
ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Agenda & (Draft) Notes

Dec. 13, 2022 2:10-3:00pm

DEC ZOOM LINK: Join Zoom Meeting:

<https://smccd.zoom.us/j/85033339128?pwd=cGkrNXlML3liV3N4b0R1cktVdEh6QT09&from=addon>

MISSION

Collaborate, build capacity, and advocate across campus to ensure all students have equitable opportunities to achieve their goals.

VOTING MEMBERS (18)

Tri-chairs (3): Staff – Mary Ho; Faculty – Alison Field; Administrator – Manuel Alejandro Pérez

Faculty (5):

- Human Behavior & Culture – Yolanda Valenzuela
- Arts Design & Performance—Chris Rico
- Business – vacant
- Science & Health – vacant
- At large – vacant

Classified (6):

- Program Services Coordinator – Rance Bobo
- Retention Specialist – Mahitha Rao
- Manager – Bettina Lee
- At large (3 positions) -- Mary Ho, Jilian Gómez, and vacant

ASCC (2):

- Diana Castro
- Yuliana Leon Subias

PRIE (1): Karen Engel

Admin (1): Wissem Bennan

	Welcome	
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2:10 pm 10 mins	Notetaker (Notes link): multiple Time Keeper: Adoption of Agenda: by consensus of all present Approval of Minutes (Nov. 15): by consensus of all present	Manuel
2:20 pm 5 mins	Quick Updates by Chairs • Mural Project (Manuel) The committee had the final meeting yesterday, you will hear the all campus preview meeting in Jan 2023 working with Precita Eyes. Mural will be ready by end of SP 23. Stay tuned • Cultural Center (Mary) Working through the mission statement, need a bit more input around key terms around Social Justice etc, walk through of potential space done, continue to have conversation about what is needed in the space which works for our students, workgroup will continue to meet in SP 23. Our timeline is to join early Spring meetings for ACES, SSPC, Student Senate, and PBC to seek input on the mission/values/goals of the Cultural Center • Task Force on Land Acknowledgements (Alison) Our newly formed ACES task force to address land acknowledgements will have its first meeting at 3 pm today. Please let us know if you would like to join us & I will share the zoom link.	Chairs Information
2:25 pm 10 mins	Standing Items (2 minutes each) (please post in chat & share highlights) • Guided Pathways (Manuel) Advisory committee meeting was held on Nov 29th, COLTS success advisory committee meeting, next meeting in March, we set a tone to look at success on campus. • District Antiracism Council (Rebekah) For the district antiracism council: We discussed how the telework policy could impact our recruitment and retention of diverse faculty and staff. Some council members including Chancellor Mike Claire and Diva Ward presented our proposed mission and bylaws to the board which is processing the information. • Umoja / BSM (Mahitha) UMOJA going to A2MEND conference in March 23. Recruiting for SP 23,	Various Information

	Mahitha doing counseling during campus drop in hours at the welcome center. Will be working on Black History month. Yuliana (in chat): If you want to partner, student senate is going to continue hosting Black Excellence in February 2023. ● Dream Center / Task Force (Nimsi) Our last DREAMers Task Force meeting of the semester was this past Wednesday. We had a hearty conversation discussing the 6 or Fewer units Non-Resident Tuition Fee Waiver and ways to clarify this process moving forward. The SMCCCD Dream Centers are planning a District Flex Day presentation on January 12 where we will delve into a similar topic! Task Force meetings will be the third Thursday of every month from 3-4pm next semester, and we currently have an event planned on February 8 with LIBRE & IIBA. A flyer will go out prior to the start of the Spring semester, and we hope to seek your support to spread the word! ● ASCC (Diana / Yuliana) No new updates.	
2:35 pm 20 mins	ACES Wrap-up: Launching the Equity and Antiracism Planning Council (EAPC) pilot ● Report back from PBC ○ Draft Bylaws Maria, Nimsi, Rebekah, Manuel, Mary & Alison brought proposed new Equity & Antiracism Planning Council (EAPC) Bylaws to Dec 7th PBC meeting. Lots of discussion ending with unanimous vote to support launching council pilot with one adjustment to Goal #1: review and revise college practices: PBC suggested to add collaboration with other departments to review policies and college practices to Goal #1. Opposition was a concern that the council may not be represented in the way that PBC would be and change lines of communication Important to emphasize how representative the council will be but be mindful that we still need to disrupt structure to create change	Chairs & All Information & Discussion

(NG in Chat) Appreciate that folks were open minded and willing to try something new, I would especially like to shout out Lesly Ta. Our student trustee, TRIO ambassador, PBC student rep, & general extraordinaire.

Maria: would like to see David Eck's feedback (one page of notes) in response to the bylaws. Will the Council be making further changes?

Alison: spoke to Eck today. Will be bringing that feedback to the Council for their consideration. Happy to share that with folks here.

- Next steps
 - Membership
- 2 administrators (1 will be co-chair). Selection process through cabinet
- 5 faculty members (plus 1 co-chair). Submit names to Academic Senate (David Eck or Alison Field).
- 6 staff classified members (1 will be cochair). Submit name to classified senate for review and approval of CSEA.
- 1 PRIE Rep
- 2 ASCC Members (at least 1 of whom is a student)
- Mary endorsed to reapply as classified co-chair for being so awesome!
 - Transition

Rebekah and Maria have volunteered to take part in the transition team as ACES ends and the new Council is launched. Nimsi also offered to assist as needed.

- Big Thanks!

Big Thanks to all who have done the hard work to bring this to fruition!

Mary will be sending out an evaluation survey via email. Please watch for that.

ACES Wrap-Up Jamboard is here:

<https://jamboard.google.com/d/1Xjvl2MmGT4YlrvaVxdnOhr79Dfv1nennUm7ddOaCig/edit?usp=sharing>

Folks shared expressions of gratitude and appreciation, along with Holiday treats (foods) they are looking forward to. (See jamboard)

Manuel (in chat): I feel grateful to have shared this experience and

	responsibility in community with all of you. Even if you weren't on the mic (and especially if you were), you were a part of this important presentation and moment in our Cañada story for equity and antiracism. Notes (Follow-up from 2021-2022): ● Roundtables ● Evening Students ● Professional Development ● ALL ACES Work Groups 1. <i>Instructional practice and Learning.</i> 2. <i>Relationship, connection & communities.</i> 3. <i>Support for students.</i>	
2:55 pm	Announcements	Please post in chat
3:00 pm	Adjourn - 3:05pm	Chairs

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

AGENDA & NOTES

Nov 15, 2022 2:10-4:00pm

NOTE NEW ZOOM LINK for Nov.: Join Zoom Meeting

<https://smccd.zoom.us/j/85436341919?from=addon>

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ASCC (2):

- Diana Castro
- Yuliana Leon Subias

PRIE (1): Karen Engel

Admin (1): Wissem Bennan

2:10 pm 10 mins	Welcome Notetaker (Notes link): Rance Bobo Time Keeper: Rance Bobo Adoption of Agenda: Rebekah Taveau/Bettina Lee Approval of Minutes (Oct 25): Yuliana Subias/Bettina Lee	Alison
2:20 pm 10 mins	Quick Updates by Chairs • Mural Project (Manuel) ◦ Met w/ the muralist Nov 11 for first look; currently in process for review by the community. ◦ Possible due before the winter break • Cultural Center (Mary) Nimsi ◦ Drafts for mission statement completed. ◦ Goal statement currently in draft • Áse Recommendations (Alison) ◦ PBC Presentation (11/02) ◦ PBC approved our proposal to ask EMP strategic workgroups to define how their work contributes, or could contribute, to Ase	Chairs Information

	recommendations	
2:30 pm 15 mins	Standing Items (2-3 minutes each) · Guided Pathways (Mary) ● Nov 28 1pm-4pm: 1st meeting · District Antiracism Council (Rebekah) ● Wrote Antiracism Council Board Resolution ● 3 Work groups: Policies and Procedures, Curriculum, and EEOC workgroups ● A series of lectures are being planned (See link) · Umoja / BSM (Mahitha) ● Umoja planning another student outing. ● Planning various conferences · Dream Center / Task Force (Nimsi) ● Working w/ a community organization to assist with pathways to citizenship. ● Sequoia HS Dream Club Dinner this Friday Nov 19th ● Next meeting: Wed Dec 7th 1pm-2pm · ASCC (Diana / Yuliana) ● Lyft program ● Discussed Spring events ● Alcatraz Trip Nov 24th: 5:15 am - still time to participate	Various Information
2:45 pm 10 mins.	Proposal to form a Task Force to address land acknowledgements and the intentions & actions behind them. ● Work to date: Nov 10th ASCC voted to have a land acknowledgement at every meeting. ● The ASCC want to establish a page for land acknowledgement ● Today: ASCC's ask is for ACES to create a task force for land acknowledgement ● Plan: Launch in the Spring and end in the Spring. Engage in inquiry and learning ● Goals: Identify and recommend intentions, specific actions, college commitments behind land acknowledgements ● Consistency in guidelines for statements; acknowledgements ● Motion to approve: Karen Engel/2nd Kiran Malvade ● Motion: Carries ● Interested: Michiko, Alison, Karen, Manuel. If you know others who are interested please refer to Alison or Michiko	Alison & Michiko / Student Life Action

	● Draft proposal & timeline	
2:55 pm 60 mins	Planning & Future Work ● Student Equity & Achievement Program (SEAP) / Equity Plan ● Budget & Funding ○ Goal: move the money from long-term personnel commitments into a position to close the equity gap ○ Realign funding to source practices, policies, and programs that will close specific equity gaps ● Review Final Rough Draft ○ Looking to review the final version today before submittal ○ Areas of focus: ■ Enrollment Focus: Black/AFAM ■ Increase English/Math Completion: LatinX ■ Persistence: Filipino ■ Completion in 3yrs: LatinX ■ Transfer: LatinX ○ Kiran - Clarification is needed where it says Instruction with an "X" for current and ideal structures ○ Rebekah - Commendations on race specific and achievable goals & well written parts incorporating feedback across the campus. Great job aligning goals & activities ○ Maria - section 5.2 and 5.4 say "Not entered" Karen - will follow-up with Adolfo. ○ Engl 105 - not corequisite. Class works very differently than Math coreqs. ○ Need to call-out wrap around support for ENGL 105. ○ Yolanda - essential to guarantee that students support services, including tech support for instructors, academic tutoring, food services, etc.. are available to evening students. ○ Nimsi: also tutoring after 7 pm? ○ Yolanda - need additional mental health support following covid, esp for Latinx students. ○ Bettina & Rebekah - this is addressed later in the plan. Should this section have more focus on Latinx population? ○ Karen's proposed revision: "Evaluate the co-requisite support courses in Math and 5-unit English support course via quantitative and qualitative methods to better understand why students may not be taking them and what scheduling and	Chairs & All Information & Discussion

curricular improvements could most benefit our Hispanic, transfer-seeking students.”

- Nimsi - For folks interested in learning more about the impact of COVID-19 in the Redwood City/NFO community, I recommend taking a look at RWC Together's Needs Assessment Survey Findings:

<https://gardnercenter.stanford.edu/publications/redwood-city-north-fair-oaks-community-needs/redwood-city-north-fair-oaks-covid-19>

- Next Steps

- On consent agenda for PBC tomorrow; presenting to executive summary

- EAPC Full Proposal – Bylaws & Membership

- Review draft

- Karen - consider clarifying what is meant by “programming” in #3
- Rebekah - Why support PBC in critical inquiry? Wouldn't the council do the research and then use it to advise PBC? How will the council inform the budget about equity priorities?
- Manuel - this is one of the critical question - EAPC's relationship to PBC and how EAPC can best help review PBC practices and policies
- Rebekah - I think the Guided Pathways interest areas is not working so well and that we need more openness to get people representing important groups: Umoja, ESL, Puente, etc.. as opposed to areas where there is not enough faculty representation such as Business.
- Nimsi - the reason we said EAPC would support PBC with critical inquiry was because it was directly related to supporting PBC in their participatory governance evaluation. EAPC would be charged with delving deeper into results (via a critical inquiry) and assess if participatory governance is operating in an equitable manner.

- Next Steps:

- More input needed before this goes to PBC in early Dec. We welcome your comments on the Draft EAPC Bylaws document: <https://docs.google.com/document/d/1I0cRqYv3PwBZN0lq8SftuO3CLG2xmzb9/edit#>

	Notes (Follow-up from 2021-2022): · Roundtables · Evening Students · Professional Development ALL ACES Work Groups 1. <i>Instructional practice and Learning.</i> 2. <i>Relationship, connection & communities.</i> 3. <i>Support for students.</i>	
3:55 pm	Announcements	Please post in chat.
4:00 pm	Adjourn Confirm next meeting: • Dec. 13: short meeting to confirm next steps for Spring.	Chairs

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Agenda & Notes

Oct. 25, 2022 2:10-4:00pm

NOTE NEW ZOOM LINK: Join Zoom Meeting

<https://smccd.zoom.us/j/83347669607?from=addon>

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ASCC (2):

- Diana Castro
- Yuliana Leon Subias

PRIE (1): Karen Engel

Admin (1): Wissem Bennani

2:10 pm 10 mins	Welcome Notetaker (Notes link): Rance Bobo Time Keeper: Dr. Wissem Bennani Adoption of Agenda: Yuliana Leon Subias/Bettina Lee Approval of Minutes (Sept 27): Yuliana Leon Subias/Bettina Lee	Mary
2:20 pm 10 mins	Quick Updates by Chairs • Mural Project (Alison) ○ Moving forward w/ the feedback from the design workshop ○ Another workshop will be at 1pm on Nov 26 • Cultural Center (Manuel) ○ Nismi Garcia is the lead, currently foundation draft is in progress ○ Personnel request has been submitted • COLTS-U Transfer Station (Mary) ○ Open house Nov 25 to invite the	Chairs Information

	public and showcase the location	
2:30 pm 15 mins	Standing Items (2-3 minutes each) - Guided Pathways (Mary) - Has not met since last ACES - Next meeting Nov 29 1pm-4pm - District Antiracism Council (Manuel) - Currently searching for a new administrator to facilitate the council - Currently working on Bylaws and foundational documents - Currently developing work groups - Umoja / BSM (Mahitha) - George Floyd event was facilitated on his birthday - Field Trip to DeYoung Museum on Oct 21 - Dream Center / Task Force (Nimsi) - Facilitated Action Week (Oct 17-22) 38 Participants during the day - Task Meetings Oct 5/Nov 2/Dec 7 - ASCC (Diana / Yuliana) - Currently working on Spring events	Various Information
2:45 pm 70 mins	Planning & Future Work - Ase Recommendations proposed next steps (Mary) - Mary, Manuel & Alison aligned Ase recommendations to the Educational Master Plan initiatives & shared that with PBC in Sept. Proposal to return to PBC (for Nov 2 meeting) & ask EMP work groups to address the recommendations. For example: - How to address White accountability - How microaggressions are being handled - How disciplinary actions are handled	Chairs & All Information & Discussion

	○ There are two Ase recommendations being addressed separately: ○ 1. Hire DEI Director is in College Cabinet & will go through resource request process. ○ 2. Restorative practices will be forwarded to EAPC. ● Student Equity & Achievement Program (SEAP) / Equity Plan ○ Slideshow ○ Input & feedback 1. Increase enrollment of Black/AFAM population 2. 5 initiatives are being recommended to increase the support of applicants 3. Increase the number of Latinx students in transfer level math or english 4. Persistence implementations for the Filipino community 5. Methods of how we can make our services accessible to the Redwood City community ● EAPC update and proposed working group ○ PBC Presentation (10/5) ■ Proposed recommendations to PBC 1. Make recommendations to President 2. Build on recommendations of summer work group 3. ACES return to provide progress on Bylaws and membership	
	Notes (Follow-up from 2021-2022):	

	• Roundtables • Evening Students • Professional Development ALL ACES Work Groups 1. <i>Instructional practice and Learning.</i> 2. <i>Relationship, connection & communities.</i> 3. <i>Support for students.</i>	
3:55 pm	Announcements	Please post in chat.
4:00 pm	Adjourn Confirm next meeting • Nov. 15 (3rd Tues)	Chairs

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Proposed Agenda

Sept 27, 2022 2:10-4:00pm

NOTE NEW ZOOM LINK: <https://smccd.zoom.us/j/88648408604>

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- Arts Design & Performance—Chris Rico
- Business – vacant
- Science & Health – vacant
- At large – vacant (Spring 2022: Valeria Estrada)

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ASCC (2):

- Diana Castro
- Yuliana Leon Subias

PRIE (1): Karen Engel

Admin (1): Wissem Bennan

2:10 pm 10 mins	Welcome Notetaker (Notes link): Rance Bobo Time Keeper: Mary Ho Adoption of Agenda: Adolfo Leiva/Kiran Malavade Approval of Minutes (May 10 and Aug 30)Kiran Malavade/Wissem Bennani	Manuel
2:20 pm 15 mins	Quick Updates by Chairs ● Mural Committee Update ○ Draft proposal received ○ Draft well received by some but some problematic imagery concerns need to be addressed ○ Current timeline has been paused ● Cultural Center ○ Manasi Devdhar-Mane, Nimsi Garcia, Diana Espinoza-Osuna are working on the development of the Center ○ Discussing a PSC position for the Center ○ Timeline try to have done by the Spring ● SB 893 & Non-resident fee waivers ○ Demonstration held last week districtwide to get the bill passed ○ Currently trying to give a name to	Chairs Information

	the waiver via district wide Dream Centers and Registrars	
2:35 pm 15 mins	Standing Items (2-3 minutes each) - Guided Pathways (Mary) - Focus on retention and completion - Guided Pathway dashboard created with key metrics - District Antiracism Council (Manuel) - Manual will continue to meet with the council but would like to hand it off or be involved - Umoja / BSM (Mahitha) - Mahitha Rao Umoja Counselor - Has a new Canvas Shell and Instagram - Trip to the DeYoung Museum - George Floyd Day in October - Dream Center / Task Force (Nimsi) - Undocumented Student Action Week Oct 17th-Oct 21st - Legal Clinic Wednesdays 10am-1pm - Schedule:M-Th 8am-4:30pm, F 8-12pm Bldg 9, Rm 118 - Task Force met October 15 - ASCC - Update will be coming later	Various Information

2:50 pm 65 mins	Planning & Future Work Updates • Equity & Antiracism Summer Work Group Wrap-up meeting ○ Alison Field: Final meeting will happen later this week. ○ Trying to make this into a integrated college council • Student Equity & Achievement Program (SEAP) / Equity Plan ○ Manuel Perez: Cabinet has identified entities on campus to assist with writing of the plan ○ Currently creating draft ideas for the plan • Tri-chairs Presentation at PBC, 9/21 ○ Alison Field: How to prioritize the Ase recommendations (Please see slide presentation) Discussion & Work Session • ACES Role & Input Next Steps Note: Follow-up from 2021-2022 • Roundtables ○ Evening Students ○ Professional Development • ALL ACES Work Groups 1. <i>Instructional practice and Learning.</i> 2. <i>Relationship, connection & communities.</i> 3. <i>Support for students.</i>	Chairs & All
3:55 pm	Announcements	Please post in chat.

4:00 pm	Adjourn · Next meeting ○ Oct 25	
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ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Agenda & Draft Notes

Aug 30, 2022 2:10-4:00pm

ZOOM LINK: <https://smccd.zoom.us/j/88653676964>

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ASCC (2):

-
-

PRIE (1): Karen Engel

Admin (1): Wissem Bennan

2:10 pm 20 mins	Welcome & Introductions Notetaker (Notes link): Nimsi Time Keeper: none. Adoption of Agenda: informal agreement. Approval of Minutes (May 10): Postponed to next meeting.	Alison
2:30 pm 10 mins	Quick Updates by Chairs ● Mural Committee Update (Manuel) ○ End of Spring semester (May 18) - Hosted first design workshop ○ Mural to be placed outside of Building 9, first floor, on the big wall next to the stairs. Upgrades are being made, trees were removed, panels, lighting, & etc were ordered. ○ Precita Eyes, the partner organization, and artist Francisco is in the design/conceptualizing phase. A PDF will be shared to seek out feedback - via shared doc, feedback, etc. ○ Painting days set up b/w Sept 19 - Oct 1#? → anchoring Club Rush on Sept 21, will host community painting days with sign ups ○ Ideal date for ribbon cutting (big program, music, performers, speakers) - host on indigenous people's day Monday Oct 10 ○ Meeting again on next Tuesday at 12:30pm → currently developing feedback & sign up process ● NCORE – National Conference on Race & Ethnicity (Mary) ○ District sponsored over 70	Chairs

	delegates, Cañ did as well. Big representation of district & college. Also strong representation of students. ○ Deep dive & conversations abt race, equity, identity & more took place ○ Manuel, Michiko & Nimsi presented on transformational anti-racist leadership ○ Debrief took place during District Flex ○ Alex C's takeaway - there is no one solution - everyone is trying to figure things out	
2:40 pm 15 mins.	Standing Items (2-3 minutes each) ● Guided Pathways (Mary) ○ Have not met yet, no updates ● District Antiracism Council (Manuel) ○ Met throughout summer, wrapping up year 2 ○ District council taking a hard look at structure and sustainability - lots of turnover during the two years (changes in personnel and positions) ○ Sept 9 - council retreat, focus on sustainability, membership ● Umoja / BSM ○ No updates/no one to provide updates ● Dream Center / Dreamer's Task Force (Adolfo) ○ <i>Fee waiver & HEERF funds (Manuel)</i> ○ Nimsi joined as the permanent Dream Center PSC ○ Fee Waiver - for undocu students who have been classified as	Various

	non-residents - thanks to our district leadership & VPSS Manuel, among many others - have the ability to reduce their fees from \$290 to \$46 (in-state unit fees) ○ HEERF (Higher Education Emergency Relief Fund) - able to support COVID impacted undocu & ESL students financially ■ Funds they receive can be used for books, tuition, & other educational expenses. These funds can also be saved for following semesters. ○ Some students are able to qualify for both the 6-unit waiver and HEERF funding ○ USAW is Oct 17 - Oct 21, 2022 ■ Planning is underway ■ Educator webinars from 9-10am, other events hosted throughout the week & collaborating with District DREAM Centers ○ Higher Education Legal Services Project launched findyourally.com for free help with immigration cases and legal support. ○ Webinar explaining the website: https://zoom.us/webinar/register/WN_KPZvx3FMS7anWoQIP6y2mw ○ Advocating for more funding to support undocumented and ESL students but to clarify: Waiver drops the price & HEERF is direct aid to the student ○ Chancellor's office is working on more relief efforts ○ One of the few districts to move this waiver from policy to process, other districts have gotten stuck in	
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	the policy ○ How are students learning about HEERF? Targeted outreach is taking place, don't need to apply for fin aid, only fill out formstack w/o much paperwork. - Interdepartmental collaborations - ESL, Upward Scholars, & more ● ASCC (Yuliana and/or Diana)	
2:55 pm 60 mins	Planning & Future Work ● Equity & Antiracism Summer Work Group Update ○ Summer work group: hosted 2 orientations, all appointed members went through a mandatory orientation. Pre-planned two working sessions, postponed one and hosted a working session after the start of the semester, added 2 student reps ○ "On the mic" at next PBC meeting to report on progress ● Áse Recommendations Internal Equity Report (see pages 15-17 for the Recommendations). ● Equity and SEAP (Student Equity & Achievement Program) Plan Follow-up from 2021-2022 ● Roundtables ○ Evening Students ○ Professional Development ● ALL ACES Work Groups 1. <i>Instructional practice and Learning.</i> 2. <i>Relationship, connection & communities.</i> 3. <i>Support for students.</i>	Chairs & All

