goals:

- Discuss Ethnic Studies Course Requirement
- Review Equity in College Plans
- Connect new shared governance committee processes and template to ACES
 - Discuss some possible recommendations for PBC and Anti-racism Task Force

2:15-2:25 (5-10 mins)	Greetings and Overview of Agenda Zoom Logistics: <ul style="list-style-type: none">● Chat: David Reed will monitor the chat. Please click “raise hand” or put a note in chat if you are waiting to speak. Feel free to put questions/comments in the chat.● Notetakers: -Notes link Alison● Time Keepers: Milena	Rebekah David
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<p>2:25-2:35 (10 mins)</p>	<p>Announcements/Updates:</p> <ul style="list-style-type: none"> ● Activism Workshop Series Positive survey data results. ● Next event: Nov. 10 <i>Tallying and Analyzing Election Results</i> ● <i>Welcome Nadia and Lauren -- ASCC Student reps to ACES</i> ● District-wide Equal Employment Opportunity Advisory Committee (EEOC). Diversity, equal opportunity, nondiscrimination policies, procedures <ul style="list-style-type: none"> ○ Faculty Diversity Internship Program <ul style="list-style-type: none"> ○ Diversity Project Grant Program ○ Museum of Tolerance ○ District Equity Series: Transforming HSI ○ Equity in Hiring <ul style="list-style-type: none"> ■ Language of job announcements ■ Implicit bias e.g. “merit,” “fit” ■ <i>NOTE: Academic Senate has been very active in seeking to address these issues</i> ■ Barriers to EO hiring ■ <i>Retention</i> (Dr. Johnson, <i>Dean SESP</i>, Dr. Sims) 	<p>Rebekah</p>
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Spoke on importance of peer support.

- EOE Fund [Multiple Method](#) ○

NOTES:

- *David E: Other things being discussed include new faculty orientation procedure.*
- *David R.: retention is key and other ideas are being considered for how best to mentor & support new faculty.*

- **[ACES Coordinator Position Redesign](#)**-TBD. IPC Nov. 6
- **Other updates:** *Dreamers (Alison): Last week was the statewide Undocumented Students Action Week. The Dream Center and Task Force hosted a series of events. Statewide webinars were recorded and available here: <https://www.cccco.edu/Students/Support-Services/Specialpopulation/Undocumented-Students/Undocumented-StudentAction-Week> . Please announce the [free Legal Clinic](#). Appointments available every Wed.*

<p>2:35-2:45 (10 minutes)</p>	<p>Discussion: State Mandated Ethnic Studies Requirement</p> <p><i>NOTES:</i> <i>Lezlee: CSUs now requiring ethnic studies graduation requirement. SMCCCD task force has been meeting since Aug.</i></p> <ul style="list-style-type: none"> ● <i>First step: set aside one of three faculty new hires for Ethnic Studies. Academic Senate voted to support this position last week. Start date: Fall 2021.</i> ● <i>CSUs have extended the curriculum articulation deadline from Dec. to Feb. We are cloning the existing CORs from CSM.</i> ● <i>David E.: shared the deadline to submit new faculty hire proposal is Nov. 6. One thing that came out of last Friday's meeting: in order to cross-list, there has to be an Ethnic Studies dept. that agrees to the cross-listing.</i> ● <i>David E: not everyone in the District has agreed with this project.</i> <ul style="list-style-type: none"> ○ <i>CSUs: concern over "watering-down" curriculum. Is there pushback regarding additional requirements for</i> 	<p>Lezlee Ware and David Eck</p>
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	<p style="text-align: center;"><i>students?</i></p> <ul style="list-style-type: none"> o <i>Units will be taken away from Area D which will affect Social Sciences.</i> <p><i>Lezlee: there is also a resolution coming forward to the Board on Ethnic Studies.</i></p> <p><i>Yolanda: do the 3 approved faculty positions include replacement hires? Lezlee: no.</i></p> <p><i>Yolanda: as part of developing the program and resolution it's important to emphasize history of ethnic studies. Lezlee: yes, very important. This is part of the resolution.</i></p> <p><i>Lezlee: will be important to make clear arguments for the specific expertise in ethnic studies.</i></p> <p><i>Yolanda: will the courses already being taught under current ethnic studies grad requirement by faculty in the English and other departments be impacted? Lezlee: yes.</i></p> <p><i>Lauren (ASCC rep): there have been criticisms of anti-semitism as part of the the adoption of Area F & new ETHN faculty & curriculum at the CSUs. What safeguards do we have in place? Lezlee: "Anti" language of any kind is not OK. This will be reflected in the CORs, and any "anti" language of any kind should be immediately reported.</i></p>	
<p>2:45-3:15 (30 mins)</p>	<p>Reviewing Equity in College Plans: Educational Master Plan, Strategic Enrollment Master Plan, and in SEAP. Today's Data <i>NOTES: Star Wars Ship and Universe Analogy in above linked slides.</i> <i>Rebekah: There are many parts to the equity "universe:"</i></p> <ul style="list-style-type: none"> ● <i>The Vision for Success is the state mandate vision to close equity gaps and for students to complete their goals in a timely fashion.</i> ● <i>Access, persistence, success overarching everything.</i> ● <i>At Cañada: our: "equity ship" Starts with EMP with equity goals & then SEMP annual plan within and the SEAP in that and overlapping. Ideally, these work together.</i> <p><i>How might we assess equity in our college plans?</i></p> <ul style="list-style-type: none"> ● <i>Karen: We have worked hard to align SEAP with the other plans. Next: how does ACES work to provide forward thrust to move the equity ship forward. How will we map progress? The state SEAP template was very prescriptive. Adopted in 2018.</i> 	<p>Karen Rebekah</p>

Metrics and instruction determined by state. Our additions: access, persistence, success.

