

Meeting Minutes

Academic Senate Equity and Diversity Committee

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

Date: September 19, 2022

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

Members Present: Steph Anderson, Amber Urrutia, Sara Brewer, Mark Tomasic, Chanté DeLoach, Valerie Udeozor, Esmeralda Hernandez, Student Representative

Interested Parties: None

- I. **Call to Order & Approval of Agenda:** 12:32 pm
Motion made by Sara Brewer, Seconded by Chanté DeLoach. The motion passed unanimously.
- II. **Mindfulness Moment:** Led by Mark Tomasic
- III. **Public Comments:** None
- IV. **Approval of Minutes from September 12, 2022 Meeting:**
Motion made by Mark Tomasic, Seconded by Amber Urrutia. The motion passed unanimously.
- V. **Chairs Report:** None
- VI. **Old Business:**
 - a. **Academic Senate Equity and Redesign Goal:** update statement that was created to provide a guiding goal for the work of the Academic Senate for the 2022-2023 year.

Original Statement: Close the gap in student outcomes for Black and Brown students according to the Santa Monica College Equity Plan and promote a culture of equity in the classroom and workplace.

Revised Statement: Develop and implement strategies to close the equity gap for Black and Latinx students according to the SMC Equity Plan and institutionalize racial equity practices in the classroom and workplace.

The Committee discussed usage of the word “Latinx” vs. “Brown” and if one was too specific and one too general. It was noted that “Latinx” is used in the SMC

Equity Plan as well as a descriptor in Precision Campus. Steph Anderson will reach out to the Latinx Collective as well as to Adelante to include their input on this descriptive language. Chanté DeLoach suggested including a footnote regarding our choice of language regardless of which descriptor is used.

The use of the word “institutionalize” was discussed in regard to it being viewed as an infringement on academic freedom. The Committee decided to leave the word and await feedback from the Executive Senate. The use of a footnote to further detail what is meant by the word institutionalize was also discussed.

Steph Anderson will present the above revised version at the next Executive Senate meeting to seek their input.

- b. Faculty evaluation redesign:** Peter Morse (President of FA) will decide who will serve on the committee to assist with the redesign of faculty evaluation. He has met with Academic Senate President Jamar London who has recommended that Steph Anderson serve on the Committee.

VII. New Business

- **EDC semester/year objectives:** Steph Anderson will email a copy of the proposed goals and objectives of the Equity & Diversity Committee to all members to review before the next meeting.

VII. Adjournment: 1:32 pm