3:55 pm	Announcements • Mahitha Rao will soon join the Umoja team as their Adjunct Counselor • Rebekah Taveau is teaching an honors writing class, wants to encourage others to recommend more students to join. Will have more support for them. • SAM Card - similar to a debit card, students receive \$150 per month to purchase hot means. Can only be used at the Grove or any of the cafeterias in the district. 13 criteria, students must select at least 1, must be enrolled in at least 1 unit. • Closing PSP application on September 1, Spring 2022 application opens September 2. Possibly Part-Time Pilot PSP presentation next meeting?	Please post in chat.
4:00 pm	Adjourn • Next meeting: Tues Sept 27, 2:10-4:00pm Results of poll (conducted in chat): • Prefer zoom (only): IIII I • In-person: none • Hybrid: III • No preference: none	

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Draft Minutes

Tuesday May 10, 2022 2:10-4:00pm

ZOOM LINK: <https://smccd.zoom.us/j/88653676964>

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ASCC (2):

- Mira Rubio
- Brittney Somora-Delgado

PRIE (1): Karen Engel

Admin (1): Wissem Bennani

2:10 pm 5 mins	Welcome Notetaker (Notes link): Mary & Alison to start; then Margarita Time Keeper: Rance Adoption of Agenda: Rance & Margarita Approval of Minutes (Apr 26): Moved by Rance and seconded by Valeria.	Chairs
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2:15 5 mins	Quick Updates by Chairs • Mural Committee Delay Tentative: design workshops on May 17 & 18 Opportunities for students to give input in the fall, continue design work as needed • District Council on Antiracism ○ NCORE – National Conference on Race & Ethnicity Large group from District May 24: meet & greet at CSM (District-wide) More details coming soon.	Chairs
2:20 10 mins	Standing Items (2-3 minutes ea; please post additional info in chat) • Guided Pathways (Mary): No new updates other than discussing feedback from survey. Ron A. presented on FYE framework and committee provided input on that. So, framework to be launched in 2023 with possible partial implementation in Fall. • District Antiracism Council (Manuel): no new updates other than above for NCORE. • Umoja / BSM (Rance): Next week: joining graduation with all 3 campuses. May 20 in Theater Foyer @ 5 pm. • Dream Center / Dreamers Task Force (Adolfo): Search for permanent PSC is ongoing. Anna's position has been extended. Big thank you to Anna! Migration Graduation Celebration is one week from today. May 18. • ASCC (Brittney and/or Mira): May 11 is destress day with rooftop yoga, 11-1.	Various
2:30 5 mins	Roundtable Discussions Follow-Up: • ACES & professional development, quick update ○ Link to draft proposal -Kaven & Ware are taking over the roll -Proposal: will wait until fall to decide	Kiran & Alison

	how to move forward	
2:35 20 mins	Equity and Antiracism Leadership Group Proposal • Report back from PBC ○ Updated slides (PBC presentation) -Presented last wednesday to PBC -Feedback: it resonated with most folks, they are interested in engaging with this work. • Part II: Áse Recommendations Prioritizing Activity & Discussion ● Spreadsheet ● Internal Equity Report (see pages 15-17 for the Recommendations). -PRIE recoded the responses: see link - Top 3 (#14 at 12 points, and #9 & #10 at 11 points), Next 2 (#2 & #4 at 10 points) - Questions: (1) In looking at this, What are already doing already? (2) How do you see ACES relationship to the highest priorities? (3) Where do you see other councils fitting in these priorities?	Chairs
---	Announcements -Food Pantry reopening! In partnership with Second Harvest Food Bank of Silicon Valley, SparkPoint at Cañada College will re-open it's Food Pantry on May 18, 2022. The Pantry will be open on Tuesdays, Wednesdays and Thursdays from 12pm to 3pm and Thursday from 5pm to 6:30pm. The Pantry is located in Bldg 5, 2nd floor, room 5-202. -We are having our First Annual Latinx Graduation Recognition Ceremony on Wednesday, May 18th at 6:00pm in Building 6, Room 101/102. If you are inclined to support, please email me directly baezm@smccd.edu -The library will be open two additional hours on the following days: Tuesday, May 17th, Wednesday, May	Please post in chat

	18th, Tuesday, May 24th, and Wednesday, May 25th: the library will be open from 8:00am-8:00 pm instead of 6:00pm. The Learning Center is regularly open from 8:30am-8pm Monday and Thursdays	
2:55 5 mins	Confirm Fall 2022 Meeting Schedule - Proposed first meeting: T Aug 30, 2:10 – 4:00 pm - Then 4th Tuesdays: Sept 27, Oct 25...	Alison
3:00 30 mins	ALL Aces Work Groups <i>Instructional practice and Learning.</i> 3 part plan: - Brown bags open to staff and faculty to bring concrete items to share or get help with - Use those concrete items to adapt/build a Canvas shell available to all - Non flex day events that involve students (and compensate them) to share their perspectives and allow faculty and staff to hear their perspectives. <i>Relationship, connection and communities.</i> Learn Lab Toolkits.docx - Google Docs <i>Support for students.</i> Individual IRPE Self-Assessment Tool 2021 Racial Equity & Social Justice (ver. 2021-11-17).xlsx (sharepoint.com) Group Check-ins (5-10 mins) Group Presentations & Wrap-Up Discussion (20 mins) - What are the larger tools that we are creating? - How are we wrapping-up / moving forward with our efforts? -ACESWorkGroupsDiscussionJan25 - Google Docs	Chairs & ALL

3:30 15 mins	Year-end Reflections & Evaluation <u>ACES Year-End Survey</u> 1) What do you like about our ACES meetings? 2) What is one thing we can do to make our meetings even better? 3) Additional comments? Compensation for students and their time! Can we have some type of scholarship fund or book vouchers or something to show we value their time. Inclusion of folks across campus- faculty, staff, students Projects/Ideas begin here and come to fruition across campus. 	Chairs & All
4:00 pm	Adjourn	

April 26, 2022 2:10-4:00pm

ZOOM LINK: <https://smccd.zoom.us/j/88653676964>

MISSION

Collaborate, build capacity, and advocate across campus to ensure all students have equitable opportunities to achieve their goals.

VOTING MEMBERS (18)

Tri-chairs (3): Staff – Mary Ho; Faculty – Alison Field; Administrator – Manuel Alejandro Pérez

Faculty (5):

- Human Behavior & Culture – Yolanda Valenzuela (absent)
- Arts Design & Performance—Chris Rico (absent)
- Business – vacant
- Science & Health – vacant
- At large – Valeria Estrada

Classified (6):

- Program Services Coordinator – Rance Bobo
- Retention Specialist – Mahitha Rao
- Manager – Bettina Lee
- At large (3 positions) -- Mary Ho, Jilian Gómez (absent), and Margarita Baez

ASCC (2):

- Mira Rubio (absent)
- Brittney Somora-Delgado

PRIE (1): Karen Engel

Admin (1): Wissem Bennani

2:10 pm 5 mins	Welcome Notetaker (Notes link): Margarita Baez Time Keeper: Rance Bobo Adoption of Agenda: Karen/Kiran Approval of Minutes (Mar 22): Karen/Valeria	Manuel
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2:15 5 mins	Quick Updates by Chairs • Equity & Antiracism Leadership Work Group (Mary) ◦ Presented to college committees- will bring to PBC in May. • Mural Committee Update (Alison) ◦ Waiting to hear back from _Artist_, design timeline will be shared promptly ◦ Painting of the Mural will be in the Fall • NCORE – National Conference on Race & Ethnicity (Manuel) ◦ District Anti-Racist Council, and other committees are funding folks to attend. ◦ Cañada - SSPC is sending 4 folks, ASCC is sending 8 folks, District is sending 70-80 folks. ◦ Pre-meeting meet up is happening at Cañada- additional meetings to come.	Chairs
2:20 15 mins	Standing Items (2-3 minutes ea; please post additional info in chat) • Guided Pathways (Mary) ◦ There was a survey for committee folks to provide feedback. • District Antiracism Council (Manuel) ◦ NCORE was a main topic ◦ Community Facing Messaging - ◦ Update evaluative tools to assess our success at becoming an anti-racist campus ◦ Meets almost every other Friday • Umoja / BSM (Rance) ◦ Kickoff recruitment! FLYER ◦ Graduation Celebration- all 3 campuses on May 20th!!! FLYER? Email Rance if you have questions/want to support. • Dream Center / Dreamers Task Force (Adolfo) ◦ Kiran: • ASCC (Brittney and/or Mira) ◦ Wrapping 2021/2022 events. ■ Leadership Awards, May 6 from 5-6pm in the flag room. ■ Destress Day ◦ Sending 8 students to NCORE	Various

2:35 10 mins	Roundtable Discussions Follow-Up: ● Follow-up: commitments in response to last discussions ● Professional Development (Kiran, Margarita, Joshua) ■ Working document (LINK) ■ Have 1 ACES proposal submitted for Flex Day. ■ Flex Day workshops that include student voices. ■ Non-Flex Day events as well. ■ Milena: is there funding available for this? ESCALA provides workshops for similar projects. ■ Alison: Historically ACES has had a fund for activities. SEAP funding. ■ Dr. Robinson: PD for Faculty is available. Track what we are doing for PD, for faculty and staff. ■ What are the next steps: group draft a proposal of what/who is ready to move forward with the plan. ADD 10 minutes to discuss next topic: Kiran/Margarita ● Evening Students (Manuel, Alison) ■ We currently don't have enough student services available for our evening students- what can we do? ■ We do have limited services- but what do we need to do to advertise the services more? Students are not currently using all the services ■ Dr. Perez- currently working to potentially advertise the evening services on a specific landing page for evening students. ■ Dr. Robinson- library will be staying open until 8pm, how do we advertise? What do we need for students to utilize the services after regular business hours? Shared example of when the Library stayed open until 11pm- students did not come. ■ Mahitha- pilot a part-time pathway for Promise, will be partnering with CWA students. We need to hear from the students ..what do they need? Motion for additional 5 minutes: Margarita/Kiran ■ Alex: How are the dates determined of what two days we are open late? ■ Margarita: students currently have to pick between going to class or getting services, since they can't always show up to campus early, and services close when they are in class.	Kiran, Margarita, Joshua, Manuel & Alison
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	■ Dr. Perez- offer to add to discussion - email him	
2:45 5 mins	ACES May Meeting – last meeting of the year • Tues May 10, 2:10 – 3:30/4:00 PM ■ Please RSVP for the May 10th meeting • Equity & Antiracism Leadership Group Proposal - results from PBC & next steps • ALL ACES Work Groups presentations	Alison
2:50 40 mins	Equity and Antiracism Leadership Group Proposal Next Steps • Draft Goals (10-15 mins) • Dr. Perez- Where are we now? We have collected feedback from all councils. We need to fill the buckets of feedback- systems and _?. Example question from feedback “Where does PBC fit in?”. Q’ns included: Who is the Membership? What is the rotation?. Recommendations from Ase- how are they implemented? • Áse Recommendations Prioritizing Activity & Discussion (25-30 mins) • Internal Equity Report (see pages 15-17 for the Recommendations). ■ Dr. Ho- how do we prioritize the 19 recommendations. • Survey results LINK • Review the results-provide feedback as a team. Setting a timeline for short term and long term goals to address all the recommendations. ○ Strongly Agree, etc. to move forward for this next academic year on not (strongly disagree). ○ 12 responses in this meeting- PRIE will bring the results to this group. ○ Dr. Robinson- some of the recommendations have already been started- we should acknowledge that some work is already being done; maybe those don’t need to be a ‘high priority’ for this group.	Chairs
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3:30 30 mins	ALL Aces Work Groups <i>Instructional practice and Learning.</i> <i>Relationship, connection and communities.</i> <i>Support for students.</i> - Alison: where are we now with the projects- May meeting groups can present an update of the project. Final Group Meetings: What are the larger tools that we are creating? Prep for May presentations. How will these tools be helpful in closing equity gaps & achieving our goals? How do you see this work connecting to the following? - ACES / new Council - Áse Recommendations - Equity (SEAP) Plan Note: Meeting will adjourn in Breakout Rooms	Chairs & ALL
4:00 pm	Adjourn	

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Draft Minutes

March 22, 2022 2:10-4:00pm

ZOOM LINK: <https://smccd.zoom.us/j/88653676964>

MISSION

Collaborate, build capacity, and advocate across campus to ensure all students have equitable opportunities to achieve their goals.

VOTING MEMBERS (18)

Tri-chairs (3):

Staff – Mary Ho; Faculty – Alison Field; Administrator – Manuel Alejandro Pérez

Faculty (5):

- Human Behavior & Culture – Yolanda Valenzuela
- Arts Design & Performance—Chris Rico
- Business – vacant
- Science & Health – vacant
- At large – Valeria Estrada

Classified (6):

- Program Services Coordinator – Rance Bobo
- Retention Specialist – Mahitha Rao
- Manager – Bettina Lee
- At large (3 positions) -- Mary Ho, Jilian Gómez, and Margarita Baez

ASCC (2):

- Mira Rubio
- Brittney Somora-Delgado

PRIE (1): Karen Engel

Admin (1): Wissem Bennani

2:10 pm 5 mins	Welcome Notetaker (Notes link): Ana Escalante Time Keeper: Valeria Estrada Adoption of Agenda: Kiran, Valeria, Dr. Wissem Bennani Approval of Minutes (Feb 22): Brittney Samora-Delgadillo, Mary Ho	Alison
2:15 pm 5 mins	Quick Updates by Chairs • Mural Committee Update • NCORE 2022: National Conference on Race & Ethnicity in Higher Ed, May 31 – Jun 4 ◦ District application (DUE Mar 24) ◦ ACES to fund up to 3 additional delegates • Roundtable Discussions (Professional Development; Evening Students) Follow-Up: Postponed to next meeting.	Alison

2:20 pm 15 mins	Standing Items (2-3 minutes ea; please post additional info in chat) ● Guided Pathways (Mary) ○ PSC ● District Antiracism Council (Manuel) ○ NCORE ○ IDEAL Training and where to take it next ○ How effective anti-racist efforts are. ● Umoja / BSM (Rance) ○ Recruitment process for Fall ○ Hired tutor for mentors ● Dream Center / Dreamers Task Force (Adolfo; Ana) ○ Meet Ana Escalante ● ASCC (Brittney; Mira) ○ Event for Sexual Assault awareness event virtually at 5:30 pm here is the link:https://smccd.zoom.us/j/6010SU4CW370S ○ Student Elections	Various
2:35 pm 10 mins	Academic Senate Textbook Affordability Subcommittee <u>OER/ZTC Implementation Plan, 2022-2027</u> -Still collecting comments from folks. Extend by 5 min; motion to support - Concern about pushing for textbooks covered by government - How to implement the needs of students. - DRC and accessibility - OpenED continuing discussion - Provide feedback through link adding in the margins or email Sarah	Sarah Harmon

2:45 pm 20 mins	Equity and Antiracism Leadership Group Proposal Presentation Note: <i>ACES Goals for 2021-2022:</i> 1. Work to establish a combined equity & antiracism leadership workgroup (merge of ACES & Antiracism Task Force). Full Internal Equity Report (Áse Recommendations) - Proposed new group - Approach connects back to the mission and powerful language. Originally originated from district	Manuel, Alison, Mary, and Mahitha
3:05 pm 5 mins	Student Equity & Achievement Program (SEAP) Plan, 2022-2025 / Cañada Equity Plan - Roadmapping Note: <i>ACES Goals for 2021-2022:</i> 2. Oversee development of college Equity Plan and SEAP Plan for 2022-2025. a. Apply CUE review & critical questions; input from focus groups, and Antiracism Framework. Full Internal Equity Report (Áse Recommendations) - Synthesize new areas of work - There are three models: option A, B, and C. Slides	Mary

3:10 pm 50 mins	ALL ACES Work Groups ● Meet briefly in smaller groups to regroup & review. (minutes) ○ Work Groups Discussion Notes (shared doc from Jan-Feb meetings). ○ Note-taking chart (Nov 30). ● Share-out and Discussion (30 minutes; 10 minutes per group) ○ Share your “elevator speech” & a brief progress report/timeline: What are you doing and why? Where are you at in the process? What are your expected outcomes & timeline? What kind of input would you like from the committee? ○ Gather input, feedback & questions - Review and regroup for pitch Instructional Practice and Learning: Flex Title: The beginning steps to student success, a syllabus workshop: Welcoming ALL Faculty and Staff collaboration Description: A workshop for faculty and staff to create student-centered syllabi that make our students feel welcomed, connected and encouraged to succeed. Bring a syllabus if you have one to workshop with your colleagues. Review language and policies with an eye to inclusion and equity. Hear from students about what they look for in a syllabus. Get feedback from student support staff about how your syllabus can be an effective tool for student success. Objectives: Collaborate to create inclusive and useful Syllabi that can be the beginning steps to student success. Relationship, Connection, and Communities: Our project relates to the key area of creating Relationships, Connections, and Communities across campus. We aim to coordinate a community market once a year on our campus featuring under-represented and BIPOC Cañada student entrepreneurs. The purpose of the student market is to create a sense of belonging, facilitate	Mary & ALL
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	engagement, and empower our students by lifting their voices and accomplishments. The Community market will also be an opportunity for networking and professional development for our students. This market will bridge our community and campus together to build mentorship, connections and relationships each year. Student Support Group: • Summarize (5 minutes): ○ What are the larger tools that we are creating? How will these tools be helpful in closing equity gaps & achieving our goals? How do we see this work connecting to - - Equity & Antiracism Leadership Group proposal - Equity / SEAP Plans - Áse Recommendations? Note: <i>ACES Goals for 2021-2022:</i> 3. <i>Build leadership capacity & toolkits for 3 key areas (models, rubrics, tools, and/or overall recommendations).</i>	
	Announcements	Please post in chat
4:00 pm	Adjourn	

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

NOTES

2:10 - 4:00 pm, February 22, 2022

ZOOM LINK: <https://smccd.zoom.us/j/88653676964>

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ASCC (2):

- Mira Rubio
- Brittney Somora-Delgado

PRIE (1): Karen Engel

Admin (1): Wissem Bennani

2:10 pm 5 mins	Welcome Notetaker (Notes link): Margarita Baez Time Keeper: Rance Bobo Adoption of Agenda: Kiran Malavade, Rance Bobo Approval of Minutes (Jan 25): Kiran Malavade, Valeria Estrada	Mary
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2:15 15 mins	Quick Updates by Chairs (3 mins ea.) • Equity & Antiracism Leadership Work Group- Manuel ○ At the EMP All College Forum we had an opportunity to check-in ○ Mapping all initiatives - putting together a visual map • Mural Committee Update- Manuel ○ Updates within the next 2 weeks. ○ Contracts are being set in place ○ Stairway bldg 9? Need to remove trees. • EMP (Educational Master Plan) Community Forum on strategic issues: comment here by 2/28.- Manuel ○ From forum- building the next 5 years. ○ Use hyperlink above to provide your thoughts • Equity Plan & SEAP (Student Equity & Achievement Program Plan) - Alison ○ Small groups have been formed ○ Will come to ACES for input • Internal Equity Scan (full report), Áse Power Consult - Alison ○ Invite you all to review the full report, prepare for next meeting for a deep dive	Chairs
2:30 15 mins	Standing Items (2-3 minutes ea; please post additional info in chat) • Guided Pathways (Mary) ○ 3 new folks - Retention Specialist (HBC) , Jaz Anastacio. Director of Student Support, Ron Andrade. Success Navigators, Claudia Alvarado (○ Interest Area Speaker Series ○ Priority Actions: (5) are underway ○ Scale of Adoption - small group working on this. • District Antiracism Council (Manuel) ○ Last meeting 2/11 ○ Updates from Chancellor in district wide alignment	Various

	Kiran - Not everything is opened for students. Survey results from Kiran's class (41 students). Print, check-out books, places to study and counseling and career appts in person. Advocating on students who are in-person Danielle – teaches 2 evening classes (ESL). Few classes & ppl – take students to computer lab, getting students an email and websmart, Canvas is tricky, request text support is available in evening for students – starting at 5pm – 9pm. The Learning Center used to have a printer students could use. I think this service still gets offered to evening students. 2 nights week – Learning Center is currently opened. Mahihta – gathering data on what students want to see in-person Gampi – teaches Wed evening, from faculty perspective (IT issues due to power outage). Have resources on campus for faculty. Have tech support. Julie – what they can do in the morning class versus evening class. Give students time to come back to the services. Danielle – have tech person available. Honor evening students. Gampi - Not only tech but also public safety. It should not feel different. Georganne – being able to get something to eat on campus. Food in the evening. Josh – limited interaction w/ evening students. Worked w/ CWA to hold late hours. Unsure of the solution. Have Grove open and accessible. Leave the game room open. Make it more inviting for students. Adolfo – see it also as access issue, determining hours for pantry and making those decision. Find when students are available to access these resources. Create a place where students know they can come to access resources.	
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	Consider an information booth. Have a centralized information area. Bettina – is the Lib open in the evening? Students need Lib in the evening and weekend. Georganne – not exactly the same services provide as day students but rather look at what is really needed for evening students.	
	Announcements & Misc.	Please post in the chat.
3:15 pm 45 mins	“ALL ACES” Work groups <i>Key Areas:</i> <i>1. Instructional practice and Learning.</i> <i>2. Relationship, connection and communities.</i> <i>3. Support for students.</i> Meet in groups: Continue taking notes in our shared doc. Be prepared to share out next ACES meeting. • What kind of input would be most helpful? STEP 1: Refine your why and work on your “elevator speech”. Consider: • How does this project contribute to closing equity gaps in this key area? • How does it speak to the recommendations we’ve received (CUE Review, Cultural Center Focus Groups, Áse Power Consult, etc.)? Link here to our prior notes (notetaking worksheet) with recommendations. STEP 2: Timeline, benchmarks, and outcomes. Consider: • What does success look like? What How & when will you measure the success of your efforts? • What kind of data / inquiry will you want to collect / conduct along the way?	Chairs & ALL

	Note: Meeting will adjourn in Breakout Rooms	
4:00 pm	Adjourn Next meeting: Tuesday March 22, 2022	

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Agenda

January 25, 2022 2:10-4:00pm

ZOOM LINK: <https://smccd.zoom.us/j/88653676964>

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ASCC (2):

