

Santa Monica College
Equity and Diversity Committee
DRAFT MINUTES
Wednesday, October 3, 2018 12:30 – 1:30 pm, M104

In Attendance:

Members: Sara Brewer, Chanté DeLoach, Kathleen Motoike, Mark Tomasic, Amber Urrutia

Others Present: None

- I. Call to order: 12:40 pm
- II. Public Comments and Announcements: Mark Tomasic announced information regarding the upcoming performances of SMC's Synapse Dance Theater.
- III. **Approval of Agenda: Motion made by**; Chanté DeLoach Seconded **by** Sara Brewer. The motion passed unanimously.
- IV. **Approval of Minutes from 9.5.18 meeting: Motion made by** Amber Urrutia; **Seconded by** Chanté DeLoach. The motion passed unanimously.
- V. Chair's Report/Information Items:
 - A. Review of Academic Senate Goals and Objectives for 2018-19.
 - B. Review of materials from Veronica Neal equity training on 9.19.18.
 - C. Review of Committee standing rules.
- VI. Major items of business
 - A. Review feedback of Faculty Summer Institute attendees regarding equity training provided by the Equity and Diversity Committee on July 31, 2018 (see attached for summary review of feedback):
 1. Based on summary review of participant feedback, the committee agreed that future trainings should be paired down in terms of amount of information shared/topics covered, and focus on participant interaction with deliverable outcomes.
 - B. Review examples provided for the definitions in the Equity Resource Guide:
 1. Committee member Kevin Chicas provided a detailed example for the definition of micro-aggressions. The remainder of the definitions will be split up between committee members and all examples will be reviewed at the next meeting. It was agreed that definitions and examples should be as succinct as possible (approximately 2-3 sentences).
 - C. Updates on current goals and objectives:
 1. Distribute (through various channels) *Toward Equity: An Interactive Guide for SMC Faculty*: Chair is working with Regina Ip, Edna Chavarry and Nate Donahue on a plan for posting the resource guide to various pages of the SMC website.
 2. Include additional faculty resources within *Toward Equity: An Interactive Guide for SMC Faculty*: This topic will take further discussion within the

Committee regarding what resources should be provided. Chair will follow up with Greg Brookins regarding his work on faculty civility.

3. Develop programs and trainings that will serve SMC faculty in creating equitable classrooms and working environments: Ongoing/in progress and will include outreach to equity leaders on campus to further develop trainings.
4. Revamp the Equity and Diversity Committee webpage to include updated resource material: Chair and committee member Sara Brewer will meet to discuss and implement changes to the committee's webpage.
5. Provide input and collaborative support as needed to various equity-related groups and initiatives on campus: Ongoing
6. Support the establishment and staffing of a Gender Equity/Social Justice Advocacy Center: Ongoing
7. Work with building management and services to identify existing space for gender neutral restrooms for faculty, staff and students on all campuses including appropriate signage and mapping. Provide recommendations as needed: Chair will contact Nate Donahue regarding next steps to take as there has been considerable turn-over in the Facilities Management department.

VII. Public Comments and Announcements: None

VIII. Adjournment: 1:47pm