

Santa Monica College - Equity and Diversity Committee

Meeting Minutes

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

Date: March 15, 2022

Time: 3-4pm PST (Pacific Standard Time)

Members present: Amber Urrutia, Sara Brewer, Steph Anderson, Mark Tomasic, Tiffany Inabu (arrived 3:45pm)

Guests present: Elaine Roque, Susan Caggiano from the Joint Evaluation Committee (District/FA)

- I. **Call to Order & Approval of Agenda:** Call to order at 3:04pm. Motion to approve made by Sara Brewer, seconded by Amber Urrutia. The motion passed unanimously.
- II. **Mindfulness Moment:** led by Mark Tomasic
- III. **Public Comments:** None
- IV. **Approval of Minutes from March 1st, 2023, Meeting:** Motion made by Mark Tomasic, seconded by Sara Brewer. The motion passed unanimously.
- V. **Old Business**
 - Faculty Equity Awards: Tabled until next meeting.
- VI. **New Business**
 - Discuss [self-evaluation form recommendations](#) with members of the Joint Evaluation Committee:
 - The Joint Evaluation Committee is charged with garnering feedback from Senate committees and other groups regarding the self-evaluation form/process. The District has a similar group doing the same work. The District's team includes Sherri Lee Lewis, Jason Beardsley, Bob Myers, Chris Bonvenuto, and TreShawn Hallbaker.
 - The Joint Evaluation Committee asked to hear what portions of our recommendations were the most important to our committee. The Equity and Diversity Committee noted our strong desire to prioritize equity in the faculty evaluation process as well as the importance of how faculty think about their own processes in the classroom. We also noted the importance of using the ESAT as a self-evaluation tool and the importance of including introductory information regarding the self-evaluation so people know what to expect and what the form is for.
 - To change the complete evaluation process, HR and the District must be willing to come to the table with the FA as part of contract negotiations. It is possible that these changes could happen before a new contract is negotiated using MOUs to add

addendums to the contract. When a new contract comes up, it is decided if the MOUs will be permanently embedded in the contract.

- VII. Adjournment:** 4:09pm. Move to adjourn by Steph Anderson, seconded by Sara Brewer. The motion passed unanimously.