- Mira Rubio
- Brittney Somora-Delgado

PRIE (1): Karen Engel

Admin (1): Wissem Bennani

2:10-2:15 5 mins	Welcome Notetaker (Notes link): Valeria Time Keeper: Mahitha Adoption of Agenda: Motion by Kiran. Seconded by Mahitha. Approved. Approval of Minutes (Nov. 30): Motion by Kiran. Seconded by Jilian. Approved.	Manuel
2:15 – 2:25 10 mins	Quick Updates by Chairs (3 minutes each item) • Equity & Antiracism Leadership Group (Manuel) Meeting 2-3:30pm • Mural Committee Update (Alison) Michiko created a video to share with BOT. Created and featured by our students! Hoping for a strong endorsement from BOT. Link to student mural video. • Áse Power Consult Snapshot (Mary) Hosted two sessions during flex day. Shared the internal equity scan. Shared key findings. Great session which allowed participants to . Full report should be coming soon in the next couple of weeks.	Chairs
2:25-2:40 15 mins	Standing Items (3 minutes ea; please post additional info in chat) • Guided Pathways (Mary) Meeting next Tuesday. • District Antiracism Council (no new updates) Missed this part! Sorry. • Umoja / BSM (Rance) -Very busy! Done 3 orientations in-person. Bookstore will be giving book vouchers for students. Will be establishing a work/study space for them. Trips are postponed due to current circumstances. Using neatboards to accommodate for students who are unable to come on campus. • Dream Center / Dreamers Task Force (Adolfo)	Various

	Current deliberations in process. DREAM Center is excited about the facility and having it ready for use. DREAM center club has been meeting in financial literacy center. DREAMers Task Force first meeting coming up. · ASCC (Brittney and/or Mira) Stickers will be put up for labeling all gender restrooms. Excited about the mural!	
2:40-2:45 5 mins	SEA Program Annual Report (submitted 12/17/21) Expenditure report in process to look at category spending and where funding has been spent and on what items. In alignment with activities specified. Document will be shared to see details. Not similar to our Equity plan. More of a reporting process. Annual report has been submitted. Alison: SEA program plan is one of the ultimate goals for ACES this semester. We will talk more about it in future meetings.	David Reed
2:45-3:00 15 mins	Roundtable Discussion: Equity-related Flex workshops Regarding flex sessions: How do we envision these conversations in relation to ACES? · Áse Consulting Report back · Early Alerts · Supporting Students in Crisis · AB 705 Discussion questions: ● How do equity-related Flex workshops connect to ACES projects and/or scope? Kiran – should take lead in equity related PD, focus on equity related PD, institutionalized through ACES (based on our conversations and work) Valeria – in our ACES work group, have great conversation, was too late to submit for Flex session, use ACES to develop ideas of what we would like to do. Yolanda – equity is huge concept, lots happening related to equity. Flex session should be project focus (doesn't have to be	Manuel and Mary

	lecture). People can come and learn about a project. Be specific equity based projects. Jillian - something tangible, learn how to apply knowledge (ex: case management). Learn how to close gaps. Concrete, tangible. Adolfo – project based. Work on projects (incubator of ideas), support multiple areas. How does it impact in the community, outside of campus – can become outreach opportunity. Can see movements. • What is or should ACES relationship be to equity-related Flex workshops and broader college workshops/presentations? We organize writers from ACES to submit. Yolanda – not Flex Day, but goal for ACES, not work around Flex Day and then align w/ Flex Day. Kiran – we do what we do in ACES & transfer to the larger campus, doesn't have to be during Flex Day. Have our ideas translate to something to Flex Day. Organize the session in ACES. Mahitha – sharing our own ACES updates to the campus, particularly newer for those on campus. Mini projects that we have been working on. Make sessions Flex Day more accessible. Chris – when students are part of Flex are the most memorable. Provide that platform. Bring student voices. Invite key members of the community to bring to activity. What else can we do to address equity? Go to why we are doing what we are doing? Yolanda – start with students, have them tell us what equity is and what is lacking. Have leaders from ACES present at Flex. Use Flex to brainstorm. Bring others in to be a part of project from Flex. Show work is being done. • What other questions do we have? -What do we need as a group (what resources do we need) to take it to the next level?	
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3:00-3:50 50 mins	Action learning labs. Grassroots bottom up approach. The idea of this approach to get from Point A to Point B is to start small. Something we hope will build to grow our tool kit and enhance leadership capabilities. Creating a roadmap as a committee. Focus on identifying possible barriers, roadblocks, or needs. Information we can share with PRIE of any needs. “ALL ACES” Work groups <i>Key Areas:</i> 1. <i>Instructional practice and Learning.</i> 2. <i>Relationship, connection and communities.</i> 3. <i>Support for students.</i> Meet in groups (30 mins): STEP 1 - Review and refresh on prior work (5-10 mins) <u>Note-Taking Worksheet</u> <i>Activities:</i> · Review Tools / Data · Refine Goals & Activities · Identify next steps STEP 2 – Small Group Discussion & Assessment (20 mins) · What do members need [from Tri-Chairs (or PRIE)] to support and grow in their work? · What are some perceived gaps or potential barriers that limit your potential to build tools for your key area or small group work to address equity & antiracism? · Review draft timeline for SPRING 2022 (below). Are we missing any key components? · In the <u>share doc:</u> ○ Load your 3-5 sentence summary of your group progress ○ Load your responses to the small group discussion questions STEP 3 – Share-out, Review & Summarize (15 mins) · Prepare to share-out one key gap/barrier/need with the larger group.	Alison
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Instructional Practice and Learning:

Relationship, Connection, and Communities:

Community development. Equity and Antiracism piece in supporting our BIPOC students.

CAN be the platform to bring everyone together.

Barriers and challenges: financial. How can we alleviate this. Support outside vendors. Need to sort out Insurance and logistical paperwork to make this possible. Starting via Zoom and eventually in-person due to COVID.

Support for Students: How can we create an equity rubric to identify gaps to improve our process to make equitable. How can we support more students to fill out Pell grant applications or FAFSA. Gaps: Effective communication.

Draft Timeline: How best to structure our efforts?

- **Jan:** continue work on smaller activity/project
- **Feb:** continue work on smaller activity/project (how are we measuring success?)
- **Mar:** focus shifts to toolkit / all-college
- **April:** draft evaluation plan / toolkits / all-college
- **May:** toolkits / all-college; retreat?

Summarize

ACES Goals for 2021-2022:

1. *Work to establish combined equity & antiracism leadership workgroup (merge of ACES & Antiracism Task Force).*
2. *Oversee development of college Equity Plan and SEA Program Plan for 2022-2025.*
 - a. *Apply CUE review & critical questions; input from focus groups, and Antiracism Framework.*
3. *Build leadership capacity & toolkits for 3 key areas (models, rubrics, tools, and/or overall recommendations).*

Resources:

- [Racial Equity Tools, "Community of Practice" resources](#)
- ["Racial Equity Impact Assessment" Toolkit, Raceforward](#)

	· LogicModelling (from previous Inquiry Projects) · ACES Bylaws (approved May 2021) · ACES Meeting Notes · Cañada SEAP Plan, 2019-2022 ○ Critical Questions about Data Points, 2017-2020 ○ Applying the CUE Review & Critical Questions · Cañada Annual Plan 2021-22 DRAFT ○ Surveys Spring 2021 ○ Cultural Center Focus Groups ○ Antiracism Resources ○ Antiracism Task Force Final Recommendations ○ NEW: "Internal Equity Report Snapshot" Áse Power Consult · "Recovery with Equity" (Governor's Council Report) · "Equity" - CCC Chancellor's Office	
--	Announcements & Misc.	Please type in the chat.
3:50-4:00 10 mins	Wrap-up Spring 2022 meeting modality 2:10 – 4:00 pm 4 th Tuesdays · Hyflex Rm 23-103 reserved (Note: class in session until 2 pm) Decision to keep meetings for Spring 2022 in virtual modality.	Manuel
4pm	Adjourn	

Agenda

November 30, 2021 2:10-4:00pm

ZOOM LINK: <https://smccd.zoom.us/j/88653676964>

MISSION

Collaborate, build capacity, and advocate across campus to ensure all students have equitable opportunities to achieve their goals.

VOTING MEMBERS (18)

Tri-chairs (3): Staff – Mary Ho; Faculty – Alison Field; Administrator – Manuel Alejandro Pérez

Faculty (5):

- Human Behavior & Culture – Yolanda Valenzuela
- Arts Design & Performance—Chris Rico
- Business – vacant
- Science & Health – vacant
- At large – Valeria Estrada

Classified (6):

- Program Services Coordinator – Rance Bobo
- Retention Specialist – Mahitha Rao
- Manager – Bettina Lee
- At large (3 positions) -- Mary Ho, Jilian Gómez, and Margarita Baez

ASCC (2):

- Mira Rubio
- Brittney Somora-Delgado(Carlos Pacheco Miranda in place of)

PRIE (1): Karen Engel (absent- Milena Angelova in place of)

Admin (1): Wissem Bennani

2:10	Welcome	Chairs
9 mins	<i>Welcome new Co-Chair – Mary Ho!</i> Notetaker (Notes link): Margarita Baez Time Keeper: Chris Rico Adoption of Agenda: Valeria motioned, 2nd by Yolanda & Adolfo. Motion approved. Approval of Minutes (Oct. 26): Rance motioned, 2nd by Margarita. Motion approved.	

6 mins	Quick Updates by Chairs (3 minutes) - Equity & Antiracism Leadership Group: Mary - Goal to combine/merge ACES with Anti Racism Task Force- what would it look like, etc. - Mural Committee Update: Allison - Next steps will be a SMCCD Board presentation.	Chairs
15 mins	Standing Items (3 minutes; please post additional info in chat) - District Antiracism Council: Manuel - Looking to add Student Representation - Next meeting this Friday- Policy Updates - Mission/Vision/Values of SMCCD - Non-Resident Fee Waiver (specifically for undocu students with less than 6 units) - Yolanda provided - Umoja / BSM: Rance - Spring 2022 Soft Launch- recruitment is currently happening - PSC & Full-Time Counselor positions are being requested - Dream Center / Dreamers Task Force: Adolfo - PSC Position closed, interviews will be taking place soon, hoping to have PSC in place for Spring 2022. - Guided Pathways: Manuel - New Hire: Retention Specialist Short-Term (assigned to the Art, Design, & Performance Interest Area) has been recently filled. - We hope to also have an update in the next month related to the Director of Student Support position with a specific emphasis area tied to Guided Pathways. - Our next GP Steering Committee meeting will be on Tues, Dec 7 at 2:30PM. - ASCC: Mira - Update on Gender Neutral Bathrooms- progress is stagnant due to lack of support from Academic Council, but will continue to bring the discussion back to the agenda to push forward.	Various

60 mins	“ALL ACES” Working groups (10 mins for intro) (AF) <i>Key Areas:</i> 1. <i>Instructional practice and Learning.</i> 2. <i>Relationship, connection and communities.</i> 3. <i>Support for students.</i> Groups meet (30-35 mins.) (All) <u>Note-Taking Worksheet</u> • Review Tools / Data • Refine Goals & Activities • Identify next steps Report-out & Confirm Overall Goals & Next Steps (15 mins.) (AF & MH) ACES (Draft) Goals for 2021-2022: 1. Work to establish a combined equity & antiracism leadership workgroup (merge of ACES & Antiracism Task Force). 2. Oversee development of college Equity Plan and SEA Program Plan for 2022-2025. a. Apply CUE review & critical questions; input from focus groups, and Antiracism Framework. 3. Build leadership capacity & toolkits for 3 key areas (models, rubrics, tools, and/or overall recommendations). Resources: • Racial Equity Tools, “Community of Practice” resources • “Racial Equity Impact Assessment” Toolkit, Raceforward • LogicModelling (from previous Inquiry Projects) • ACES Bylaws (approved May 2021) • ACES Meeting Notes • Cañada SEAP Plan, 2019-2022 ○ Critical Questions about Data Points, 2017-2020 ○ Applying the CUE Review & Critical Questions • Cañada Annual Plan 2021-22 DRAFT ○ Surveys Spring 2021 ○ Cultural Center Focus Groups ○ Antiracism Resources ○ Antiracism Task Force Final Recommendations • “Recovery with Equity” (Governor’s Council Report) • “Equity” - CCC Chancellor’s Office	All
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10 mins	Announcements & Misc.	
10 mins	Wrap-up Confirm December and January meetings: 2:10 – 4:00 pm 4 th Tuesdays - Dec 14 (Hold) CONFIRMED: Dec 14 will hold ACES meeting time for workgroup meetings only. Convene full ACES meeting and then go to breakouts for full meeting. - Jan 25 (Hyflex Room 23-103 reserved. Note: class in session until 2 pm) Revisit Jan 25 meeting modality discussion (Hyflex or Virtual?) and confirm by no later than Dec 14 ACES meeting either in the meeting and/or via email	Co-chairs
4pm	Adjourn	

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Tuesday Oct. 26, 2021 2:10-4:00pm

ZOOM LINK: <https://smccd.zoom.us/j/83390194246>

MISSION

Collaborate, build capacity, and advocate across campus to ensure all students have equitable opportunities to achieve their goals.

VOTING MEMBERS (18)

Tri-chairs (3): Staff – TBD; Faculty – Alison Field; Administrator – Manuel Alejandro Pérez

Faculty (5):

- Human Behavior & Culture – Yolanda Valenzuela
- Arts Design & Performance—Chris Rico
- Business – vacant
- Science & Health – vacant
- At large – Valeria Estrada

Classified (6):

- Program Services Coordinator – Rance Bobo
- Retention Specialist – Mahitha Rao
- Manager – Bettina Lee
- At large (3 positions) -- Mary Ho, Jilian Gómez, and Margarita Baez

ASCC (2):

- Mira Rubio
- Brittney Somora-Delgado

PRIE (1): Karen Engel**Admin (1):** Wissem Bennani

2:10 pm 10 mins	Welcome - Notetaker (Notes link): Mary Ho - Time Keeper: Margarita Baez Membership Update: Members were appointed and we have quorum. Adoption of Agenda: Margarita Baez – motion to approve, Valeria Estrada – second, motion passes Approval of Minutes (May 11 2021): Valeria Estrada. motion to approve, Mahitha Rao – second, motion passes Approval of Minutes (Sept. 28 2021): Mary Ho, motion to approve, Jilian Gómez – second, motion passes	Chairs
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10 mins	Classified Chair Process & Timeline Process – verbal announcement and email to cast net to current Classified members, went out to pre-existing and new members to serve as inaugural Classified Chair for tri-chair model. Timeline: Oct 18 – Classified voting members appointed to ACES. Sept 27-Oct 28 – Interest Timeline Oct 26 – Review process & timeline. Ask for one or two Classified volunteers, people not interested in role as chair, plus one faculty to form review group. Similar to faculty representation reassigned time process. Email Manuel & Alison with responses to 3 questions: 1. Why are you interested in being the ACES Classified Chair? 2. What has been your experience with Cañada’s ACES Committee or similar programs at Cañada or other colleges? 3. What unique contributions would you bring to the position? Nomination and selection process. By Nov 11 – Classified Tri-Chair identified. To be appointed by next meeting, Nov. 23. Volunteer Reviewers – Mahitha Rao, Valeria Estrada confirmed. There will be no more applications than there are Classified members. Need one more Classified reviewer. Give folks end of day to decide if they want to be reviewers. Milena volunteered (chat). Manuel & Alison will reach out to reviewers Nov. 1.	Chairs
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15 mins	Quick Updates by Chairs (3 minutes) - Equity & Antiracism Leadership Group (A) - Last mtg Oct 15 was overshadowed by Town Hall. Next mtg is Nov 5th, so should have more to report next time. - Mural Committee Updates (M) Active and energized. Group has been mtg this semester. We will be joined by Interim President Lopez at next mt. Friday, Nov 5th - Facilities/Master Plan Share-out (A) Roadshow for input, interesting to think about how equity is embodied in physical space. Winding down on gathering input, however if anyone wants to squeeze in their feedback, email Alison. - CORA Faculty Group Flex Presentation, Oct. 13 (A) - Feedback & possible next steps A group of 11 faculty members who attended the CORA “Course Design for Racial Equity”. Hosted Flex workshop on Oct. 13. 34-36 attendees. Collected some feedback – overwhelming msg, great. Folks especially appreciated concrete examples and emphasized wanting opportunities for hands-on workshops, such as a syllabus workshop. - Hiring Updates (Dream Center, Ethnic Studies, Financial Aid, Registrar, VROC) (M, A) Jannet Rios is leaving end of week. FA and Director hiring cycle is closing, VROC by spring – similar timeline as Dream Center but bit earlier. Ethnic Studies – job went out last year, but the pool of candidates was not what we hoped, so will be posted again in Nov with interviews & hiring in Spring.	Chairs
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15 mins	Standing Items (3 minutes; please post addt'l info in chat) ● District Antiracism Council ○ BOT Study Session (Sep 22) Discussed study session that took place – Flex activities, IDEAL group launched pieces of their sessions. Policies and procedures group - meeting on mission, vision and values. Discussing undocumented student support and policy. ● Umoja / BSM On schedule to have soft launch in the Spring – 3 classes for cohorted students, find activities for outside of the classroom. Actively recruiting students. ● Dream Center / Dreamers Task Force - Met this week. Productive meeting to discuss what happened during Undocu Week Oct. 18-22. - Funding still available: funding for students who are undocumented and non-resident and taking under 6 units. https://smccd-czqfp.formstack.com/forms/esl_undocumented_student_fall_fee_application - Undocuhealing Event tomorrow 4:30 - 5:30 pm. Please share! https://guides.skylinecollege.edu/dreamersstudentresources/UndocuWeek2021 - \$495 DACA Financial Assistances is now available through the Immigration Institute of the Bay Area (IIBA). For assistance, email lduenas@iibayarea.org - From Adolfo (chat): Please share the following link with any students who may be food insecure so they can receive a monthly \$75 gift card for food: https://app.smartsheet.com/b/form/aebcd04b6fe7468e9cbec5d40b6c22cd If you know of any students who may be homeless or about to be homeless, please refer them to our District Rapid Response Hotel Stay Program (RRHS). Students receive extended night hotels stays, connect with SparkPoint, get referred to Community Resources, and are provided with employment opportunities. Students may sign up here: https://bit.ly/smccdhotel ● Guided Pathways - Job posted for Director of Student Success, joint position managing Learning Center and Guided Pathways initiatives – Margarita Baez is Assistant Director supporting Guided Pathways success team, splitting her position with ESO! Adelante - Hiring Retention Specialist in Arts, Design & Performance so we have a dedicated retention specialist for each Interest Area - The PRF is being reviewed by CSEA at this time, as soon as it is realized it will be posted.	Various
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	• ASCC Talked about Facilities master plan having more accessible gender bathrooms. In-person Halloween Bash on Oct 29th and virtual Dia de Los Muertos on Nov 1st! These are the first in-person events since pandemic. Exciting.	
10 mins	Professional Development Plan Input Year long process – filter input to David M. or David R. The Plan Objective and goal is to think about Professional Development for Equity and Antiracism. Need to have more long-range planning. Think about how can we get this to the rest of the campus and get people involved early on. Need to consider incorporating - in what ways our structure is antiracist? Have all PD submissions answer questions about closing the equity gap and interrogating antiracist structures.	David Meckler

40 mins	ACES Goals & Activities Work Session We identified some possible goals in our last meeting and we are already working on Integrating antiracist task force with ACES and equity work. We have draft documents and plans. Two things we are doing this year: 1. Work to establish combined equity & antiracism leadership workgroup. 2. Equity / SEA Program Planning. a. Apply CUE review & critical questions; input from focus groups, etc Goal for Today is to answer this question: What is our #3? Define key areas & activities Manuel and Alison tentatively grouped the goals = the work we did last meeting in our breakout groups (our “saved chat”) into 3 key areas: 1. Instructional practice and Learning 2. Relationship, connection and communities. 3. Support for students. After suggestion from our last meeting, Alison reviewed prior inquiry projects. Those projects had resources & supports that we don’t have at this time. So this would be more grassroots. Liked idea of a “lab” where we experiment and work together. Action Learning Lab (ALL) – Work together and collect information. Modeled loosely after USC, Network Leadership Lab in that it would be co-created, bottom-up, and dynamic. Discussed metaphor of tree with small action items as branches. Doable action items might just address one branch and in themselves are not enough. Action Learning Lab mix of branches. Would then look at what we learned from the 3 critical areas identified above. Break into 3 groups to discuss and offer Ideas in key areas: 1. Review comments from the chat 2. Draft a list of possible action items 3. Prioritize your group’s TOP action item (other items for key consideration is encouraged, but try to focus on top action item) Support for students: student shadowing and process mapping. An inquiry exercise – how are we addressing equity in our programs? Do it as a systemized campus effort. How can we do a student shadowing to see how process looks like for students. Do journey mapping for students? Instructional Practices & Learning: student-centered syllabi and best practices	Chairs
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	for the classroom. Focus on what is happening in the classrooms. Inspired by faculty CORA group – one idea is to have a “syllabus camp” have faculty work through syllabus. Another idea - Equip faculty with tools for how to work through imposter syndrome. Relationship, connection and communities: community growth, events, and story-sharing. Focus on growing community – rebrand Cañada College, tell our story and history about Cañada College. Invite communities to host events and consider creative activities. Milena: Need to understand how inquiry projects work. Importance of self-reflection for all of us, staff, faculty and administrators. how to incorporate a grass-roots level form of inquiry in addition to or in place of PRIE's data. FOLLOW-UP ACES MEETING (NOV/DEC): 1. Tri-Chairs will collect data for each ALL workgroups. 2. We can review the data in November ACES meeting and develop a timeline and/or possible next steps, as well as collect any additional info to inform their work 3. December ACES meeting will be for workgroups to finalize their Spring 2022 workplans and timelines. Resources: · Racial Equity Tools, “Community of Practice” resources · “Racial Equity Impact Assessment” Toolkit, Raceforward · LogicModelling (from previous Inquiry Projects) · ACES Bylaws (approved May 2021) · ACES Meeting Notes · Cañada SEAP Plan, 2019-2022 ○ Critical Questions about Data Points, 2017-2020 ○ Applying the CUE Review & Critical Questions · Cañada Annual Plan 2021-22 DRAFT ○ Surveys Spring 2021 ○ Cultural Center Focus Groups ○ Antiracism Resources · “Recovery with Equity” (Governor’s Council Report) · “Equity” - CCC Chancellor’s Office	
5 mins	Announcements & Misc. We are at time. If you have announcements, please send to Alison to share with the group.	

5 mins	Wrap-up Confirm next meetings: 2:10 – 4:00 pm 4 th Tuesdays - Nov 23 - Dec Workgroups meet on their own schedule. - Jan 25	Co-chairs
4pm	Adjourn	

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Agenda

Tuesday Sept 28, 2021 2:10-4:00pm

ZOOM LINK: <https://smccd.zoom.us/j/83390194246>

MISSION

Collaborate, build capacity, and advocate across campus to ensure all students have equitable opportunities to achieve their goals.

VOTING MEMBERS (18)

Co-chairs (3): Staff – TBD; Faculty – **Alison Field**; Administrator – **Manuel Pérez**

Faculty (5) (proposed): Human Behavior & Culture – **Yolanda Valenzuela**; Arts Design & Performance—**Chris Rico**; Business – TBD; Science & Health – TBD; At large – **Valeria Estrada**

Classified (6) (proposed): Program Services Coordinator – **Rance Bobo**; Retention Specialist – **Mahitha Rao**; Manager – **Bettina Lee**; At large (3 positions) -- TBD.

ASCC (2): **Mira Rubio & Brittney Somora-Delgado**; PRIE (1): **Karen Engel**; Admin (1) – **Wisse Bennani** - all voting members were present

ADDITIONAL PARTICIPANTS: Adolfo Leiva, Alex Claxton, Georganne Morin, Jannet Rios, Julian Gomez, Joshua Forman-Ortiz, Kiran Malavade, Mahitha Rao, Margarita Baez, Mary Ho.