- *Problems: state data (Nova) didn't align. Now we have our own data. Had to establish a baseline (2017-18). Now we can assess benchmarks. Reminder: our access data was compromised due to hack promoted online (told folks how to apply to Can in order to get AmazonPrime free).*
- *Persistence: Fall to spring there were some specific disparities*
- *We have lost home-campus students. The metrics describe students whose home campus is Can. Only students who are disproportionately impacted appear on this list.*
- *Transfers: no disproportionately impacted groups in 20182019. No data for last year yet.*

Recommendations:

- *Come to Nov. meeting to discuss AB705.*
- *Other ways to assess progress: Equity Data Dashboard. PRIE team is working on rolling out new College Scorecard. Will be discussed at Nov. 18 PBC meeting.*

Yolanda: prior to Covid19, folks wanted data on online instruction. Now would be a good time to address disparities in online success rates. Can PRIE put data together from pre and post Covid19? Karen: this data is already available in Data Dashboard. ACES to monitor equity metrics and make recommendations.

<p>3:15-3:45 (30 mins)</p>	<p>New Processes for Shared Governance Committees:</p> <ul style="list-style-type: none"> ● Annotated Council and College Committee Template <ul style="list-style-type: none"> ○ Areas to Review: 1) Membership and expectation of service 2) Dissemination of information, task forces, meetings 3) Decision Making 4) Fac. Coordinator role ○ <i>NOTES:</i> ○ <i>It's time to consider formalizing as a committee, following the PBC recommendations. We discuss as ACES then take it to both Academic Senate and Classified Senate.</i> ○ <i>David R.: use the links Rebekah put in this agenda to review PBC guidelines.</i> ○ <i>Rebekah shared the membership/representatives framework (see annotated link above).</i> 	<p>Rebekah David</p>
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	<ul style="list-style-type: none"> ○ <i>Also need to look at terms, co-chairs, information dissemination, task forces, agendas, etc but in these areas our bylaws & practices are very similar.</i> ○ <i>Decision making part of our bylaws needs more work.</i> ○ <i>Loretta: For membership: shouldn't KAD Division be included?</i> ○ <i>Yolanda: what if there is no one available?</i> ○ <i>Karen: ACES as a college-wide committee, should reflect college-wide representation. Will be important to achieve quorum, but positions could remain vacant.</i> ○ <i>Rebekah: this will take time. Please look it all over before next meeting.</i> ● ACES Coordinator Position Redesign-IPC Nov. 6 9:30-11:30am <ul style="list-style-type: none"> ○ <i>Draft proposal available. Please look it over and email David R. or Rebekah with feedback before Nov. 6.</i> ● College Committee Three Year Plan -To do next meeting ● Resource: Compendium of Committees 	
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<p>3:45-4:05 (15-20 mins)</p>	<p>Topics to Discuss and Consider as Recommendations to PBC and Anti-racism Task Force</p> <ul style="list-style-type: none"> ● Clear policy on hate speech (Yolanda) <i>Yolanda: students' experiences are very direct. Hate speech is one form that takes. A clear hate speech policy is needed. Also needed: a place where students can report incidents. Yolanda does not recommend a Dean for this position.</i> ● <i>Mary H.: campus bias advocate response team.</i> ● <i>Milena: we need more training, including perhaps video training for faculty, staff, etc..</i> ● <i>Alison: when it comes to reporting, students know best what they feel most comfortable with. May bring this to the student leaders who are currently researching Multicultural Centers to see if the student-run Center might play a role or help collect info?</i> ● <i>Nadia: based on personal past experience - the existing system is cumbersome and took so long, eventually essentially gave up. What Yolanda says is super important.</i> 	<p>Yolanda Rebekah</p>
	<ul style="list-style-type: none"> ● <i>Mahitha: Thanks to Nadia for sharing experiences -- so frustrating. It would be great to hear more about our students' experiences - to collect data that we can then respond to.</i> ● <i>Rebekah on next steps: Should we form a work group or short term Task Force? Task Force. Yes! Yolanda volunteers to work with ASCC. Rebekah will send out a Doodle poll to schedule work group meeting: Nadia (nadiamoreno@my.smccd.edu), Lauren, Yolanda, Milena, Mahitha, Mary, Bettina, and Valeria.</i> <ul style="list-style-type: none"> ● <i>Yolanda: we should work closely with ASCC on this.</i> ● Proactive system for responding to racist incidents ● Digital and economic divide for ESL students 	
<p>4:05-4:15pm (5-10 minutes)</p>	<p>Next steps Next ACES Meetings 2:15-4:15pm: Nov. 24, Dec. 15 - please mark your calendars, respond to invite or let Rebekah know if you did not get it. Separate Zoom links are in each of the calendar invites.</p>	

4:15pm	Adjourn	
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