

**Santa Monica College
Equity and Diversity Committee
MINUTES**

Wednesday, December 13, 2017 12:00 – 1:00 pm, M104

In Attendance:

Members: Kevin Chicas, Chante DeLoach, Mark Tomasic, Amber Urrutia

Others Present: Melanie Bocanegra, Sherri Bradford, Edna Chavarry,

- I. Call to order: 12:15 pm
- II. Public Comments and Announcements: None
- III. **Approval of Agenda: Motion made by** Kevin Chicas; **Seconded by** Amber Urrutia. The motion passed unanimously.
- IV. **Approval of Minutes from 11.29.17 meeting: Motion made by** Amber Urrutia; **Seconded by** Kevin Chicas. The motion passed unanimously.
- V. Chair's Report/Information Items: None
- VI. Major items of business: Discussion/brainstorming session on SMC Faculty Equity Resource Guide:
 - a. Overarching:
 - i. What does SMC honor?
 - ii. How are those doing equity work recognized and honored?
 - iii. Equity work can't be marginalized to people of color only. Equity issues are pertinent to everyone.
 - iv. Focus on faculty who want to do something but don't know what to do.
 - v. Present to department chairs to gain buy-in early in the Spring semester.
 - vi. Provide a user guide workshop for all departments.
 - vii. Develop a community of practice.
 - b. Practical Concerns:
 - i. The resource guide should exist both in print (binder) and online.
 - ii. Print version can be handed out at Fall 2018 Flex Day.
 - iii. Online version can live on the Center for Teaching Excellence website but should be available in as many places as possible on the SMC website (e.g., Academic Senate, Professional Development Committee, Equity & Diversity Committee, SMC App, etc.).
 - iv. Include a resource/research guide per section.
 - v. SMC Resource Guide Definitions - need to align with SMC vision/mission, SMC new equity vision/mission and the academic senate equity committee mission.
 - vi. Include case studies for each section that can be discussion starters.
 - vii. Include a list of SMC "equity champions" as an appendix to the guide-book.

- viii. Available resources can be based on years of teaching experience.
- ix. Develop a reflective framework that asks instructors to assess new practices and review meta-cognition of their practices.
- x. Resource guide “work” has to be doable and framed in theory.
- xi. Sherri Bradford shared the hand out *Equity in Teaching Practices* that she developed which may be used as a resource for the SMC Faculty Equity Resource Guide,

c. Additional Equity Initiatives:

- i. Develop equity core groups - each department has a faculty member that is an “equity champion.” Champion = “institutional agent”/student ally/equity advocate
- ii. Advocate for the College to send these people to trainings
- iii. Look at EPIC - a program that examines equity at a transfer level. Some Humanities faculty are currently going through this program. Amber Urrutia will follow up with these faculty members and we can use there required “give back” to SMC to help us with the guidebook.

VI. Public Comments and Announcements: None

VII. Adjournment: 1:30 pm