2:10 20 mins.	Welcome & Introductions Latinx Heritage Month, Sep 21 - Oct 15 · Notetaker (Notes link): KEngel · Time Keeper: Mary Ho Membership Update - we do not yet have enough members confirmed for quorum. Classified and Academic Senates should be officially confirming our members per our new bylaws shortly. Also, we are still looking to add a classified staff "Tri Chair" for ACES. Adoption of Agenda Approval of Minutes	Co-chairs/All
10 mins	Quick Updates - Equity & Antiracism Leadership Group - o Cañada Antiracism Task Force Final Recommendations (adopted last May) ACES' Bylaws group met with the college Antiracism TF as well as members of the District Antiracism Council to radically imagine what a campus successfully doing equity <i>and</i> antiracism work would look like - visioning, looking at foundational documents. They came up with some ideas that will get reported out soon. Student Equity & Achievement Program Plan - o CCC Chancellor's Office We have yet to receive the guidance from the State for the new SEAP but will work on it when it comes. KEngel also reminded the group that PBC has commissioned ACES/AR TF to put forward an Equity and Antiracism Plan for the College (perhaps beyond what is required by the State in the SEAP) - CORA Faculty Group - o CORA Learning. "Course Design for Racial Equity" Faculty participated in this training over the summer and will be sharing out about it during October Flex.	Co-chairs

10 mins	Standing Items • District Antiracism Council The Board of Trustees held a study session last week on the recommendations from the Council. In future, we should consider (and unpack) what happened during that session. • Umoja & Black Students Matter Umoja team is recruiting students and preparing for a “soft launch” of 3 courses in the spring 2022 term. • Dream Center / Dreamer’s Task Force ○ Legal Clinic ○ Undocumented Student Action Week Our new PSC, Jannet Rios, held a Financial Aid Workshop on August 31. The legal clinic is up and running. There is emergency funding available (especially for students taking 6 units or less). Jannet is planning a session for Oct. 13 Flex. Also, the Dream Center moved to where the Transfer Center <i>was</i>. ESL/UNDOCUMENTED STUDENT ASSISTANCE APPLICATION https://smccd-czqfp.formstack.com/forms/esl_undocumented_student_fall_fee_application Guided Pathways Interest Area Success Teams are up and running! Retention Specialists are in place (although we are still hiring for the ADP Interest Area). They will be serving all students who are not already served by special programs - especially part time students. Also, we will be filling our vacant Director of Student Support position and it will play a critical role in supporting these Success Teams. The Steering Committee is refining the priority actions it’s going to focus on during year 5 of our college redesign efforts. • ASCC Upcoming events Follow us on our social media! IG:CanadaASCC Twitter: CanadaASCC FB: Cañada ASCC	Various
5 mins	USC Equity Leadership Alliance Materials Natalie reviewed the e-convening session materials and shared a Word docs with links (explaining why we can’t put them on the website or share them with other colleges). But the resources are rich and detailed and we should make sure to get the word out and	Natalie Alizaga

	share with all CAN faculty.	
5 mins	Ase Power Consult Update Dean Engel provided an update on the work of our antiracism/DEI consultants. They are currently conducting “listening sessions” with classified, academic, and student senates. They would also like to conduct a “Cultural Audit” survey as well as an Internal Equity Scan. Mary Ho and Alison Field volunteered to help review and provide feedback on these plans/survey instruments.	Karen Engel
5 mins	ACES Overall Mission, Goals & Purpose • ACES Bylaws (approved May 2021) The committee reviewed the bylaws and reflected on the mission of the group.	Co-chairs/All
40 mins	This Year: Goals & Priorities Resources: • ACES Meeting Notes Spring 2021 ○ Critical Questions about Data Points, 2017-2020 ○ Applying the CUE Review & Critical Questionsa • Cañada Annual Plan 2021-22 DRAFT ○ Surveys Spring 2021 ○ Cultural Center Focus Groups ○ Antiracism Resources • “Recovery with Equity” (Governor’s Council Report) • “Equity” - CCC Chancellor’s Office Committee worked in break out groups to identify their top 1-3 priorities for ACES for the year. Break-out Reports: Rance, Mahitha and Karen: #1) Top priority: instructional practice - o Support faculty to re-envision curricula and pedagogy across disciplines to be antiracist and equity-centered in order to support diverse students in the classroom (address feedback CUE and share the learning from CORA and USC) - o Connecting students and faculty as we return to hybrid learning in SP22 #2) Broad Priority: Creating a sense of community and connection - o Career ladders focus group recommendations - o Cultural centers - o Success teams - Interest Areas as an intentional tool for career/major exploration -----	Co-chairs/All

	- ACES should be involved in the Guided pathway work to ensure that equity and anti-racism are the main framework - Professional development ----- Alison, Yolanda: Reduce non-academic barriers. Ask existing programs what we can do to support them. Identify policies & procedures & work to identify & remove barriers. ----- Valeria, Adolfo, and Alex: 1.) Bringing back the equity-minded Inquiry project! 2.) Access to Information and resources, 3.) Identifying best practices to grading, 4.) Creating Support for 1st generation students/accessing services. ----- Kiran, Mary, Jilian: Mary would like to see us align ourselves better with Antiracism Task Force and Kiran ranted about trying to do some concrete things to close the obligation gap: as in: fund a writing center, hire more retention specialist, coordinate resources better for instructors ----- Jannet Rios and Chris Rico: Define what is our 'bigger' role to support our College/students -What is our role as students navigate/transition back to campus -We need to focus on student access/support/equity AND "making barriers smaller"	
10 mins	Public comments & announcements Food Grant Program: Please share this link with any student who may be experiencing food insecurity. Eligible students will receive a \$75 monthly electronic gift card that can be used at Target, Safeway, Walmart, Whole Foods, Instacart and Uber Eats. It only takes about a minute to apply.... https://app.smartsheet.com/b/form/aebcd04b6fe7468e9cbec5d40b6c22cd Please let your students know that we are adding drop-in workshops. Currently we have MLA citation, but will have general introductions, and APA drop-in workshops coming soon. If you have topic suggestions let me know! You can find the link on our main library page or this link: https://canadacollege.libcal.com/calendar/online-events?cid=13315&t=g&d=0000-00-00&cal=13315&inc=0	All

10 mins	Wrap-up Confirm future meetings: 2:10 – 4:00 pm 4 th Tuesdays · Oct 26, Nov 23, Dec , Jan 25	Co-chairs
4pm	Adjourn	

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Agenda Tues. May 11, 2021 2:00-4:00pm

ZOOM LINK: <https://smccd.zoom.us/j/82893716987>

NOTES: Outcome Goals:

- Share equity programming and updates
- Plan how we will apply the CUE Recommendations for the Cañada College SEAP
- Discuss Antiracism Task Force final proposal and collaboration with ACES

2:00-2:10 (10 mins)	Welcome and Approval of Agenda and Minutes Zoom Meeting Logistics: • Notetaker: Alison Field Notes link • Time Keeper: Mahitha Business • Approval of Agenda ○ Motion to approve: Dr. Robinson, seconded by Valeria. Passed unanimously. • Approval of Notes from April 27 ○ Motion to approve: Dr. Robinson, seconded by Valeria. ○ Passed unanimously.	Rebekah
2:10-2:20 (10 mins)	Announcements/Updates: <u>Cora Courses - announcement and update</u> https://guides.canadacollege.edu/TeachingMenOfColor Visit from Dr. Jamillah Moore, outgoing President of Cañada College • Thank yous and parting advice NOTES: • Received 11 applications for CORA Course Design for Racial Equity. Ten faculty will be selected to attend & meet 2 times over Summer & again in the Fall. Rebekah shared updates (link above). Additional	Rebekah Jamillah

	ideas for how best to share info are still welcome / ongoing.	
2:20-3:10pm (45-50 mins)	Discuss plan for applying the CUE Review 7 Recommendations on Cañada's SEAP and moving forward with ACES' critical questions about the annual report equity data in these slides. 1. Quick review of recommendations and critical questions 2. Breakout group work and report back 1. What should be our next steps on applying the CUE review to our SEAP? 2. What should be the next steps to pursue our Critical Questions? NOTES: - Last meeting: we looked over the recommendations & data. Today: determine how we want to proceed. - There were 7 Recommendations (link above). Current equity plan goes through 2022. We need to work towards our new plan. Today: breakout groups. - How do we turn our ideas into actions? What we have so far: a list of critical questions that have emerged out of discussions so far. Which questions are we going to pursue? Who should these questions be addressed to? - Goal: develop a (rough) plan of action for Fall. - Breakout groups will review Recommendations & questions, and Critical questions (links above). Additional resources below. - How do we want to organize the work for the Fall? - What are one or two tangible action items that we can/will take? Race-specific transfer-specific plans. - Clarification (Rebekah): are we looking ahead to our new plan or revising current plans? - David Reed: this is a big, new, approach. We've been given a green light to be more race-specific. - Rebekah: we will also need to incorporate our local data. - Manuel: This is a systems approach, but we don't need to wait until 2022 to begin to implement new, more deliberate and specific, language, actions, and goals. Also note: the state has not yet released detailed guidelines for new 2022 planning cycle. Report outs: Steps Forward for CUE Nadia, David, Chris & Milena reported back - See link above - Nadia shared a student perspective. Consider broadcasting plans & goals on social media in order to share with students. Include a link for student engagement. Valeria, Kiran, Manuel, and Bettina	All

	- See link above. - Start by reviewing the SEAP and identifying terms that are not race-specific in order to ask further questions and adapt new language. - Create a format that would allow for step 1 revisions in response to the first recommendation. Adolfo, Tammy, Saul and Alison - Adolfo: our group focused on REcommendation #4 about involving more faculty and focusing on the classroom. please read (See link above) and note the embedded Checklist from CUE that might be useful for creating a scorecard. Group discussed applying recommendations to Program Review or as part of ongoing work throughout the year. - Also discussed: online and physical classroom environments. Candice, Karen, Mahitha, Yolanda - See link above. - Candice: their group discussed strengthening ties to HBCUs and HACU, as well as collaboration between Puente & Umoja students; ESL & Colts. - Yolanda: need to build capacity for Puente (& Umoja) recruitment during Summer. Resources: • CUE Checklist • CUE specific review of Cañada College equity plan • PBC Report • Summary of ACES Comments on SEAP Executive Plan • SEAP Annual Report revised post meeting with clarifications • Questions about Annual Report • CCC Student Equity Plan Review: A Focus on Racial Equity • Summary Slides on the CUE General Review • ACES Goals Progress Excel chart, 2019-2020	
3:10-3:35pm (20-25 mins)	Discuss Antiracism Task Force final proposal (based on PBC response) and collaboration with ACES NOTES: Manuel: Task Force has reviewed recommendations. Postponed taking action until after additional presentations. This pushes back our ACES / Task Force integration timeline. Goal: to institutionalize and continue antiracism work. - PBC will discuss and vote on this on May 19, so the future direction is still uncertain. Likely to be decided early in the Fall.	

	- Yolanda: we (ACES) are good at adapting. The goals remain the same and we are strongly committed to them. - Kiran: what are we going to do after Rebekah steps down as Co-chair? - Manuel: The committee will be ongoing. The Co-chair position is still open and nominations are welcome. - Rebekah: ACES was very welcoming and she is committed to helping with the transition. - Manuel: potential applicants are invited to bring their voices in. There are multiple ways to approach this. - Yolanda: faculty are overwhelmed. The 5 units were reduced to 3 units and so folks may feel hesitant about the level of commitment. - Manuel: We will have tri-chairs (3-person leadership team), so there are some new opportunities. Right now, it is still open. Hoping to have someone in position by early Sept. - Rebekah: this is a really great group to work with. Please take a few minutes to complete the feedback form (link below & in the zoom chat)	
3:35-3:50pm (10-15 mins)	Standing Items • Undocumented student support ◦ Dreamers Task Force Updates ■ Adolfo: Please see the flyer in the chat for Immigration Update event tomorrow with attorney, Maria Segarra: • Immigration Update - Wednesday, May 12, from 5:00 pm to 6:00 pm • • Are you wondering: • May I apply for DACA even though it's my first time? • If I entered the country without inspection or overstayed my visa, can I still apply for TPS? • Do I have a chance at receiving citizenship? • • Cañada College Free Legal Clinic will provide immigration updates. During this webinar, Maria Segarra, attorney and Skyline College Faculty, we will learn about DACA, TPS, Pathway to Immigration Status, and Public Charge. After the presentation, there will be a Q&A session • • Register using the following link: tinyurl.com/can-update • • Update on Anti-racism task force work ◦ College anti-racism task force	Saúl Alison Manuel Rebekah

	○ <u>Anti-racism Task Force Goals and Commitment</u> ■ Curriculum Group Inquiry NOTES: ■ A Huge Thank You to Rebekah!!! ■ David: we could not have made the progress that we have made without your leadership. ■ Yolanda: We appreciate your work and relationship with your students. You tackle everything you do with the same passion. ■ Nadia: This has been such an eye-opening and breathtaking experience. You have been running these meetings so beautifully. I would not have joined this or the Campus Inclusion Team. So grateful for you! ■ Yolanda: Thank you for the Equity Lecture Series and how we all worked together. ■ Alison: I appreciate your adaptability and working with you on all the minutiae and details but also seeing how you always seem to have a larger vision and are always looking ahead to the future and how we can be/do better. ■ Milena: Your leadership and all the work that you do clearly comes from the heart. Transformative and compassionate leadership. We will miss you in this role. ■ Adolfo: Thank you for your passion and skills in diplomacy, valuing everyone's opinions. Always with an eye to improvement. ■ Kiran: you will be a tough act to follow! We love and appreciate you. ■ Rebekah will be working on a special anti-racism edition of TESOL and publishing work on Equity in the classroom.	
3:50-4pm (10 mins)	Closing comments. ● Time to appreciate all we have been through this year ● A few words from Rebekah's for whom this is the last meeting as ACES Faculty Coordinator/Co-chair after two terms, 4 years. ● <u>Please provide feedback on the ACES work in 2021</u>	

	NOTES:	
4pm	Adjourn	

Team ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

Agenda Tues. March. 23, 2021 2:00-4:00pm

[Past Agendas.](#) [ACES Top 10 History](#)

[ACES Mission Statement.](#) [ACES Website.](#) [ACES Membership List](#)

ZOOM LINK: <https://smccd.zoom.us/j/85850722081>

Outcome Goals:

- Share equity programming and updates
- Review and vote on final draft of ACES Bylaws and Mission Statement
- Examine [CCC Student Equity Plan Review: A Focus on Racial Equity](#)

2:00-2:10 (10 mins)	Welcome and Approval of Agenda and Minutes Zoom Meeting Logistics: • Notetaker: Notes link • Time Keeper: Business • Approval of Agenda • Approval of Notes	Rebekah
2:10-2:20 (5-10 mins)	Announcements/Updates: Cora Courses Campus Inclusion Team Initiative Work NOTES: Bettina started taking notes at 2:27pm	Rebekah
2:20-2:35pm (10-15 mins)	Review and vote on ACES Mission and Bylaws	Bylaws Task Force
2:35-2:45pm (10-15 mins)	Report out from Equity Analysis Taskforce Resources: • ACES Equity Gap Analysis Taskforce Steps and “Milestone Moments for Critical Reflection”	Equity Analysis Task Force

	NOTES	
2:45-3:45pm (60+ mins)	• CCC Student Equity Plan Review: A Focus on Racial Equity • Summary and Discussion • Google docs with initial observations and applications of the checklist NOTES	Rebekah Manuel
(3:45-3:55) (10-14 mins)	Standing Items • Undocumented student support ◦ Dreamers Task Force Updates NOTES • Update on Anti-racism task force work ◦ College anti-racism task force ◦ Anti-racism Task Force Goals and Commitment • NOTES	Saúl Alison Manuel Rebekah
(1-5 mins)	Closing comments Next Steps Next Meetings: The 4 th Tuesdays 2:00-4:00pm unless otherwise indicated April 27 May 11	
4pm	Adjourn	

[Agenda Tues. Feb. 23, 2021](#) **NOTES**

Note taker: Please write your notes in the below template under each section-Thank you!

Outcome Goals:

- Share equity programming and updates
- Share highlights of revised ACES Bylaws and Mission Statement
- Collect questions about our annual equity report and discuss next action steps

2:00-2:10 (10 mins)	Welcome Back and Approval of Agenda and Minutes Zoom Meeting Logistics: • Notetaker: • Time Keeper: Business • Approval of Agenda • Approval of Notes NOTES: ☐ Motion to approve agenda from Yolanda 2nd by Valeria ☐ Motion to approve notes from Alison ☐ 2nd by Mahitha	Rebekah
2:10-2:20 (10 mins)	Announcements/Updates: • Campus Inclusion Team Initiative Update ☐ Report from Nadia: Campus Inclusion – going through the ‘whys’ and ‘whats’, brainstorming ☐ Main item from the Campus Inclusion action - student reporting and training for faculty/staff, figure how other campuses report incidents of bias. ☐ Working with Dean Hartmann, staff rep. ☐ Want to set the campus inclusion team’s foundation before inviting ACES over to review and provide feedback. ☐ Campus Inclusion meeting is on Fridays from 11:30am-12:30pm, will share notes for those who can’t be able to attend. ☐ USC E-convening topic was from comforting racial bias. Alison attended and happy to share. ☐ Training is critical for faculty, important to hear student voices. Would be a good Flex workshop. • Supporting Asian Students Workshop ☐ This week: Thursday, February 25th from 4:45 pm - 5:30 pm Brave Space: Unpacking Anti-Asian Racism	Michiko Mary

2:20-2:50pm (20-30 mins)	Review of ACES Bylaws ● Task force members highlight key parts ○ Condensed goals. rephrased to capture our “why” ○ Outlined representative membership ○ Boltered “expectation of service” ○ Working on Tri-chair model integration ❑ Alison– no huge changes here, made the language more concise. Aligning the language, focus on the why we are doing what we are doing. ❑ Mary - membership focused on representation of student communities and programs. ❑ Mahitha- When we met, we went back and forth between being too specific and too vague. And we were thinking of keeping it general enough that can allow us the freedom to accomplish that goal as needed ❑ Milena – question: Increase equity in teaching and learning by strengthening academic and non-academic student support services and integrating them with instruction. (student support services and programs are a critical tool in helping level the field for underrepresented and as well as underprepared students) ❑ Yolanda – question: to foster institutional equity is too vague, policies and programs, make #2 more specific. Be clear on the language that those who attend meeting and who are part of the discussion can vote. Might be hard to get 18 to attend. Be clear on procedure when absent. ❑ Valeria - need to consider how the Library fits into the membership. ❑ Bylaws Task Force will incorporate these questions in next meeting conversation	Rebekah Alison Mahitha Bettina Manuel
2:50-3:15 (20-25 mins)	Re-review equity gaps at our college and collect more questions SEAP Annual Report revised post meeting with clarifications Questions about Annual Report ❑ This report is a compliance report. ❑ Questions on last meeting focused on methodology – slide one covers methodology. ❑ Only students who are disproportionately impacted showed up in the chart. See last slide. ❑ How well are we serving students from Redwood High? Come less academically prepared. Interested in requesting a	Karen Rebekah

	☐ Data regarding AB 705 results show more Latinos are getting to transfer English , Latino youth are increasing, consider looking at differences. Look at academic preparation, which Latinos are successful at the College ☐ Examine students who are prepared for College level Math. Students are coming from ESL. Why are students failing. ☐ DRC does offer learning disabilities testing ☐ Research look at how many are failing and signed up with the DRC, have them consider taking a learning disabilities assessment.	
3:15-3:35pm (10-30 mins)	Umoja proposal Discussion Item ☐ Want to bring Umoja to Cañada College ☐ Looking for an official endorsement to bring Umoja on-campus ☐ Been visiting different groups on campus and proposed to get Black Student Matters as a subcommittee. Been identifying target populations. Get a lot of support. Visiting over 30 groups. Would like a formal endorsement. ☐ 100% endorsement of the College. ☐ When Puente started it was difficult to get funding, good to explain what kind of investment. Come back to ACES when you are ready to propose with funding and fully staff Umoja. ☐ Puente has paved the way for Umoja. Budget is mission statement. Working on finishing proposal. Feeling hopeful about the budget component. ☐ Seen along line of partnership between Puente & Umoja ☐ ACES officialled endorsed Umoja with a unanimous vote	Lezlee Elizabeth
3:35-3:50pm (10-15 mins)	Next action steps for work with the college equity gap ● Create Task force to: ○ do a deep dive on the gaps, investigate what is being done, and analyze what needs to be done. ○ make regular reports to this committee. ○ present recommendations to PBC in April ☐ Get a task together to do a deep dive. Report to ACES on recommendations and Make a report to PBC. ☐ Confirmed volunteers: Mary, Karen, Mahitha ☐ Extend calls for volunteer until next Monday, March 1st. Goal to meet April PBC deadline.	Rebekah Manuel

	☐ Further discussions on if this group will be an on-going Task Force in ACES to do this work.	
(3:50-4:10) (15-20 mins)	Standing Items • Undocumented student support ○ Dreamers Task Force Updates ■ Added emphasis on role as allies ■ Keep name, Task Force aligned with dreamers ■ Migration celebration. • Update on Anti-racism task force work ○ College anti-racism task force ■ In Feb - smaller committee work, doing project related work. College Communication, Engagement and Framework ■ College can provide feedback, last PBC meeting in April share framework. ■ District anti-racism task force ■ District focus on EEOC, Policies & Procedures and Curriculum and Instruction.	Saúl Alison Manuel
4:10-4:15pm (3-5 mins)	Closing comments Next Steps reviewed Next Meetings: The 4 th Tuesdays 2:00-4:00pm unless otherwise indicated March 23 April 27 May 11	
4:15pm	Adjourn	

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

[Agenda Tues. Jan. 26, 2021 2:15-4:15pm](#) **NOTES**

[Past Agendas.](#) [ACES Top 10 History](#)

[ACES Mission Statement.](#) [ACES Website.](#) [ACES Membership List](#)

ZOOM LINK: <https://smccd.zoom.us/j/85021782182>

Outcome Goals:

- Share equity programming and updates
- Discuss Bylaws Task force proposal for future ACES membership
- Analyze equity gaps at our college

Note Taker: Please input notes below-thanks!

