

Santa Monica College - Equity and Diversity Committee

Meeting Minutes

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

Date: June 1, 2022

Time: 11am-12:30pm PST (Pacific Standard Time)

Attendees: Steph Anderson, Mark Tomasic, Vicenta Arrizon, Sara Brewer, Valeria Udezor, Amber Qureshi Urrutia and Chloe Heo (Student Representative)

Interested Parties: Peter Morse

I. Call to Order & Approval of Agenda 11:14AM

Motion: Vicenta Arrizon

2nd: Sara Brewer

Passed Unanimously

II. Public Comments

No public comment

III. Approval of Minutes from May 18, 2022, Meeting

Motion: Sara Brewer

2nd: Amber Qureshi

Approved with two abstentions

IV. Reports

- Chairs report - All gender bathrooms: The resolution approved by the Senate in October will be read at the final SMC BOT meeting on June 7, 2022.
- Other reports - Vicenta Arrizon provided an update on the Cesar Chavez and Dolores Huerta Resolution. The resolution recommends that Cesar Chavez and Dolores Huerta be recognized with an official SMC holiday. The resolution was approved by the IEC Committee as well as the general and Executive SMC Academic Senate.

V. Old Business

- Land Acknowledgment statement from Decolonizing the Academy committee – Shannon Herbert
 - Tabled until fall

VI. New Business

There has been movement at SMC (outside of this committee) to update the faculty evaluation form that we currently use. A new committee will be formed to review current evaluation forms/procedures. Questions regarding the new committee:

What can we bring to this new committee, management, and the FA to enhance this process?

Should someone from the Equity and Diversity Committee sit on this new committee?

Additional questions/comments:

- How do we center equity in our process of revising faculty evaluations?
- Should we have a broader idea of what components of the evaluation process we want to work on for the next year?
- What are the actionable components of the evaluation process that we can work on?
- Is there a checklist for evaluators to consider about the evaluatee: is this person an adjunct, FT or coming from another institution?
- How to measure teaching styles? What teaching styles are in use and do they meet the learning objectives?
- Who sits on tenure committees/How are these people chosen?
- Can we articulate where the evaluatee is starting from (formative assessment) before formal (summative) assessment?
- Could the evaluatee let the committee know what they are working on and why, and then tell the evaluation committee, this is what I would like you to look for.
- What is initial prompt that an evaluatee receives for self-reflection?
- What role does self-evaluation play and how this connects with faculty/peer observations?
- Could it be standardized – turned into a dialogue or collegial form of engagement?
- What is the rubric or rating for initial prompts?
- Can the rating scale we currently use be more nuanced? Currently there is no room for development of the individual. The first few years of tenure should be about growth, improvement, and movement towards being equity-minded/centered. The forms we use set the tone and provide a guide as to what the evaluations should entail.
- Could a rubric be used instead of the current rating scale?
- What is the difference between our formative and summative assessments?
- What is realistic for us to work on as a committee and what falls under our scope specifically? (Steph will follow up with Peter Morse on this. Peter is on board with updating the form and interested in working with us to make other changes as well.)
- What values are we looking for in our teaching?
- What are sources of evidence to guide evaluators?
- Where should our efforts be targeted to have the strongest impact?
- Who is interpreting our student evaluation forms? What is the point of them?
- Evaluation should be equity centered for our students and for those faculty being evaluated.

- What are actionable steps that will be taken based on the outcome of an evaluation?
- Change to the evaluation scale and rubric will represent a cultural shift – training would need to be provided on how to use them/ HR would have to be involved.

VII. Adjournment: 12:31