

Santa Monica College - Equity and Diversity Committee

Meeting Minutes

Location: Zoom (<https://us06web.zoom.us/j/95534437834>)

Date: November 28, 2022

Time: 12:30-1:30pm PST (Pacific Standard Time)

In Attendance: Steph Anderson, Sara Brewer, Chanté De Loach, Vicenta Arrizon, Amber Urrutia, Mark Tomasic

- I. **Call to Order:** 12:34pm
- II. **Approval of Agenda:** Motion made by Steph Anderson, Seconded by Sara Brewer. The motion passed unanimously.
- III. **Mindfulness Moment:** led by Mark Tomasic
- IV. **Public Comments:** None
- V. **Approval of Minutes from Nov. 14th, 2022 Meeting:** Motion made by Chanté De Loach, Seconded by Sara Brewer. The motion passed unanimously.
- VI. **Reports**
 - Chair's report: Moved to new business
 - Other reports: None
- VII. **Old Business:** None
- VIII. **New Business**
 - **Discussion of Pierce College (Washington) Tenure Process Guide:** Vicenta Arrizon attended the Colegas Annual Conference where she was introduced to the Pierce College Tenure Process Guide. The guide may be a useful model in revising the SMC tenure evaluation process. In particular, the Pierce guide clearly and transparently articulates the tenure process while centering racially minoritized Black and Brown students.
 - **Review of draft of self-evaluation form recommendations:**
 - Our committee did not officially review the document. Instead, conversation centered on what we will present to the joint committee; a list of more general recommendations or a specific set of recommendations for the self-evaluation form/process.
 - It was agreed that we should draw upon the recent equity audit report for support of revamping the entire evaluation process.

- Regarding membership of the joint committee, a lack of faculty members and Equity, Pathways, and Inclusion (EPI) stakeholders was noted. The joint committee currently consists of managers and faculty association members.
- We could potentially invite members of EPI and other interested parties to our presentation to the joint committee.
- Steph Anderson will make an announcement at the Executive Senate meeting on November 29 and include an information item to the full Senate on December 6th regarding our recommendations on the self-evaluation process.
- The joint committee handling SMC evaluation revisions is interested in meeting with our committee to gather our recommendations.
- **Dec. 12th meeting:** Confirmed meeting on December 12th from 12:30-1:30pm PST to review the recommendation document. We will not meet with the joint committee until Spring 2023.

IX. Adjournment: 1:30pm