2:15-2:25 (10 mins)	Welcome Back and Approval of Agenda and Minutes Zoom Meeting Logistics: • Notetaker: Mahitha Rao • Time Keeper: Bettina Lee Business • Approval of Agenda • Approval of Notes ○ Alison Field motions to approve notes ○ Nadia Moreno seconds	Rebekah Manuel
2:25-2:35 (10 mins)	Announcements/Updates: • Dr. Cornel West and Rick Najera: The Shared History of African Americans & Latinx, Jan. 28, 4pm PST • Reminder: Please give Feedback on EEOC Task force Equity in COR Project, and we will invite Jesse back spring 2021. • Website updated with agendas and minutes. Future spring 2021 meetings 2-4pm.	Manuel Rebekah
2:35-3:00 (25 mins)	Report out from Task Force on Bylaws Annotated Council and College Committee Template Membership p.4 - Key emphasis on dissemination of information. - Next Steps: Approval from Academic Senate and Classified Senate - Member functions vs member representations Karen moves discuss Bylaws in the February meeting David Reed seconds the motion	Rebekah Mahitha Alison Bettina
(3:00-3:45) (30-45 mins)	Analyze equity gaps at our college • SEAP Goals 2019-2020 Results Corrected • SEAP Annual Report 2019-2020 Resource: Reviewing Equity in College Plans Applicants compared to enrolled students: - Enrollment gender gap - 782 male students needed to be enrolled within 1 year of applying to Cañada - Access gaps between ages 35 - 39	Karen Alex

	- Our Asian students apply to Cañada more but do not enroll (Male students more than female) - Large unknown category race/ethnicity - White male students also disproportionately impacted in their access to Cañada - 11 students for Native American (large gap relative to the population size) - 16 students homeless access gap - relatively large due to population size - 272 LGBTQ disproportionally impacted (recently self reported) - Spiked AY1617 - Persistence of students enrolled in the Fall and returned in the Spring to the same college (excludes high school students) 2 year (1718 - 1920) college wide change: -9% → Question: what do we do about the data? Are there data points missing that could help us understand enrollment/application trends Our Access data brings many questions and may not have a lot of actionable items except better outreach to male and to LGBTQ+ students Comment: Professor requiring webcam is an equity issue. <u>Data Needed:</u> Task Force on teaching and learning had guidelines such as requirements need to be on syllabus and made aware of at the start David will share the guidelines This is measuring the states framing for gaps. Let's return to it and record our questions. Is the state capturing the right questions?	
(3:45-4:00) (15-20 mins)	Standing Items ● Undocumented student support ○ Dreamers Task Force Updates ■ Newsletter will be sent out with updates and promoting Cañada free legal clinic ■ Taskforce will be meeting 1st or 2nd week of February ■ Saul working Tuesday, Wednesday and Thursdays ● Update on Anti-racism task force work ○ College anti-racism task force ■ First: Deepening framework ■ Second:	Alison Manuel

	■ Third: Communication braiding-reaching out to groups already doing the work ○ District anti-racism task force ■ Policy-has the power and strength in the mission and vision ■ Curriculum ■ EEOC - hiring	
4:00-4:15 (5-15 mins)	Closing comments Next Steps Future Meeting topics: ● Continued analysis of equity in college plans ● More Bylaws change proposal ● Sharing of equity work and problem solving ● Working with Anti-racism taskforce Next Meetings: The 4th Tuesdays 2:00-4:00pm unless otherwise indicated Feb. 23 March 23 April 27 May 11	
4:15pm	Adjourn	

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

[Agenda Tues. Dec. 8, 2020](#) **NOTES**

3-5pm ZOOM: <https://smccd.zoom.us/j/81782752316>

Outcome Goals:

- Share equity programming and updates
- Review the PBC recommended template and our membership
- Follow up on equity in college plans work

3:00-3:30	Greetings, introductions, and Approval of Agenda and Minutes	Rebekah
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(15 mins)	Zoom Meeting Logistics: ● Chat: Speak with audio, “Raise hand” in participants if waiting, or put questions/comments in chat. ● Notetaker: ● Time Keeper: Business ● Approval of Agenda ● Approval of Notes -catch up since Sept. ○ Nadia Moreno moves to approve the notes for ACES from Jan 2020 to Dec 2020 ○ Lauren Binder seconds the motion	Manuel
3:30-3:40 (10 mins)	Announcements/Updates: ● Campus Inclusion Team Initiative Update ● Umoja ● Reminder: Please give Feedback on EEOC Task force Equity in COR Project, and we will invite Jesse back spring 2021. NOTES: ● Campus Inclusion Team ○ Working with multicultural center initiative to find a location ○ Emails to interested faculty and staff ○ Added faculty recruitments to CIT ■ Yolanda Valenzuela, Mary Ho, Michiko Kealoha, and Dean Hartman (and anyone else who is interested) ○ Next meeting multicultural center added to ACES agenda ● Umoja ○ Program that helps to support academic success to Black students on a community college campus in California (60+ colleges; 3 different universities; Wash. U.) ○ Opportunity to bridge equity gap/retention/completion ○ Currently meeting with CSM, James Caranza, Tom Dewitt (founder of Umoja), SMC (Started as student club) to discuss Umoja initiative at Cañada ○ Plan to meet with College of Marin ■ Matches demographics at Cañada ■ Implemented as a cohort ■ Academic counseling ■ Additional time with learning community faculty ○ Planned on next Classified Senate and Academic Senate presentation ○ Pilot Fall/Spring 2021	Nadia Lezlee Rebekah

	○ BSU Supports! Mahitha Promise- can promote tuition assistance and existing services ● Will meet with Promise ● Yolanda will share recruitment strategies with Umoja group ● Manuel - Student leadership conference Rebekah Updates ● Faculty anti racist course curriculum	
3:40-4 (20 mins)	Standing Items ● Undocumented student support ○ Dreamers Task Force Updates ● Update on Anti-racism task force work ○ College anti-racism task force ○ District anti-racism task force NOTES: ● Undocumented Student Support (Saul) ○ Wed 12/9 - SPCC Presentation CCC and Chancellors Office efforts undocumented student success and student support Project re Survey in Oct ○ AB 1645 - mandates undocumented liaison on all CCC ○ SB 74 - supports AB 1645 through funding ○ DACA has been restored! ○ Recommend legal consultation and free legal clinic on campus (virtual appointments available!) ■ https://canadacollege.edu/dreamers/legal-clinic.php ○ Funding for position requested ● Update on Anti-Racism Task Force ○ District wide ■ 3 meetings since group was included to include faculty/administrators (every other week for 2 hours) ■ Added facilitators (Mwanaisha Sims) ■ Focus Areas ● Curriculum ● Equal Employment and Opportunities Community	Saul Alison Manuel

	○ Hiring ○ Prof dev ○ Extend unbiased training as a course or certificate ○ Race/racism in our conversations ● Policies and Procedures ○ Anchor race/racism in our conversation at the highest level possible and governing documents ○ Analyze our district documents ○ College Wide ■ Full Roster! ● 2 students, 2 classified, 2 administrators, 2 faculty ■ Continue search for external consultant ■ Mwanaisha Sims district consultant ■ 3 Focus Areas/workgroups ● Framework/language ● FLEX Days/Prof development/additional resources ● Communication loop ○ ACES ○ Black students matter ○ All divisions ○ Guided pathways ○ etc	
3:55-4:05 (10 mins) 4pm-4:09	Proposed changes to Bylaws. Sign up for small work group: ● Annotated Council and College Committee Template ○ Areas to Review: 1) Membership and expectation of service 2) Dissemination of information, task forces, meetings 3) Decision Making ● College Committee Three Year Plan Review and Questions NOTES: ● Will send three areas of focus to senate for approval ● Divide areas into small workgroups → bring back to committee ● <u>Present by 1st/2nd meeting in Spring 2021</u> ● Potential meeting Dec 15th	Rebekah Manuel
4:09-4:12 (60 mins)	Reviewing Equity in College Plans NOTES: ● Alex and Karen report back first ACES meeting Spring 2021 ● Contextualizing data as an HSI and AANAPISI	Karen Manuel Rebekah

4:12-4:33pm (10 minutes)	Buffer time. Closure and Appreciative Inquiry NOTES: ● Support ongoing efforts of equity on campus ● Taking time at future meetings to have small groups discussions open dialogue of equity work, challenges faced, and collaborative problem solving	
4:34pm	Adjourn	

NOTES Nov. 24: ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

[Agenda Tues. Nov. 24, 2020](#)

[Past Agendas](#) [ACES Top 10 History](#)

[ACES Mission Statement](#) [ACES Website](#) [ACES Membership List](#)

2:15-4:15pm ZOOM: <https://smccd.zoom.us/j/97011947298>

Outcome Goals:

- Share equity programming and updates
- Review the PBC recommended template and our membership
- Tentative: Follow up on equity in college plans work

2:15-2:25 (10 mins)	Greetings, introductions, and Approval of Agenda and Minutes Zoom Meeting Logistics: ● Chat: Speak with audio, “Raise hand” in participants if waiting, or put questions/comments in chat. ○ Starts with introductions of each member and participant at the meeting (Time at 2:27pm when ending this item) ○ Our VPSS is our new official Co-Chair of ACES ● Notetaker: Michiko with Rebekah’s additions ● Time Keeper: ○ Mary Ho volunteers to be timekeeper. Thank you Mary! Business ● Approval of Agenda ○ Nadia Moreno moves to approve the ACES agenda of November 24th. Seconded by Nadia. ■ Motion carried unanimously by the consent of those present. ● Approval of Notes	Rebekah Manuel
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	○ This item is postponed until the next meeting and will be sent in advance and approved in December.	
2:25-2:50 (20-25 mins)	Announcements/Updates: ● Activism Workshop Series ○ Tallying and Analyzing Election survey ○ The post-event surveys have come back very positive, with an average of over eighty participants per workshop over the three years (Rebekah added: with a few being less and several being more up to 109) and mostly 5/5 with some 4's on the rating of engagement and relevance! The result of the last event are hyperlinked above (Rebekah is adding: The results to the other surveys over the years have been linked in past agendas). The student response is strong with many wonderful reflections. If you have any additional student reflections, please share with Rebekah. This qualitative data is so powerful with the quantitative data we already have. Shout outs to Yolanda, Alison, Candice, David, and Loretta for their work on these workshops. ○ ACES will be focusing more on analyzing equity in the plans so this closes out the Equity Series. ○ We will continue to work with Academic Senate and Flex and Student Senate on creating these opportunities for the future. ● NCORE: Documentary Dec. 2 ○ Candice shares that she was able to reach out directly to NCORE and that although registration is closed, they are recording and will be sharing the recording with us a week after, December 9th. Candice will be sharing this hyperlink so that we may all benefit from it. Thank you Candice for this great opportunity! ○ You can watch it here: https://www.ncore.ou.edu/en/webinar-series/on-demand/. ● SMCCD Equity Committees chart, Tri-chair Model idea ○ Rebekah put together this chart reflected information that the Faculty and Staff Equity Coordinators shared and hyperlinks this organizational chart from CSM. It features an idea Rebekah and Manuel discussed of potentially adding a Tri-Chair for ACES that would be a Classified Staff member. Rebekah feels strongly about this. ● EEC update: EEOC Task force Equity in COR Project ○ Jesse Raskin is here with us to talk about COR.	Rebekah Alison Nadia Manuel Doniella

	○ Teaches Paralegal studies at Skyline College and transferred out of CSM and Skyline and is a product of this district. Go SMCCD! ○ Each individual faculty member must take it upon themselves to take on an Anti-Racism or Anti-Gender lens and resources in their syllabus. ○ A way to make structural change is to see if there is a way to ensure a Course Outline of Record that certain content would be covered. This is seen as a type of legal document if anything were to occur and can hold all accountable. ○ It is so much work to be able to do this thoughtfully as an instructor. ○ Asking if there is anyone else that is interested in doing this work with Jesse? ○ Would like to get some concrete feedback on these slides to be able to critique and make better. ○ Yolanda and Lezlee are in support of this idea with comments. Yolanda asks Manuel about Ethnic Studies and if we know if a full time faculty and Department will be created. It hasn't come to Cabinet yet, so we don't have those deeper details yet. Lezlee shares that she and David E. are learning about full time Ethnic Studies Professor and Academic Senate is ranking this position as number 1 priority. Lezlee shares that President Moore has said she will go with what Academic Senate has recommended. It is a hope to have this position in 2021. ○ Milena comments that we should have Jesse back in the Spring 2021 semester. ○ Manuel suggests that perhaps we can collect some questions in advance to Jesse so that there's more forward movement on what he can prepare for content. ○ Co-chair Rebekah takes a poll and people agreed to invite Jesse back. Rebekah will ask people to send questions or comments ahead for Jesse and her and Manuel will propose a time for Jesse to visit in the spring. ● Dreamers Task Force ○ Allison shares that with Vending Commission funds the committee was able to send our care baskets and will also work on connecting more students to the technology they need (Specifically wifi hotspots). ○ Adolfo gives a shout out to Alison and Nimsi for rolling out the Dream Center Care Packages. ○ Adolfo also updated on the following: ■ The Dream Center staff successfully submitted the	
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	Undocumented Student Support Project (USSP) survey. The goal of the USSP is to demonstrate the Chancellor's Office continued support for undocumented students and a commitment to addressing the unique challenges identified in the Dreamers Project Report. ■ Cañada College also received funding thru the CCCCCO office to support our Undocumented students. AB 1645 requires that California Community Colleges designate a Dreamer Resource Liaison. This state legislation would require that each college would ensure it has a staff person designated as a Dream Resource Liaison, or UndocuLiaison, who is knowledgeable in available financial aid, social services, state-funded immigration legal services, state-funded immigration legal services, internships, externships, and academic opportunities for all students, including undocumented students. ■ From Adolfo Leiva to Everyone: 03:26 PM ■ At the New Hire Presentations next week, a 1.0 FTE Dream Center PSC will be requested. This will meet the CCCCCO mandate for having an UndocuLiaison CCCCCO requirement and will serve our Undocumented and Dream Center students. As a reminder, this position was previously approved for FY21 by Dr. Moore. However, due to COVID-19, this position was not moved forward. ■ We just learned about SB116. SB116 makes available funding originally available for the California Dreamer Services Incentive Grant Program, to be used to provide disaster relief emergency student financial aid to CA community college students. ● Campus Inclusion Team Initiative Update ○ Nadia presents the hyperlinked information on the Student Senate Campus Inclusion Team Initiative. ○ Lezlee shares that there are some faculty who are hesitant to do a CARES report and training in this way. Appreciated that ACES and Anti-Racism was grouped together since she also believes this work aligns with each other. ○ Yolanda really wants to help support a procedure and a physical place with sufficient staff and safety to report	
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	complaints; all students of all identities. It's so hard to find space like this on campus anywhere. ○ Rebekah shares she is personally very passionate about this. ○ Email our team at canadacollegeascc@gmail.com if you are interested in learning and supporting more. ● Update on Anti-racism task force work ○ Looking for one more Student Representative in addition to President Adrian Afif. (Michiko has just added this to the Student Senate agenda on December 3 to ensure an additional student rep is added soon). ○ Spring 2021 is a time-bound date of getting things accomplished. This is a community efforts. More information soon. ● Equity of class size Resolution ○ Students and faculty can work together for more equitable environments on campus. Class size is really linked to student success rates. Check out this resolution for some great sources. Research is showing us that it's not just about smaller classes, it is classes that have smaller low stakes assignments and regular feedback. ○ Are asking support from the Board of Trustees and that it be a participatory process. ○ In a recent study, 60% of students have said that a smaller class size would help their learning. 50 student respondents so far. ○ This is an anti-racist strategy. ○ Yolanda asks if there is a specific plan on how to give this pedagogy and training to faculty who are interested in it? The faculty learning program is implementing some strategies with the Humanities.	
3:15 (10 minutes)	Update on State Mandated Ethnic Studies Requirement Work: https://canadacollege.edu/academicsenate/2021/DASResolutionEthnicStudies.pdf ○ No cross listing of courses until our fulltime person is hired. ○ Yesterday this was updated. The biggest change was (going to BOT) to provide a date range for colleges to meet this new mandate coming from the state. ○ The CSU did recently update the core competencies Student Learning Outcomes (just came out this week) and Gloria from Counseling was able to send this out to everyone.	Lezlee Ware and David Eck

	○ Lezlee is also interested in coming back next ACES to share about starting an Umoja program at this campus. ○ Yolanda asks what can other faculty can do to get this Ethnic Studies department started and this faculty member hired. - Please show up to the presentation on Thursday, December 3rd from 4-4:10pm. Being in the chat to say "I Support This." ○ According to our data, we only have ONE full time faculty member. ○ Elizabeth, Sarah, and Michael are all faculty working very hard on this effort.	
3:35 (50 mins)	Proposed changes to Bylaws: ● Annotated Council and College Committee Template ○ Areas to Review: 1) Membership and expectation of service 2) Dissemination of information, task forces, meetings 3) Decision Making ○ We compared ACES with the PBC template so that we can upload the bylaws specifically on membership. ○ With this PBC suggestion, there are equal representations across the represented groups. ○ Manuel asked if people wanted to choose membership representation based on programs or groups who are under-represented rather than divisions ○ Yolanda asks that we add our names to these positions to see where we may be missing or have everything we need. Rebekah filled in the chart temporarily to see what it would look like. ● College Committee Three Year Plan Review and Questions ○ This will be considered for next agenda.	Rebekah Manuel
4:00	<i>Tentative:</i> follow up on Reviewing Equity in College Plans ○ This will be considered for next agenda. However, we talked about possibly moving the ACES meeting up to Dec. 8 because the 15th is finals week. We did an anonymous poll to see who can come when.	Manuel and Rebekah
4:10-4:15pm (5 minutes)	Next steps Next ACES Meetings 2:15-4:15pm: Dec. 15 - please mark your calendars, respond to invite or let Rebekah know if you did not get it. Separate Zoom links are in each of the calendar invites.	

	• Dr. Engel can help set up our ACES work, setting us up in rich new data about equity gaps as well as disaggregating our HSI and AANAPISI students. • Should we have an earlier meeting because this is in finals? This time affects us ALL. • Tuesday, December 8? 3-5pm? ○ A poll was put up on ZOOM and 6 people said they could come Dec. 8 and 7 said they could come Dec. 15 but our student representatives said Dec. 8 is better. Rebekah mentioned that 4 people who were not present had already RSVPed yes to Dec. 15 making that 11. She will contact those 4 people to see if they could come Dec. 8 and then we can decide from there. Rebekah Also, mentioned that she will need to leave early and hand it over to Manuel so she can get ready for her night class on Dec. 8.	
4:15pm	Adjourn <u>For Next Meeting Agenda:</u> • COR • Umoja <u>Homework/Actionables:</u> ○ Review the COR and have feedback on slides hyperlinked above ○ Check out the NCORE Documentary: https://www.ncore.ou.edu/en/webinar-series/on-demand/ ○ Send Rebekah any qualitative feedback from ACES Workshops ○ Consider how you want to help Student Senate and their Campus Inclusion Team, some of their “asks” are: ■ Co-reaching out to similar bodies at other campuses to garner information ■ Gather support and buy in from colleagues ■ Recruiting/suggesting potential start up members of the CIT ○ Please show up to the Ethnic Studies presentation at PBC on Thursday, December 3rd from 4-4:10pm. Being in the chat to say “I Support This” is so crucial.	

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

[Agenda Tues. Oct, 27, 2020](#)

[Past Agendas \(Meeting notes\)](#)

[ACES Mission Statement](#) [ACES Website](#) [What is ACES?](#) [ACES Membership List](#)

2:15-4:15pm ZOOM: <https://smccd.zoom.us/j/91991018999>

Outcome Goals:

- Discuss Ethnic Studies Course Requirement
- Review Equity in College Plans
- Connect new shared governance committee processes and template to ACES
- Discuss some possible recommendations for PBC and Anti-racism Task Force

2:15-2:25 (5-10 mins)	Greetings and Overview of Agenda Zoom Logistics: • Chat: David Reed will monitor the chat. Please click “raise hand” or put a note in chat if you are waiting to speak. Feel free to put questions/comments in the chat. • Notetakers: -Notes link Alison • Time Keepers: Milena	Rebekah David
2:25-2:35 (10 mins)	Announcements/Updates: • Activism Workshop Series Positive survey data results. • Next event: Nov. 10 <i>Tallying and Analyzing Election Results</i> • <i>Welcome Nadia and Lauren -- ASCC Student reps to ACES</i> • District-wide Equal Employment Opportunity Advisory Committee (EEOC). Diversity, equal opportunity, nondiscrimination policies, procedures ○ Faculty Diversity Internship Program ○ Diversity Project Grant Program ○ Museum of Tolerance ○ District Equity Series: Transforming HSI ○ Equity in Hiring ■ Language of job announcements ■ Implicit bias e.g. “merit,” “fit” ■ <i>NOTE: Academic Senate has been very active in seeking to address these issues</i> ■ Barriers to EO hiring ■ <i>Retention</i> (Dr. Johnson, Dean SESP, Dr. Sims) Spoke on importance of peer support. ○ EOE Fund Multiple Method ○ <i>NOTES:</i> ○ <i>David E: Other things being discussed include new faculty orientation procedure.</i>	Rebekah

	○ David R.: retention is key and other ideas are being considered for how best to mentor & support new faculty. ● ACES Coordinator Position Redesign-TBD. IPC Nov. 6 ● Other updates: Dreamers (Alison): Last week was the statewide Undocumented Students Action Week. The Dream Center and Task Force hosted a series of events. Statewide webinars were recorded and available here: https://www.cccco.edu/Students/Support-Services/Special-population/Undocumented-Students/Undocumented-Student-Action-Week . Please announce the free Legal Clinic. Appointments available every Wed.	
2:35-2:45 (10 minutes)	Discussion: State Mandated Ethnic Studies Requirement NOTES: Lezlee: CSUs now requiring ethnic studies graduation requirement. SMCCD task force has been meeting since Aug. ● First step: set aside one of three faculty new hires for Ethnic Studies. Academic Senate voted to support this position last week. Start date: Fall 2021. ● CSUs have extended the curriculum articulation deadline from Dec. to Feb. We are cloning the existing CORs from CSM. ● David E.: shared the deadline to submit new faculty hire proposal is Nov. 6. One thing that came out of last Friday's meeting: in order to cross-list, there has to be an Ethnic Studies dept. that agrees to the cross-listing. ● David E: not everyone in the District has agreed with this project. ○ CSUs: concern over "watering-down" curriculum. Is there pushback regarding additional requirements for students? ○ Units will be taken away from Area D which will affect Social Sciences. Lezlee: there is also a resolution coming forward to the Board on Ethnic Studies. Yolanda: do the 3 approved faculty positions include replacement hires? Lezlee: no. Yolanda: as part of developing the program and resolution it's important to emphasize history of ethnic studies. Lezlee: yes, very important. This is part of the resolution. Lezlee: will be important to make clear arguments for the specific expertise in ethnic studies. Yolanda: will the courses already being taught under current ethnic studies grad requirement by faculty in the English and other departments be	Lezlee Ware and David Eck

	impacted? Lezlee: yes. Lauren (ASCC rep): there have been criticisms of anti-semitism as part of the the adoption of Area F & new ETHN faculty & curriculum at the CSUs. What safeguards do we have in place? Lezlee: "Anti" language of any kind is not OK. This will be reflected in the CORs, and any "anti" language of any kind should be immediately reported.	
2:45-3:15 (30 mins)	Reviewing Equity in College Plans: Educational Master Plan, Strategic Enrollment Master Plan, and in SEAP. Today's Data <i>NOTES: Star Wars Ship and Universe Analogy in above linked slides.</i> <i>Rebekah: There are many parts to the equity "universe:"</i> • <i>The Vision for Success is the state mandate vision to close equity gaps and for students to complete their goals in a timely fashion.</i> • <i>Access, persistence, success overarching everything.</i> • <i>At Cañada: our: "equity ship" Starts with EMP with equity goals & then SEMP annual plan within and the SEAP in that and overlapping. Ideally, these work together.</i> <i>How might we assess equity in our college plans?</i> • <i>Karen: We have worked hard to align SEAP with the other plans. Next: how does ACES work to provide forward thrust to move the equity ship forward. How will we map progress? The state SEAP template was very prescriptive. Adopted in 2018. Metrics and instruction determined by state. Our additions: access, persistence, success.</i> • <i>Problems: state data (Nova) didn't align. Now we have our own data. Had to establish a baseline (2017-18). Now we can assess benchmarks. Reminder: our access data was compromised due to hack promoted online (told folks how to apply to Can in order to get AmazonPrime free).</i> • <i>Persistence: Fall to spring there were some specific disparities</i> • <i>We have lost home-campus students. The metrics describe students whose home campus is Can. Only students who are disproportionately impacted appear on this list.</i> • <i>Transfers: no disproportionately impacted groups in 2018-2019. No data for last year yet.</i> <i>Recommendations:</i> • <i>Come to Nov. meeting to discuss AB705.</i> • <i>Other ways to assess progress: Equity Data Dashboard. PRIE team is working on rolling out new College Scorecard. Will be discussed at Nov. 18 PBC meeting.</i> <i>Yolanda: prior to Covid19, folks wanted data on online instruction. Now would be a good time to address disparities in online success rates. Can PRIE put data together from pre and post Covid19?</i>	Karen Rebekah

	<i>Karen: this data is already available in Data Dashboard. ACES to monitor equity metrics and make recommendations.</i>	
3:15-3:45 (30 mins)	New Processes for Shared Governance Committees: • Annotated Council and College Committee Template ○ Areas to Review: 1) Membership and expectation of service 2) Dissemination of information, task forces, meetings 3) Decision Making 4) Fac. Coordinator role ○ <i>NOTES:</i> ○ <i>It's time to consider formalizing as a committee, following the PBC recommendations. We discuss as ACES then take it to both Academic Senate and Classified Senate.</i> ○ <i>David R.: use the links Rebekah put in this agenda to review PBC guidelines.</i> ○ <i>Rebekah shared the membership/representatives framework (see annotated link above).</i> ○ <i>Also need to look at terms, co-chairs, information dissemination, task forces, agendas, etc but in these areas our bylaws & practices are very similar.</i> ○ <i>Decision making part of our bylaws needs more work.</i> ○ <i>Loretta: For membership: shouldn't KAD Division be included?</i> ○ <i>Yolanda: what if there is no one available?</i> ○ <i>Karen: ACES as a college-wide committee, should reflect college-wide representation. Will be important to achieve quorum, but positions could remain vacant.</i> ○ <i>Rebekah: this will take time. Please look it all over before next meeting.</i> • ACES Coordinator Position Redesign-IPC Nov. 6 9:30-11:30am ○ <i>Draft proposal available. Please look it over and email David R. or Rebekah with feedback before Nov. 6.</i> • College Committee Three Year Plan -To do next meeting • Resource: Compendium of Committees	Rebekah David
3:45-4:05 (15-20 mins)	Topics to Discuss and Consider as Recommendations to PBC and Anti-racism Task Force • Clear policy on hate speech (Yolanda) <i>Yolanda: students' experiences are very direct. Hate speech is one form that takes. A clear hate speech policy is needed. Also needed: a place where students can report incidents. Yolanda does not recommend a Dean for this position.</i> • <i>Mary H.: campus bias advocate response team.</i> • <i>Milena: we need more training, including perhaps video training for faculty, staff, etc..</i>	Yolanda Rebekah

	• <i>Alison: when it comes to reporting, students know best what they feel most comfortable with. May bring this to the student leaders who are currently researching Multicultural Centers to see if the student-run Center might play a role or help collect info?</i> • <i>Nadia: based on personal past experience - the existing system is cumbersome and took so long, eventually essentially gave up. What Yolanda says is super important.</i> • <i>Mahitha: Thanks to Nadia for sharing experiences -- so frustrating. It would be great to hear more about our students' experiences - to collect data that we can then respond to.</i> • <i>Rebekah on next steps: Should we form a work group or short term Task Force? Task Force. Yes! Yolanda volunteers to work with ASCC. Rebekah will send out a Doodle poll to schedule work group meeting: Nadia (nadiamoreno@my.smccd.edu), Lauren, Yolanda, Milena, Mahitha, Mary, Bettina, and Valeria.</i> • <i>Yolanda: we should work closely with ASCC on this.</i> • Proactive system for responding to racist incidents • Digital and economic divide for ESL students	
4:05-4:15pm (5-10 minutes)	Next steps Next ACES Meetings 2:15-4:15pm: Nov. 24, Dec. 15 - please mark your calendars, respond to invite or let Rebekah know if you did not get it. Separate Zoom links are in each of the calendar invites.	
4:15pm	Adjourn	

NOTES

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

[Agenda Sept. 22, 2020](#)

[Past Agendas \(Meeting notes\)](#)

[ACES Mission Statement](#) [ACES Website](#) [ACES Membership List](#)

2:15-4:15pm ZOOM: <https://smccd.zoom.us/j/91991018999>

Outcome Goals:

- Share updates on equity programming
- Discuss ACES role as a shared governance committee and in supporting the college anti-racism framework and strategic focus and new directions
- Share key learning from webinars/readings/other training addressing anti-Black racism

2:15-2:25	Greetings and Overview of Agenda	Rebekah
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(5-10 mins)	Zoom Logistics: ● Chat: David Reed will monitor the chat. Please click “raise hand” or put a note in chat if you are waiting to speak. Feel free to put questions/comments/encouragement in the chat. ● Notetakers: Alison and Valeria - Notes link ● Time Keepers: Chris and David-please set phone alarm	David
2:25-2:35 (10 mins)	Announcements/Updates: ● Welcome New Director of DRC, Bettina Lee ● Work done last semester: Equity Work Multi-Media Gallery ○ get caught-up on work from last year ● Updated ACES site with Mission, activities,reading list: https://canadacollege.edu/aces/index.php ○ New materials have been added ● Activism Workshop Series: 9/17 Success, 10/8, 10/14 ○ 9/17 Workshop very successful. 96 participants. ○ Next even: Getting your vote & voice out, 10/8. ○ Bridging the Gap from Art to Action - District-wide event with special guests. ● Multicultural Center Committee - need ACES members to join ○ Building 9 location has been put forward. ○ VP Robinson posted the plans in the Chat. ● ASCC: rep. For ACES is TBA. Student Senate Video Blast ○ No student rep for ACES yet due to schedule ○ Students collecting reviews, materials recommendations still. Please submit. ○ Dr. Robinson: Multicultural center - located in building 9 ○ Presentation on potential location for	Rebekah Michiko

2:35-3:00pm (25 minutes)	To consider as we plan our focus for academic year and beyond: 1. ACES Mission and Goals a. This is something we may want to return to in light of new info, new PBC guidelines, & anti-racist focus. We should consider being more explicit about our commitment to anti-racist work. 2. Our Participatory Governance role as defined by PBC a. Student Educational Achievement Plan (SEAP) 3. Think bigger: College Plans 2:39-3:15 of video	Rebekah brief overview
3-3:15pm (10-15 mins)	This represents a new shift for ACES - or a shift back more to what we did before and away from always being the actors 4. Shift in focus on assessing where equity is in these plans and monitoring how equity gaps are being addressed 5. Anti-racism framework 6. New leadership to address urgent and critical work of anti-racism and equity a. VP Perez will be taking over as admin co-coordinator for ACES providing extra “voltage” for this important work. David Reed will step-down as co-coordinator, but continue involvement. This shift will take place in the middle of October 2020 b. We have commitments to both equity and anti-racism. c. Antiracism alignment that we are seeking for this collage and in order to not lose it i. Keep in mind that antiracism and equity are not the same, but go hand in hand Valenzuela ■ Don’t have to be experts in racism. Need to be willing to learn and to be humble. To be part of the learning community. Perez ■ We all have something to contribute from our respective departments ■ Taskforce should be a taskforce of inquiry and	David- Update Manuel Karen Diva Rebekah

	shared expertise ■ PBC discussion to collect everyone’s ideas based on feedback given ■ Document as a statement if anything should be considered. Not as a question Engel ■ Effort to do work as a campus ■ ACES work with other parts of campus as well as PBC to ensure that the work is getting done. ■ Propensity that the more important category of issue is student equity and outcomes. Rico ● Converting commitments into questions Comments and questions What questions, comments, and recommendations on the Anti-racism framework? ● Summary of retreat key ideas and work (Diva) ○ College Plans - slides and notes from retreat. ● Anti-racism Framework from PBC 9/2, Definition, Commitment, Areas ● Anti-racism Framework Operational Plan from PBC 9/2 (pp.5, 6, 23-24) ● Work so far: https://canadacollege.edu/antiracism/index.php ○ Framework is currently circulating through participatory governance groups. ○ Need feedback on commitments and also the “how” - how do we do this? Proposal: task force framework & proposed membership. Comments & Questions -- ○ What is the time commitment & other expectations for Task Force participants? ○ Will the outside expert be the facilitator? ○ Another consideration: roles of Task Force participants and the role that ACES has had / will have. How will these two groups interact? Will the Task Force inform or guide ACES work? ○ Important to let Task Force participants know they do not have to be “experts”. Must have humility & willingness to	
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	learn & work side-by-side with others to learn together. ○ Task Force to create a framework for the work to happen. ○ Other feedback that has been proposed: Task Force of inquiry & shared expertise. Task Force of experts. Suggestion: turn comments into recommendations - speak your heart. ○ PBC will be compiling and sorting the feedback, Oct. 7 (confirm). ○ Equity and anti-racism overlap but they are not the same thing. Anti-racism framework is focused on the institution, what do we do as a college? ACES will review plans and take recommendations to PBC as a college-wide planning body that lends its expertise to these issues. There will be some overlap w/TF. Task Force is still evolving -a leadership group helping to channel resources & expertise to the work. Amplifying momentum & helping to define and expand the scope of work ○ Proposed starting point: convert the commitments into guiding questions. ○ Next step: look at Mission Statement & Goals next ACES meeting. Are they explicit enough? Transition/buffer time	
3:15-4:05 (50 mins)	● Share key take-aways from learning about anti-Black racism ● 1-4 minutes per person. 1. Candice a. Lots of webinars, lectures, events. You cannot be anti-racist at work and anti-black at home. Personal work is also required. b. Can't only focus on the present or plan for the future without also reckoning with the past. c. Need consistent ongoing support (Task Force) for professional and personal development. ACES will help to identify priorities? (Karen) d. Candice i. This work is going to be two pronged to be able to move the needle to move our institution into an antiracism direction. This work involves doing personal work as well. Can't do the work and then think different at home. ii. We can't only focus on the present. We	Various ACES Members (All: Please put any comments In the chat)

	need to reckon with our past as well. To avoid bringing any process that holds racist ideas within it. iii. Getting our ideas and moving now with action iv. Ensuring we have a consistent curriculum for both personal and professional e. Rebekah: Addressing Anti-Blackness on Campus: Implications for Educators and Institutions” Webinar i. Stanback Stroud framework: Framework for addressing multiple domains. ii. ACES can do pieces of the framework for addressing Anti-Black Racism iii. Importance of being explicit about the commitment to anti-black racism and anti racism iv. Lift Black Voices: successes and role models 1. Should not end at slavery, also uplift with role models 2. Rebekah: Addressing Anti-Blackness on Campus: Implications for Educators and Institutions” Webinar a. Lots of webinars & conversations. This webinar is filled with take-aways, incl. Need for a framework that addresses multiple domains. How do we sustain momentum in the long term? Ten-point plan that acknowledges racist history and lifts black voices. Engage in intrusive outreach when racist incidents occur. 3. Yolanda Questions a. Questions framed by Yolanda in response to the Webinar. It is important to have clear policies & be proactive with good follow-up. Need safe places. How do we create a “culture of commitment”? Importance of professional learning. b. (David) ACES has a role to play to help establish these priorities. c. (Rebekah) Recommendation: ACES to PBC: we need a clear response plan for racist incidents & clear commitment / statement on free speech. d. (Mahitha) Also need to address lasting effects w/ for example mentoring, counseling, or further education for others about microaggressions. e. Proposal is to discuss this further in our next	
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	meeting. 4. Michiko - a. 5. Mary a. Importance of unpacking our biases & doing the work to reflect on our own place & privilege. b. Image to be shared as part of anti-racist resources. (See chat) 6. Mahitha a. The Addressing Anti-Blackness Webinar was important and actionable. Social Justice Workshop Series = questions to explore to center black voices. It's not just asking the questions, we need to build community and trust first. Then, we can address more difficult topics. This led to the workshop series. Small things are important - being available & facilitating access with drop-in hours. Self-care. Elections de-brief. 7. Alison (See Notes from Valeria) a. Article of a Black medical student and her classroom experiences. As the only Black student, she essentially had to leave her blackness at the door. Be careful not to intimidate and not bring up race. Brings up the idea that identity matters. The big question isL How do we disrupt white space? b. USC center for education c. How to: concreate ideas for classrooms to establish norms d. Race conscious data and early interventions students funds of knowledge and what they bring into the classroom. How do we amplify those and connect to the curriculum. - Alison will share these webinars. -Book list to share More details from Valeria to merged in these notes: a. Addressing anti-blackness into the ACES mission b. We need to draw the line regarding free speech. If someone is threatened we have to be more proactive as an institution and follow through with consequences.	
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	c. Have a safe space for employees as well to address issues as well. d. Students may not be able to identify institutional racism, but they can identify when they are being discriminated against/hate crime addressed to them. i. Need a policy when this situation happens. ii. Convince students that school is a safe space and we have a policy and follow up iii. We need a long term follow up plan. Need to have a mentor or counselor	
	2. Michiko	
	a.	
	3. Mary	
	a. Unpacking where your bias is and white supremacy. Reflection is important. The difficult dialogue what do we need to unpack and unlearn what we have learned. Becoming Anti-Racist diagram (Fear zone, learning zone, and growth zone) https://www.surgeryredesign.com/current	
	4. Mahitha	
	a. Addressing Anti-blackness workshop: Addressed generational trauma. Well laid out workshop	
	b. Engaging all in the form of a Social Justice Workshop Series in July. Discussing different ways of activism.	
	c. Not about being the expert, but being there to support students	
	d. Reporting system. Being available	
	e. Translating drop in hours to online	
	f. New workshops ahead such as Latinx households, and self care.	
	5. Diva	
	a.	
	6. Chris	
	a. Addressed 6 areas. Chancellor Oakley called for our CCC system to strategize and take action and he called for action across six key areas: i. 1. A System wide review of law enforcement officers and first responder training and curriculum. ii. 2. Campus leaders must host open dialogue and address campus climate. iii. 3. Campuses must audit classroom climate	

	and create an action plan to create inclusive classrooms and anti-racism curriculum. iv. 4. District Boards need to review and update Equity plans with urgency. v. 5. Shorten the time frame for the full implementation of the Diversity, Equity and Inclusion Integration Plan. vi. 6. Engage in the Vision Resource Center “Community Colleges for Change.” 7. Michael 8. Alison a. Article of a Black medical student and her classroom experiences. She essentially had to leave her blackness at the door. Be careful not to intimidate and not bring up race. Brings up the idea that identity matters. How do we disrupt white space. b. USC center for education c. How to cocreate ideas for classrooms to establish norms d. Race conscious data and early interventions students funds of knowledge and that they bring into the classroom how do we amplify those and connect to the curriculum. - Alison will share these webinars. -Book list to share	
4:10-4:15pm (5 minutes)	Concluding comments/Next steps Next ACES Meetings 2:15-4:15pm: Oct. 27, Nov. 24, Dec. 15 - please mark your calendars, respond to invite or let Rebekah know if you did not get it. Separate Zoom links are in each of the calendar invites. - ACES will continue to do the same work we’ve been doing, but now we will be bringing recommendations to PBC & they will help identify & allocate resources.**	Rebekah
4:15pm	Adjourn	

****Items we want to discuss next meetings:**

1. Being more explicit about anti-racism in ACES Mission and Goals
2. Revising the template per PBC guidelines
3. Karen Engel and I looking at equity in plans and reporting back

4. Clear policy on hate speech
5. Proactive system for responding in a person way to any racist incidents
6. Digital divide and economic/COVID-19 and how it is devastating ESL students
7. David's continued involvement

NOTES

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

[Agenda May 19, 2020](#)

[Past Agendas \(Meeting notes\)](#)

[What is ACES?](#) [ACES 2015 Mission Statement](#) [ACES Membership List](#)

2:00-4pm **ZOOM:**

Outcome Goals:

- Reflect on past and future
- Approve 2020 revisions on ACES Goals
- Recognize the loss and celebrate your academic year accomplishments

2:00-2:10 (5-10 mins)	Welcome, Overview, and Approval of Agenda. Select time keeper and note taker to take Notes here.	Rebekah
2:10-2:40 (20-30 mins)	Short Reflection/Announcements/Updates: ● Google form for committee members: What equity work are we proud of? What more would we like to achieve in 2020-2021? ● ACES scheduling and committee attendance for fall ● Dreamer Task Force Updates ● Guided Pathway Updates ● Committee Task Force: guide approved by PBC but not template	Rebekah Alison GP
2:40-3:15 (20-35 mins)	● Poll: Discuss and approve ACES Goals: Mission and Bylaws ● ACES Coordination Position Description Edits/Updates	Rebekah David
3:15-4pm (45 mins)	Acknowledge Loss . Appreciative Inquiry . Celebrate Equity Work 	All
4:00pm	Adjourn	

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

NOTES

Agenda April 28, 2020

[Past Agendas \(Meeting notes\)](#)

[What is ACES?](#) [ACES 2015 Mission Statement](#) [ACES Membership List](#)

2:00-4pm ZOOM: <https://smccd.zoom.us/j/108701855>

Meeting Notes

Outcome Goals:

- Share updates and virtual equity programming and resources
- Approve 2020 revisions on ACES Mission for addition to website
- Connect with each other around challenges, strategies, and goals for online equity

[illegible]

2:00-3:30 (30 mins)	Check ins: 1. How have you been addressing student equity virtually? 2. What challenges do you have serving students right now? ○ Discussion Item: Reponse to PRIE survey showing only 30% in contact with support services 3. What has been working? Strategizing: 4. What solutions can we spread? 5. What areas could we collaborate on?	All
3:45-4pm (15-mins)	What do we want to collaborate on right now? ACES focus til May ● Online Resources gathering, webinars, zooms, peer review of courses, Canvas site, website, visual resources, Diversity Project Grant (application)-Student COVID-19 Stories Project, other?	
4:00pm	Adjourn	

Next meeting is 5/19 2-4pm. Zoom link will be sent in calendar

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

[Agenda Feb. 25, 2020](#) [Past Agendas](#) [Meeting notes](#)

[What is ACES?](#) [ACES 2015 Mission Statement](#) [ACES Membership List](#)

2:00-4pm Building 2- Room [ACES Membership List: Fall 2019](#) 10,

[See this link for Meeting Notes](#)

Outcome Goals:

- Share updates on equity related programming and upcoming Activism Workshop Series
- Evaluate 2020 revisions on ACES Mission and bylaws draft
- Update on revision to Student Educational Achievement Plan (SEAP)
- Present and exchange ideas on your Equity work

2:00-2:10 (5-10 mins)	Welcome, Overview, Introductions, Approval of Agenda. Select time keeper and note taker to take Notes here.	Rebekah
2:10-2:30 (20 mins)	Announcements/Updates: • Dreamer Task Force Updates • Writing Center Updates • Activism Workshop Series 2020 - Feb. 6 Success/Survey & Next event:: What students want you to know about bias and equity in the classroom. Spread the word & support student voice! • Awareness Summit Thursday, Feb 27 from 7:30 a.m. to noon. The California Campus Camp (Feb 6-8, 2020) report out ○ Visit from Nicky Gonzalez-Yuen and Ali Sapirman • Women's History Month Event March 24 • Guided Pathway Updates	Alison Yolanda Rebekah David GP folks
2:30-3:20 (45-50 mins)	Bylaws and Student Equity Achievement Plan (SEAP): • Feedback and 2020 revised Mission and Bylaws (Word version) ○ How we will represent ○ Revisions to SEAP with more DI groups	Rebekah David
3:20-4pm (40 mins)	• Presentations of equity work and discussion ○ Jenna French: DRC ○ Adolfo Leiva ○ Chris Rico	
4:00pm	Adjourn	

Upcoming Meeting Times 2020: 4th Tuesdays 2-4pm 2 room 10 unless otherwise indicated:

[3/24 2-4pm](#)

4/28 2-4pm

5/19 2-4pm

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES)

[Agenda Jan. 28, 2020](#) [Past Agendas](#) [Meeting notes](#)

[What is ACES?](#) [ACES 2015 Mission Statement](#) [ACES Membership List](#)

2:00-4pm Building 2- Room 10,

[See this link for Meeting Notes](#)

Outcome Goals:

- Discuss response to ACES Equity Video and future use of video and translation
- Share updates on equity related programming and upcoming Activism Workshop Series
- Evaluate 2019 feedback/2020 revisions on ACES Mission and bylaws draft
- Update on revision to Student Educational Achievement Plan (SEAP)
- Report on collaboration planning with Guided Pathways

2:00 (10 mins)	Welcome back, Overview, Introductions, Approval of Agenda	Rebekah
2:10-2:30 (20 mins)	Announcements/Updates: • Dreamer Task Force Updates • Writing Center Updates • Equity Video Responses Spanish Translation of video - next steps • Activism Workshop Series 2020 Flyer- how to support us • Awareness Summit Thursday, Feb 27 from 7:30 a.m. to noon. The California Campus Camp (Feb 6-8, 2020) • Veterans Services Updates:	Alison Yolanda Rebekah David Andy
2:30-3:15 (45+ mins)	Bylaws and Student Equity Achievement Plan (SEAP): • Feedback and 2020 revised Mission and Bylaws • Revisions to SEAP with more DI groups • Committee Member presentations of equity work	Rebekah David
3:45-4pm (10-15 mins)	Report out on collaboration planning with Guided Pathways: • Results from ACES google survey about GP ACES Collaboration • Report on results Proposed overlap agenda sent Dec. 2019 • Proposed overlap to Manuel on 3/24 and/or 4/28	Rebekah David
4:00pm	Adjourn	

Upcoming Meeting Times 2020: 4th Tuesdays 2-4pm 2 room 10 unless otherwise indicated:

1/28 2-4pm

2/25 2-4pm

3/24 2-4pm

4/28 2-4pm

5/19 2-4pm

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES) [AGENDA 2019](#)

[Agenda Dec. 10, 2019](#) [Past Agendas](#) [Meeting notes](#)

[What is ACES?](#) [ACES 2015 Mission Statement](#) [ACES Membership List](#)

2:30-4pm Building 2- Room 10, [Meeting Notes](#)

Outcome Goals:

- Get brief announcements and update on equity related activities and programming
- Further edit our “charge” including our mission and procedures (aka bylaws)
- Report on collaboration with Guided Pathways planning for spring 2020

2:30 (5 mins)	Welcome, Overview, and Approval of Agenda	Rebekah
2:35-2:45 (10-15 mins)	Announcements/Updates: • Dreamer Task Force Updates • Equity Video Project Filming Results • Activism Workshop Series 2020 & ASCC Involvement • Flyer • The California Campus Camp (Feb 6-8, 2020)!!!	Alison Yolanda Rebekah
2:45-3:45 (55-60 mins)	Revisions on ACES Mission, Vision, Values Read through of Charge and Procedures (AKA Bylaws) Resources: Skyline and CSM Mission Statements ACES Activities ACES History College Chart Inquiry Work	Rebekah and All
3:40-4pm (15-20 mins)	Report out on 2020 collaborations with Guided Pathways planning. Resources: • Results from google survey about GP ACES Collaboration and Scheduling • Notes from Oct. 30 Meeting with GP • Designing Guided Pathways with an Equity Lens at HIS • Inquiry Work	Ron, Diva, Rebekah
4:00pm	Adjourn	

Upcoming Meeting Times 2020: 4th Tuesdays 2-4pm 2 room 10 unless otherwise indicated:

1/28 2-4pm

2/25 2-4pm

3/24 2-4pm

4/28 2-4pm

5/19 2-4pm

ACADEMIC COMMITTEE FOR EQUITY & SUCCESS (ACES) [AGENDA 2019](#)

[Agenda Nov. 26, 2019](#) [Past Agendas](#) [Meeting notes](#)

[What is ACES?](#) [ACES 2015 Mission Statement](#) [ACES Membership List](#)

2:30-4pm Building 2- Room 10, [Meeting Notes](#)

Outcome Goals:

- Get brief announcements and update on equity related activities and programming
- Edit our “charge” including our mission and procedures (aka bylaws)
- Discuss how we want to collaborate with Guided Pathways in spring 2021

2:30	Welcome, Overview, and Approval of Agenda	Rebekah
2:35-2:45 (10 mins)	Announcements/Updates: • Dreamer Task Force Updates • Equity Video Project- going well! 12/6 & 12/10 last filming • Activism Workshop Series 2020-2021	Alison Yolanda Rebekah
2:45-3:30 (30-45 mins)	Read and put edits and suggestions on ACES Charge and Procedures (AKA Bylaws) Goal: Short Mission, Vision, Values Resources: Skyline and CSM Mission Statements ACES Activities ACES History College Chart Inquiry Work	Rebekah
3:30-4pm (20-30 mins)	Decide how we want to move forward in collaborations with Guided Pathways for the spring. Resources: • ACES Schedule overlap and quick poll of availability • Notes from Oct. 30 Meeting with GP • Designing Guided Pathways with an Equity Lens at HIS • Inquiry Work	All
4:00pm	Adjourn	

Upcoming Meeting Times 4th Tuesdays 2:30-4:00pm for 2019 and 2-4pm for 2020 Building 2 room 10 unless otherwise indicated:

12/10 (2nd Tuesday before last week of semester)

Spring 2020

1/28 2-4pm

2/25 2-4pm

3/24 2-4pm

4/28 2-4pm

5/19 2-4pm

[ACES Meeting May 19, 2020](#)

[Notes](#)

Notetaker: Please take notes in this template below each item that will be discussed.

Outcome Goals:

- Reflect on past and future
- Approve 2020 revisions on ACES Goals
- Acknowledge loss and celebrate academic year accomplishments

2:00-2:10	Welcome, Overview, and Approval of Agenda. Time keeper: David Reed Note Taker: Candice Johnson
2:10-2:40	Short Reflection/Announcements/Updates: • Google form for committee members: What equity work are we proud of? What more would we like to achieve in 2020-2021? ○ Those who have not yet completed the form were asked to complete it during the meeting. ○ Top 3 efforts most proud of: ■ Hot Spots provided to students ■ Chromebook provided to students ● David mentioned talks about setting up a “loan-to-own” program or making aware how students can use FA funds to purchase a Chromebook (fairly cheap) ■ Equity Lecture Series: Faculty-lead Discussions ○ Achievements for 2020-21 (see poll results) • ACES scheduling and committee attendance for fall ○ Want to maximize work in ACES and GP ○ Manuel said that the release time applications for GP Steering Committee are out now, so can’t confirm a time, but will advocate to avoid 4th Tuesday to not overlap with ACES meeting. ○ 2-hour meetings, once/month. Start to lose people after 4pm, so want to keep it before that time ○ Valeria suggested a 2:15pm - 4:15pm meeting to start and see how it goes ■ Alison and Mary agreed ○ Rebekah will schedule as 4th Tuesdays, 2:15pm - 4:15pm ○ Poll was given to gauge feelings about ACES goals ■ 70% of participants said they are happy with the goals ■ Mary asked if these are new goals or long-standing goals, and if they are long-standing, how are we collecting data? ● Rebekah answered saying that these are updated goals

	based on the SEAP - David supplemented saying these are broader goals and the SEAP contains the metrics as related objectives that help us to measure our goals. - Mary agreed with Manuel's suggestion that goal #6 is actually the broader goal for which #1 - #5 can be objectives, in line with the model from the Center of Urban Education - Rebekah agreed and noted that there needs to be more data analysis around who we are serving and how best to serve those students. - Dreamer Task Force Updates - Guided Pathway Updates - Committee Task Force: guide approved by PBC but not template - Plans need to speak to college's master plans/goals - Karen Engel: PBC decided that all committees are responsible for creating and monitoring college-wide plans - Not necessarily responsible for all implementation of plans, but if our campus is not meeting equity goals, need to make campus aware and share suggestions. - ACES should synthesize, articulate and monitor work around equity - College looks to us for guidance in equity work - Any inquiry that ACES wants to look at is in our purview; we are not confined to the goals in SEAP - Yolanda compared ACES to the ethics committee at a hospital. We can be the committee that provides helpful insight into inequitable situations that occur on our campus.
2:40-3:15	Poll: Discuss and approve ACES Goals: Mission and Bylaws ACES Coordination Position Description Edits/Updates - Included duties of scheduling, planning and announcing agenda, updating website, co-facilitating meetings and manage note-taking and time-keeping; were not previously included. - Changes in language to reflect equity-minded approach. - Ex: Term "Basic Skills" sounds demeaning to students

3:15-4pm	Acknowledge Loss. Appreciative Inquiry. Celebrate Equity Work  The Power of Appreciative Inquiry   ACES members highlighted their programs' and departments' achievements.

ACES Meeting Notes April 28, 2020

Outcome Goals:

- Share updates and virtual equity programming and resources
- Approve 2020 revisions on ACES Mission for addition to website
- Connect with each other around challenges, strategies, and goals for online equity

Attendance: Michiko, Alison, Chris, Diva, Chantal, Mary, Milena, Candice, Rebekah, Adolfo, David, Loretta & Jenna

2:00	Welcomed everyone, checked in, and reviewed the agenda
2:10-2:30	Announcements/Short Updates: ● ACES Website Updates: https://canadacollege.edu/aces/index.php ● Equity video is on website ● Added spring 2020 video messages different support staff made for students during the COVID-19 crisis. ● The videos include: info. About support, contact info. And words of encouragement. ● We welcome more. Rebekah can help with the tech. Keep them short 1-2 minutes. Candice & Michiko's are great examples. ● Professors are showing the videos to their students. ● David asked Manuel and Max for feedback on videos. Students need the human connection. Personal Video Messages from Support Staff-what should we do next-how to make them more visible? David: Can we place link to videos somewhere front-facing? Checked in with Manuel & Max. Re-imagine on-line presence. Michiko can post videos on social media. Need support from marketing (David can bring to PBC) to send to entire campus. Can also bring to others. Is there a designated place where students can go to see the videos (beyond the ACES website)? Could also post the videos directly in Canvas or our campus Covid pages although we should probably get better representation before posting more broadly. Everyone's help needed: please bring the videos to your departments & meetings for support. ● Equity Resources and Events ○ 3CSN Community Workshop and Resources for Online Engagement Great list of resources and webinars. ○ Center for Urban Ed. Webinar: Racial Equity in Online Environments

	Thurs. 23 12-1:30. Check for forthcoming webinars. ○ Dr. Sims Equity Zoom Fri. 24 & Canvas shell. David was able to attend. Had student-presenters. Recommended. Should become available on YouTube. Here is Jeremiah's Canvas site:https://smccd.instructure.com/courses/4869 ○ CORA webinar from today: https://www.youtube.com/watch?v=9cEWQJ32nqU ○ Diversity Project Grant ● Dreamer Task Force Updates: Preparing for Townhall presentation next week - challenges and strategies for Dreamers in both English and Spanish. Resources are not equitable, but we do have resources and want to make sure we can connect folks. Next meeting: tomorrow, 4/29 at 3 pm, then again next week, Mon. at 11 and Wed. at 3 pm. ● Guided Pathway Updates: Still working to confirm the scheduling to facilitate attendance at both ACES and GP. Hoping to be able to go back to 2:30 pm start time (makes it easier for instructors).
2:30-2: 50	● Update on bylaws process: ○ Task force on committees submitting Mission Bylaws template to PBC to decide format and considerations for committees. Voting next meeting. We are on track! ● Approve Mission: Mission and Bylaws The Task Force looking at committees and subcommittees and proposed one template for all. The goal of the Task Force is to streamline and simplify our structures and provide consistency. We are using the proposed template now. The content is up to us, but we might want to wait to confirm the final template. ● All at the ACES meeting agreed to our new Mission statement. We will revisit the rest of the Bylaws in the Fall. ● Discuss scheduling for the fall ○ Keep current time 2-4pm but move to 2:30-4:30pm and 4th Tuesdays which accommodates counselors or change to 3rd Tuesdays? ○ How can we set it up so that counselors can attend ACES meetings and people can attend both ACES and GP steering committee meetings?
2:50-3:30	Check in: Poll: How do you feel about our current support of students? 38% proud; 50% mixed in response to how we are supporting our students. How are you doing personally? Most folks are doing OK and happy to be healthy, but concerned about students. How have you been addressing student equity virtually? Learning Center: The LC has been quick and responsive in getting ready for virtual support. Current challenge: reaching students effectively. Important to be direct and intentional. Concerned that registration and continuing as students is getting lost. We need to provide clear messages that students can/should

continue. We want them to finish. Really great to have online tutoring up so fast and April Newsletter was very helpful. Diva: Working to design virtual ColtsCon and Jams, etc. -- Virtual LC.

Rebekah: Perhaps instructors could send students to the LC for extra credit. Planning an LC Open House.

Spark Points: 2400 Families have been served with 4 Community Markets to date! [Here's the flyer](#). Every Friday drive through market at CSM.

- Food grant program is still on (gift cards with \$75 - \$150). Email Adolfo and SparkPoint will send details to help students connect to resources. Veterans' situation is complex; they must stay enrolled at >6 units or they will lose benefits. Online classes can have a negative impact.
- Food grant program / Sparkpoint will also be reaching out to recipients to check-in.

Is there support for job seekers? Sparkpoint is hoping to provide assistance in applying for EDD. Career Center is posting jobs on the Career Center website.

Rebekah will share her polling-how-to. Thank you, Rebekah!

Remember self-care too.

Counseling: Lorraine: some students have adapted, but we are definitely losing students who are withdrawing. Chris: concerned about students with different learning styles who depend on face-to-face interactions. The grading options are helpful, but there is so much going on behind the scenes.

Rebekah shared: **Tips for studying/learning:**

https://docs.google.com/presentation/d/15RAiWCVoCQV90V3lj4CbOkfONs_KDaRMmx0oGSpEC8A/edit?usp=sharing

Adolfo: also thinking about our students who have children and who are now struggling to teach themselves.

Alison: students are journaling.

Addressing prejudice against Chinese students and toward Asian-Americans:

Allison: Something that has emerged as part of student experiences = the idea that China is somehow to blame.

Michiko has had similar experiences. Asians and Asian Americans are experiencing harassment & targeting.

Rebekah: Reminder: be aware that for some students, asking for help is not easy; it goes against cultural norms. Important to reach out. International students are concerned about coming back.

What can we do? Bring it to the TownHall. Then provide follow-up information and support. Allison will mention this at planning meeting.

Personal counseling is set-up and availability. They are not getting a lot of students signing-up right now. Same day appointments may be possible.

- Need to do more to get the word out. Perhaps peer mentors could visit classes or make videos to promote personal counseling? Or could collaborate with the International Students Office, Student Life and ACES to help get the word out. The framing is important: Flyer from Gena. Follow-up: two main things to work on: 1. Targeting of Asians/Asian

	Americans; 2. Personal counseling. • Additional ideas: could send flyer through the Welcome Center. Include a statement as part of the Solidarity statement for the TownHall focused on dreamers. • Michiko will bring this back to students to ask them what they think we should do. Welcome Center: Loretta has been reaching out to hundreds of students as part of the work of the Welcome Center. Leadership Award flyer 1. What challenges do you have serving students right now? ○ Discussion Item: Response to PRIE survey showing only 30% in contact with support services
3:30-4pm	What do we want to collaborate on right now? ACES focus til May • Online Resources gathering, webinars, zooms, peer review of courses, Canvas site, website, visual resources, Diversity Project Grant (application)-Student COVID-19 Stories Project, other? • For the Diversity Project Grant, idea to ask students for their Covid-19 story. Could be presented in multimedia; could be a larger community project. The idea would be to give people space to share their stories / experiences.
4:00pm	Adjourned

Feb. 25 Meeting Notes

- Discussed the overlap betw GP's and ACES meeting schedule making it hard for people to attend both meetings
- GP's - Remind people to be aware of meeting conflicts; It's important to have ACES representation at GP and vice versa
- MH, DW: we are focusing on equity for GP's at this meeting (GP's Steering Committee)

ACES Mission Feedback

- MH: likes #3, less jargon. Mary H - likes #3 and #5, suggest including "capacity" along with. DW, #5, but without "embed" since that is not clear. YV: #3, likes the "opportunity" aspect.
- Revised statement suggestion: Collaborate, build capacity and advocate across campus to "ensure all students have equitable opportunities to achieve their goals"
- JF: #6 - question about the diff betw assure and ensure - Assure is generally to *someone* and ensure is generally to *something*
- Aaron (stu rep) likes #3, mentions community
- AF: may not need to focus on outside community explicitly, since our focus is mostly on campus. This doesn't mean we don't do that work and we can add to other areas of mission and goals.

Comments on the Mission Statement Ideas.

1. Foster a culture of equity-mindedness throughout our campus community [1] . (From dec-and well liked again in Jan.)[2]
 2. Embed equity into all aspects of the Cañada College experience.(Jan. meeting)[3]
 3. Collaborate with our community and across campus to "ensure all students have equitable [4] opportunities to achieve their goals" (Cañada College Mission).[5] (Based on Karen E's suggestion in Dec. to use college mission)
 4. Promote equity by fostering a culture of equity-mindedness throughout our campus and [6] community. (Shared at Nov and Dec meetings and for comments in between)
 5. Advocate for and embed equitable practices into all aspects of the college (Texted by [7] Michael Jan. 28/Simplified/edited by Rebekah)
 6. **Collaborate, build capacity, and advocate across campus to ensure all students have equitable oppportunities to achieve their goals. (feb.25)**
-

1. The First captures main points and is short. Nice and clear and simple for needed elavator speeches. People liked this one.
2. The second is too broad. We are not Skyline with a Dean of Equity, SEED committee etc and don't have the support we used to - we can't be responsible for the whole college

3. 3 and 4 are more measurable, Tangible - creating a culture
 4. 3 and 5 practices we can identify
 5. 3 more expansive. Like the word "opportunity" - students need access to something - we think we are being equitable but not giving the opportunity
 6. 3 - not just collaborate, more than just that but like that it is connected to the mission statement
 7. 5 - get rid of embed not doable for small committee. Advocate fits our charge better. Capacity could be added to #5
- Collaboration is measurable -what percent of the college
 - Need language Including about ongoing process - not finite
 - Number 6 focuses more on students: **Collaborate, build capacity, and advocate across campus to ensure all students have equitable opportunities to achieve their goals**
 - Build capacity - implies addressing pd - one of the values

We voted on #6 of the Mission-the winner!

Re: By laws: Concern expressed after email cc from Karen: If there's a hierarchy and PBC decides then we should n't spend too much time on this.

- Decision: WE need to decide what we care about and share it with PBC, so they have a basis to start from
- What is the PBC role in determining the role and standing of ACES?

Bylaws Work on "Membership" Section

Who do we think should be represented? (YV)

- AL: issue of guided pathways meetings conflicting, need to get that sorted so we can guarantee attendance and involvement. It's been hard to plan with 5 members missing or only coming for part of ACES.
- YV: issue of time - so many meetings and not enough people to attend all the meetings, need to be realistic about this. Be creative; let's send minutes around to integrate work so we can still collaborate.
- Suggestion - remove specific types of Counselor (basic skills vs counseling faculty), instead focus on areas of representation, consider CTE/Workforce representation
- Mission - the main area we've been working on
- Goals - see updated, check back with PBC for guidance
- PBC committee on governance will share recommendations for aligning our compendium of committees with standards (i.e. what is a task force vs a work group, is this a standing committee or advisory, etc)

Additional Notes:

- Membership- Who should decide? Helps if administration appoints so that people have the support to come.
- Should we have each division? Or is it more important to have interest areas?
- Old had Basic Skills representation because that was in our budget

- Added Puente for Yolanda on membership
- IF equity is embedded through out the college than it should be represented college wide
- Need to work with administration, Guided Pathways, and equity that creates a calendar to allow not to compete with one another
- It doesn't matter who is on the grid. It matters who is in the room.
- Website lists large group but everyone is actually at meetings
- Need to be realistic about how many people on this campus - can't go to all
- Announce when we need to vote so that people know when to come
- Don't need quorum everytime- we can do a ton of work without having all our members

Future Meetings and upcoming events

- Jessica Care Moore event conflicts with our March meeting, RT emphasized the challenge in keeping our meetings and not changing the times, if we do it may further undermine our ability to get people here. Also, March is the only meeting that does not conflict with GP.
- Bring to cabinet - issue of how to equalize attendance for ACES so it is not always being undermined for efforts like GP's. Is there a master meeting calendar we can look at to avoid conflicts?

Equity Presentations; Jenna French/DRC, Adolfo/Dream Center, Chris Rico/Counseling

DRC (Jenna presented [DRC](#))

- DRC is part of Wellness Ctr (pers counseling, CARES, etc)
- DRC data - JF mentioned that turnover in leadership has impacted stu enrollment, at 221 and growing
- Alignment with SEAP goals; would be helpful to get additional info on DI groups, but overall it is helpful to see specific groups needing DRC support. AB 705 data is not in yet, but lots of concern around impact on DRC stu's
- Would be helpful to have more data for all stu's referred elsewhere through DRC, not just # of stu's completing LD testing
- Need more outreach to community, cited upcoming visit to carlmont HS
- New test anxiety website - great idea would be to link this to DLAs for test prep, etc.
- Plan to use equity funding for bi-lingual test kits

Additional Notes on Jenna's presentation:

- Jenna presented the outreach has not been enough-it should be 10% of the college administration
- Equity pays for DRC salary, smart pens, and ipad for showing note-taking apps-works with students one on one
- Two areas office needs to work on are economically disadvantaged female population
- Big concern that not enough support when went into AB 705
- Testing is a big role, learning strategies
- Completion of transfer - key goal
- LD testing has to slow because of role as interim director

- Counseling and Math Substitution - students who can't transfer due to math disability
- Study Skills class - hoping it will come back
- Would love program coordinator, need new director
- Bi-lingual LD test kit would be very useful - we need to buy it!

Spark Points (Adolfo presented) and Dreamers (Saul spoke)

- Dream Center Equity Funding
- As HIS, establish presence to support undocumented students
- Started w/ short-term, part-time staff asst, looking forward to a ft PSC through upcoming position request process
- Challenge - did a great job training two different employees and then they moved on
- Excited about new longterm person - got Saul!
- Saul has allowed DC to do more events, such as UD stu's week of action. Created mural in LC, had mult events around campus. Know your rights event at Flex Day in January.
- Legal Clinic - slots are full into Apr.
- PD - want to include stu's, provide info for fac/staff, do a Dream Day event for focused meetings related to overall awareness
- Web site update - need to add info and resources
- Did undocumented student week of action - 12 events 7 venues across campus - created a mural that is in the Learning Center

Events

Know your Rights about Immigration in the Trump Era

- Antonio Vargas
- Flex Day Event
- Group discussion
- Legal consultation
- Saul went to Contracosta workshop- immigration rules, financial aid, family preparedness
- Family- how to prepare if ICE comes to your doorstep, how to get your allies to support and protect undocumented students-only takes three things for ICE to detain, name, birth date, and origin of birth - if you don't have that you can be detained by ICE. Very real and intense
- Legal attorney on campus- bilingual, Spanish, English, and Tagalog consultation - trying to expand number of hours
- Working on website
- District wide effort - to discuss issues impacting students - Migration celebration - commencement for undocumented students and families to intimate gathering celebrating achievements

Basic Skills Counseling Chris Rico

- BSC, ESL coordinator, pro-active reg funded by equity
- Active connection in the community
- Highlighted outreach work and support of events like ESL, Proactive Reg, Stu success workshops for stu's on probation, help students sign up for CCPG and Jams
- Collaboration with CBO's, HS's, ACCEL. Online support workshops

- Online Support Workshops - how to log into email, Canvas, step by step
- Info. ID night-to make off campus students feel welcome on campus
- PASS Certificate
- Issues: cost of living, transportation, childcare, digital divide, basic computer training needed- would be better if these were open classes where people can sign up at any time
- Goals-collaborate with ACES, expand Careers and Majors, Online Support, ESL learning communities, dept to create pathways and more

Other notes

YV; need to be watching retention + success for stu's who need to move through our program levels, none of this is meaningful if stu's are not succeeding in the 1st course they enter (AB 705 impact)

Opportunity

- Look at students, when they come to campus. They have to have the opportunity to learn and succeed so that they can go onto the next level.
- Need to look at "basic skills" or interlevel classes. Are they getting an opportunity to pass.
- Retention, Success, and Failure of all major classes to build opportunities - we come in with DRC

Notes on ACES Meeting Jan. 28, 2020

Outcome Goals:

- Discuss response to ACES Equity Video and future use of video and translation
- Share updates on equity related programming and upcoming Activism Workshop Series
- Evaluate 2019 feedback/2020 revisions on ACES Mission and bylaws draft
- Update on revision to Student Educational Achievement Plan (SEAP)
- Report on collaboration planning with Guided Pathways

18-20 members/participants present

Announcements/Updates/Plans:

- Dreamer Task Force Updates
 - PSC position has been approved, start July 1st
 - New marketing materials to include new topics that were brought up from flex day presentation
- Writing Center Updates
 - PT Instructional Aide- resigned
 - Replacement is in process
- [Equity Video](#) [Responses](#) [Spanish Translation](#)- next steps
 - Overall positive feedback on equity videos-ASCC students were pleased with the representation and locations. People said it was well done and moving.
 - We translated it into Spanish and propose filming a Spanish language version for our beginning English speakers in the community. People said they would be interested in participating and Rebekah will check it out but Yolanda also mentioned the concern of the time and money to do it.
 - David, Milena, and others mentioned the recent emphasis on needing more translation of our materials especially in Spanish since we are HIS and because we care and that the administration is working on getting a translator
 - Mahitha gave the idea of using a link to Google Translate which gives you the option to choose a language at the bottom of our webpages as El Camino College has
 - Some Programs in the ACES committee could pilot Google Translate
 - Equity Video new idea: include subtitles in several languages; or recreate in Spanish
 - Jenna mentioned the need for Closed Caption? Needs follow up → check with the CCCCCO for service to cc
 - Idea to send an all college email to Welcome with equity video at start of semester. Rebekah will send this to marketing.
 - Add equity video to the screen in the Grove, DRC, etc.
- [Activism Workshop Series 2020 Flyer](#)- please help promote, and come, send and bring students!
 - **Feb. 6:** What is Bias and How Does it Relate to You? Lectuer and Discussion with lunch
 - **March 5:** 10 outstanding ASCC and Cañada students presenting “What Students Want

you to Know about Equity and Bias in the Classroom?” Poetry/Spoken Word, Sharing personal stories, and research based presentations

Idea to Translate Flyer in Spanish mentioned

- [Awareness Summit](#) Thursday, Feb 27 from 7:30 a.m. to noon. Looking for people to help promote the event to students and attend.
 - Focuses on Housing and Food Insecurity
- [The California Campus Camp \(Feb 6-8, 2020\)](#)
 - Location: DeAnza College
 - Michiko, Rebekah and students are attending and hope this will impact the [Activism Workshop Series](#) events and more
- Veterans Services Updates:
- Andy Cuevas Program Services Coordinator - VROC reported:
 - Transcript evaluation process has moved from District to College Campus.
 - Joined forces with CSM, Skyline to streamline and facilitate onboarding students

Bylaws and Student Equity Achievement Plan (SEAP):

- 2019 Feedback and 2020 revised version of [ACES Mission and Bylaws](#)
 - See link above for comments made during Jan. 28 meeting
- Revisions were made to the SEAP with more DI groups

We talked about Committee Member [presentations of equity work](#) as a means of “appreciative inquiry” spreading what is working and place to get peer feedback and support as well as trouble-shoot and discuss ideas together. David and Rebekah will invite ACES members to do 5 minute presentations and schedule time for discussion in the next meetings.

Report out on collaboration planning with Guided Pathways:

- [Results from ACES google survey about GP ACES Collaboration](#)
- [Report on results](#)
- We would like to try to have an overlap meeting maybe April 4/28. We can go to just join in what GP is doing (many ACES participants already do but the whole group could go on these dates) and/or present as planned ([See proposal from Dec. 2019 with rough draft presentation on inquiry](#) but let's decide our plan in advance.

People agreed that we should formalize having GP updates at every ACES meeting going forward

Upcoming Meeting Times 2020: 4th Tuesdays 2-4pm 2 room 10 unless otherwise indicated:

1/28 2-4pm	2/25 2-4pm
3/24 2-4pm	4/28 2-4p

Dec. 10 ACES Meeting Notes

Announcements/Updates:

- Guided Pathways / ACES collaboration:
 - Start with small group and then plan for later in the Spring.
 - GP and ACES meetings are still scheduled to overlap but work structure will be changing for GP. Various ideas were discussed for how best to collaborate.
 - Input from ACES inquiry projects would be helpful for GP.
- Dreamers:
 - Solidarity lunch tomorrow, 1:15-2:15pm in 2-10
 - Planning for all-campus Flex workshop
- Equity Video updates:
 - Last day of filming is today
 - Hoping to show it at opening day
 - Also will promote it for faculty to share in classes
- Activism series of workshops for 2020 “Inclusivity and Activism: Amplifying Student Voice on Campus and Beyond”
 - Feb, March, April, May & Fall dates
 - Speakers confirmed for Spring
- Feb 6-8 training in community organizing, “The California Campus Camp”.

ACES Mission, Vision & Values, Comments:

- There is a difference between fostering a culture throughout the campus community and embedding equity in the student experience, which is narrower.
- Karen will share a template for bylaws, etc..
- Who gets to decide what our purpose/goals are? How are decisions made?
- In what ways might ACES be shifting?
- Previously ACES was responsible for the equity budget, so reported to PBC, but now the budget structure has changed.
- Vision statement has been revised to reflect what all ACES does, but ACES is not necessarily in charge of all those things.
- Vision and values for other shared governance committees are the college’s vision and values. What is our purpose?
- **Key point:** This committee has been responsible for pulling together and monitoring our equity plan. But much of the work is happening elsewhere, esp. Guided Pathways.
- Supporting new practices and sharing learning (like past inquiry projects).
- ACES is not the only group struggling with these questions. CIETL, PD, etc.
- What’s our new purpose given new statewide initiatives? How can we support GP and the college?
- We need a statement that can endure -- **ACES compiles and monitors all efforts to improve equity.**
- Where does ACES belong? Campus-wide. Report to the President?-currently we report to PBC
- How do Skyline and CSM structure their equity work? The Dean and Dir. have a monitoring role, also involved in PD and instruction
- **Key question:** What is the work that needs to happen that’s not happening elsewhere?
- Role of co-chairs also needs to be revised.

- We looked at the Bylaws template.
- **The committee exists to help the college achieve its mission with regards to equity. Purpose = why. We need one clean statement. We take responsibility for monitoring the SEA plan/how we are moving the needle on equity, the impacts for students who are disproportionately impacted, and Advocate for equitable solutions / innovations... support initiatives, raise awareness... amplify...**
- Next steps: use the template; plug-in what we have and focus on the purpose.

Guided Pathways incorporates aspects of what we did as inquiry projects. GP is a scaling-up. Programming could be by interest area cohort / learning communities.

- Purpose for ACES collaboration with GP? Ideas: Organize co-curricular planning. Or conduct inquiry project related to instructional practices.

Meeting end: We went around and each person talked about what was meaningful about ACES as well as their aspirations. It was a passionate positive discussion but no notes were taken.

Nov. 26 ACES Meeting Notes

2020-2021 Workshop: Inclusivity and Activism: Amplifying Student Voice in the Community and Beyond-overview provided

Comments:

- Library can support ELS topics with displays
- Unconscious bias-Yolanda mentioned: Book "How not to be a Racist" - idea of making it a campus read
- Discussion movie like Crash-Jessica Kaven shows in her class- Rebekah mentioned that it can be pretty heavy (the harassment scene), so we have to set it up well
-

Mission, Vision, Values Work

Old mission statement focus was: Professional development and inquiry. Have taken a different direction currently.

To ensure equity in all levels. The vision should be how you expect others to see

Are we also saying that CSM's focus on students and SKY and CAN to inform the entire campus? Who is the audience we are addressing? Important to remember that we are charged for serving the students we can't go as far or as deep in serving all elements. They are the leadership of supporting students. We may be touching on the power structure. Skyline's may be discussing the hierarchy. All levels are touched upon, but we may want to look into all levels across campus throughout. All institutions should be involved.

Can we accomplish our goals if we focus on students and nudge others to get involved? Goal is to inform students.

How can we directly give them resources if we are not equity based how can we assume that those giving resources Important to acknowledge that the other colleges have administrators that are devoted to equity and equitable practices. Admin levels and people responsible

Difficult to promote equity if we are not equity-minded.

From the student perspective should be clear that Canada is committed to equity.

ACES committee will research, embrace, and advocate equity mindedness throughout our campus and community.

Promoting equity by fostering a culture of equity and equity-mindedness throughout our campus and community.

Mission Statement: Updated:

ACES committee will research, embrace, and advocate equity mindedness throughout our campus and community.

(In collaboration with our community partners)

Mission Statement: The ideal/the aspiration

Vision Statement: The how/the ideology

How is this going to be useful? What do we need this for? Should be a reminder of priorities and deciding factors when difficult decisions need to be made. Closing equity gaps.

Pathways should be flexible

Adult	Use old mission
Student services	
Assessment	
Curriculum and assessment	
Adding Leadership	
Clear and flexible plans	bundle/keep short

What is important in the process?

Don't get too much into specific goals

Innovation or creation / trying out new things

When you break SILO's and people who view different elements creates some energy. "Disrupting SILO's."

Collaboration aspect of values draft is important.

Building equity that didn't exist in some areas.

Educating what equity is - leading professional development for all.

Normalizing equity. Marginalized students may not even know they are.

Opening up what does equity mean to me? Helping that lead the conversation.

Prioritizing students -reorganizing the order "Student voice and agency" should be above.

What does equity mean to you?

How would we define that we are taking the lead? Are we meeting the needle?

What would the goals be today?

Under Goals for SEAP: Would be better if the pathways would have one thing. Prioritize the goal by discipline.

Oct. 22 Meeting notes by Mary and Alison

Debrief NCORE, next meeting is a joint meeting, Nov 26th: how does Guided Pathway overlap with ACES

Equity Lecture Series have been talking about a year? now about an activism series and brought their ideas to ASCC, and Rebekah created a venn diagram to merge the different ideas that fell into two strands: Activism and Bias.

Dreamers Task Force > thursday, Nov 24th 3pm-4:30pm next meeting. Alison can add folks interested to this list. Tomorrow's Board meeting: 5 min presentation of wonderful weeks of last week.

Shared Designing Guided Pathways Through An Equity Lens at a HSI - this program Nov 8th. Members of ACES can attend and share back, language is the same for ACES.

ACES video project > wrote the equity resolution > Paul Naas met with student videographer. Will be ready to shoot in a week. Hope to get it this semester. It needs to be short and to the point. Have the script. If you see Paul, please let him know we are excited and looking forward to the filming soon.

Jeremy Wallace from Skyline College - Calls for proposal, present at District-wide opening day. Due date is Nov. 15th.

NCORE - early bird registration is March 24th.

- Student senate did another workshop - reclaiming voices and names. How do we honor students names in the class. Presentation in NCORE. Can submit proposal to get funded, can be tied to the Diversity grant. Misha will create doodle poll for interest.

Flex Day: share out > one interesting thing that we learned. Liked the short 3 minute discussion with partner at the beginning with speakers. Wish speaker shared more about HSI.

- ESCALA > presenters focused on teaching at an HSI. Presenters did not check in with attendees. Good to check with audience. Seemed to approach it from a deficit model. Problem with bringing outside speakers and sometimes they bring in canned presentations. A lot of departments have program review, and many people couldn't attend.
- Peer mentorship session > Candice did a good presentation on peer mentorship. Good data was shared.
- So many good programs and so many are grant funded. Challenging since many are grant funded. Grant funding and wait to sustain good practice. ACES is connected to equity and advising on equity priorities that guide the equity budget, for example, we lobbied for the Basic Skills Retention Specialist who is so fundamental to our work. We should try to keep ACES going.
-

Undocumented Student Week: 176 sign-ins and at the screening and there are more than 60 sign-ins. Great way to introduce Saul to the campus. The dialogue help faculty and staff understand how to support undocumented students > based on media, DACA and the Dream Act. Informative. Creating a time-lapse and

Nimsi is overseeing this project. Level of leadership from Dreamers club was phenomenal. 5 slide presentation to the Board. Marketing earlier are ways to improve. Are there ways to secure other funds. State has a toolkit.

ACES role: coordinate with Guided Pathways, Rebekah shared ACES history, always focused on equity when it started in 2014. Reviewed focused on professional development. Has always focused on student equity and success. Equity and Basic Skills committee merged in 2014. Looked at student data which drove the work, which students are doing well. Inquiry Activities: Diva discussed the STOP program and how it became institutionalized. The Dreamers Task Force was in an inquiry phase in 2015. Proactive registration - brainstorming and lead to registration event.

2017 - Rebekah came in as coordinator without a dean co-chair - started writing the equity plan with a group , and then Dean David Reed arrived and we finished the plan. ACES researched, got wide campus input and consensus on a proposal for an Equity Director position but it was not granted.

2018-2019 We had extensive successful equity lecture series.

Equity Resolution

Currently the Equity budget is tied up in positions, but we decided to use remaining funds to better support tutoring

2019: Completed SEAP Plan (merge of equity & SSSP) and coordinated heavily and studied schedules to figure out the very best meeting time to be able to have counselors at our meeting to represent SSSP

Equity Video, Activism Workshop Series

2014-2019 - ACES Flex, conference, and workshop sessions

What's Next for ACES? What is the relationship between ACES and Guided Pathways?

How can we foster more support for ACES?

Next meeting is a joint ACES / Guided Pathways meeting:

One idea: help focus equity lens on GP

How to ensure ongoing integration of equity with GP

Next steps for GP will be more detailed program mapping & this will be a time to give input

How is equity currently being addressed as part of GP?

ACES will send out info. About the 3 GP groups in advance so that we can prep for joint meeting.

In the past, we have had inquiry groups, previously led by ESL as part of Basic Skills Committee. Interventions were based on inquiry cycles. This then led to scaling-up and integration.

Everything in GP is supposed to reflect equity. We need to have inquiry grounded in data & GP should be that way too.

How best do we support equity in these big college-wide projects?

How do administrators see ACES role?

Focus on ACES Outcomes and start there to re-vision our work. Use logic models.

Guided Pathways: Finished Sept. and October work - restructuring what will happen in spring 2020. Everyone on campus has to put in their piece to make it successful.

Guided Pathways

Redesign College process - improve the communication

Interest areas and program maps - the college selected four interest areas

-science and health

-art design and performance

-human behavior and culture

What is the goal of success teams?

What is the role?

Program maps that go within them. Fac and counselors have come up with different plans for each major. What would be a typical sequence based on major.

Redesign academic support

First year experience

Early college experience - H.S.

Online education - equity online and strategic use

Job placement / career exploration - weaved throughout

Science and health

Realm of simple intervention that everyone can be a part of. Retaining students by engaging/connecting with students.

Linking students with resources. Interpersonal connections. How to make students feel they belonged.

Learn the names and have other students learn their names

*Ask Michael Hoffman for the information of practices/foundational standards for supporting students.

Meeting:

Overlapping at least 45-60 minutes.

ACES as a standing agenda item?

G.P. Standing practices will request some sort of advice to ACES as an advisory board

Embedding is a great term

Effective if we have our own agenda to push.

Best practices and best voice

Owning and inquiry project

How is this affecting our marginalized students

Doing research on how guided pathways and other programs have gotten successful by showing the importance of going inside the classroom and also connecting students to resources.

Activism workshops / ELS

So far: brainstorming with input from ASCC. See Venn Diagram on Activism and Bias.

Timeline. Six events maximum. We need to identify themes, events, and logistics.

Proposal to bring a speaker: on immigration from Aguililla to Redwood City/local area.

Author/speaker: Israel Contreras Cervantes.

Next steps: Equity Lecture Series group will meet. Continue to collaborate with ASCC.

Need to focus now (no more brainstorming) so that we have time to organize and plan.

Sept. 24 Meeting notes by Mahitha

Action Items

- Ideas for Workshop Series
 - Political Activism
 - Psychology behind racial biases and how not to fall victim of racial bias
 - Micro aggression workshop with ASCC
 - Thursday October 10th 3:30-5:30
- Identify staffing for Undocumented Student Week (Oct 14th-18th)
 - Mahitha – Tuesday October 15th Accessing Reputable Legal Support 2pm-3pm
 - Diva- Wednesday October 16th UndocuHustle 2pm-3pm
- What has CSM and Skyline done?

Sept. 24

Welcome and Intros

- Manuel - Guided Pathways and ACES should be a collaborative discussion
 - Im-bedding equity in every space on campus
- Mary Ho – Director for Post-Secondary Success
 - Roadblock Success: Creating Transfer Culture at a HSI
 - Nov 8th à more updates to come

Announcements

- Dreamer Task Force Updates
 - Undocumented Student Week
 - Dream Center PSP Position accepted – Saul Miranda
 - Writing Center
 - Increase of students, especially during Office Hours
 - Adding Instructional Aide
 - Graduate level students
 - New IA coming next week to help ESL Students
 - Not enough tutors in the morning – looking to add more peer tutors
 - Need to institutionally commit to funding more tutors
 - Tutoring integral part for success
 - General tutoring schedule should be updated on the website
 - Students get lost between the classroom and the Learning Center
 - Embedded Tutor à Sits in on the class, tutors in the Learning Center
 - Melissa Salazar
 - Coming from Escala to talk on October 9th on Flex Day
-
- NCORE
 - Student Senate presents Post – Conference presentations located on the college website
 - Each senate member creates actionable items
 - Actionable items
 - Land acknowledgement (honoring indigenous population)
 - Multi-cultural center
 - Parent panel
 - Campus-Wide awareness of religious practice holidays such as Ramadan
 - Lecture series à can be from faculty themselves
 - Taking student's voices and incorporating them into practice
 - NCORE looking for presenters
 - District has committed to fund the presentation
 - *Idea:* Looking at the psychology behind racial biases

Collaboration with Dreamers Taskforce

- UndocOct 14th-18th 2019
 - Oct 14th – Columbus Day; Allow parents to bring their children (provide coloring books?)
 - Toolkit and Information from Community College League of California:

<https://www.ccleague.org/advocacy/federal-advocacy/supporting-undocumented-students>
 - PDF of Toolkit:

https://www.ccleague.org/sites/default/files/usaw2019_framework_of_suggested_activities.pdf
 - Need – Staffing for each webinar either from ACES or Dreamforce Taskforce
 - Mahitha – Tuesday October 15th Accessing Reputable Legal Support 2pm-3pm
 - Diva- Wednesday October 16th UndocuHustle 2pm-3pm
- Planning Meeting: Thursday, Sept 26th 3-4pm in Room 3-142

What is ACES Role and How Are We Evolving

- Voted for ACES to report to PBC
- Previous ACES Initiative
 - STOP for probation students
 - Proactive Registration for basic skills students
 - ESL Retention Specialist and Basic Skills counselor
- What has CSM and Skyline done?
 - Equity director vs. Equity Committee at Cañada

August 27, 2019 Meeting

Welcome and Intros

Participants Present:

Ideas for Activism series:

- New Equity Lecture Series
- Focus on election, participation in government, human rights, etc.
- Not a list of speakers, could develop activities to develop leadership and encourage engagement in their community (not only a one-off type of event)
- Focus on DOING
- Elections

Vision Setting: SEAP Goals

SEAP - plan submitted to the state, 5 main areas of work, look at areas of work (how do they resonate with us, impact our work, what are other goals we can make), goal of activity = inventory on what we're doing for our future planning to make plan + areas of work less general

Highlights of Activity

Access - looking at it from a financial perspective, what do students have to weigh financially?

Enrollment is probably down because of financial cost of attending school; make students aware of financial and housing resources for potential students who are debating returning to school, financial self-sufficiency,

Retention -

Earn Credits - scaling Promise program, EOPS mandated to go above and beyond what the college is providing, as the college provides more, EOPS needs to provide more; college needs to be aware of this and plan for EOPS to scale as well

Transfer to 4-yr -- re-launch of University Center, proposal of new partnerships, first need to focus on

data collection to inform how the new U.C. will be formed and the failings of previous U.C., why partnerships were lost, can't build new partnerships w/o understanding the "how" & "why", data from University Visits can inform U.C. → data collection + assessment

Completion -- face-to-face support for students, success of actions for AB 705, Milena to help with assessment, ENGL 105 staff to meet to check in bc the classes filled really quickly, prediction = 100s will become 105s, faculty to meet once a month to check in, assess effectiveness of embedded tutors (want them to be trained and evaluated, need someone to do this for the english classes similarly to STEM); discuss methodology to collect data to assess the effectiveness of classes

Overall - this is important so we can see what it takes to do each one of these activities, learn the possible consequences of our actions. It allows us to take a step back.

By laws workgroup: We did not have time to discuss this but Carol Rhodes came in and made an announcement about an upcoming PD event with Escala

Ideas for Undocumented Students Week:

What can ACES do?

- If you have ideas, or things that we're doing that we want more outreach for?
- Don't have much of a program budget for Dream Center, possibly financial support? Food for students?
- Could help with marketing materials-ACES can help fund big flyers
- Possible support with food and volunteers
- Temporary full time PSC position, no longer a half time staff assistant position
 - Will be posted in the future

Dreamers Taskforce update

- Statewide initiative to support undocumented students
- Last year a last minute calendar was put together
 - Proved to be an important outreach tactic
- So far: have an attorney come & give a talk - Know Your Rights: Immigration In The Donald Trump Era
 - Policy update
 - Concrete tools to protect and for folks to know their rights
- Advertise current actions
- Legal clinic
- Club Meeting
- Ideas:
 - Digital storytelling project
 - Student-to-student leadership activity
 - Candlelight vigil
- Resources and other ideas linked to taskforce meeting minutes
- Skyline + CSM will be holding their own activities, waiting to hear from them to coordinate
- Staff, ASCC, and others volunteering to staff the Dream Center
 - Trying to be careful to not misinform students
 - Putting together information to train volunteers

Volunteers: Looking to get volunteers to staff during the LC open house (Aug 28 + Aug 29, 10am-2pm,

5-7pm)

Highlight or make it more visible that undocumented students are supported by the college and our equity plan - flex day activity, want to have people know what to say

Announcements:

- ACES Equity Video Project
 - Paul Naas, will start filming this semester, opportunities to be in the video coming up
- Dreamer Task Force Updates (above)
- NCORE report outs postponed to next meeting
- Writing Center and Academic Support Update
 - Hours TBA, will be on Website
 - Mon-Thurs, 10am-5pm
 - Thursday not as heavily covered
 - Peer tutors will join in the future
 - Goal = have at least 2 people at the same time, specially for peak hours
 - Office hours (faculty holding their OH there) have been very successful
- February Awareness Summit focusing on Food and housing insecurity in our community
 - Which days are best for classes to attend?
 - How can ACES participate?
- Other updates and announcements
 - Michoko's leadership class
 - Share with others, encourage students to attend
 - Budget update
 - Supporting tutoring and embedded tutoring for AB 705 accelerated courses, able to do for the first time due to carryover funds
 - More details to be shared following meeting
 - Mary Ho - manages ESO Adelante grant, transfer pathway to SFSU
 - Have funds for professional development
 - Nov 8th - workshop, creating transfer culture at an HSI
 - Using data to create practice
 - Don't need funding, need help with getting the word out and support/feedback on planning process
 - On agenda for next ACES meeting
 - Carol Rhodes - GANAS Oct 9th Flex Day Activity
 - Aimed for Faculty, open to those who work with students
 - Post schedule that breaks down different components
 - Working on developing something specifically for staff
 - All day event (6hr event)
 - Focused on teaching practices at an HSI
 - Make sure everyone is engaged and focused
 - Disrupt narratives and Building Trust in the Learning Process
 - ESCALA - New Mexico, 3 speakers from Bay Area (have local knowledge)
 - Skyline Equity Institute - equitable silibi, etc. → similar concept/service provided for Cañada

- Flex Website → RSVP for this event, creation of a flyer is in the works (to be discussed b/w Carol and David)
- To Consider:
 - Faculty Learning Program - continuing this year
 - Possible collaboration w/ Community of Practice
 - VPSS - possibly recruiting equity speaker
 - Strategic priorities → Oct Flex = launch on FYE work
 - Request to connect this to AB 705
 - Some faculty looking at working on curriculum for ENGL 105, might encourage more faculty to sign up
- **Recognitions for important work in Equity Lecture Series (awards were handed out and announced)**
 - Candice Johnson, Yolanda Valenzuela, Alison Field, Diva Ward, Loretta Davis, Marisol Quevedo

2.25.20

Conflict betw GP's and ACES meetings

GP's - RT reminding people to be aware of meeting conflicts, if you are part of GP's its important to represent ACES in those meetings.

MH, DW: we are focusing on equity for GP's at this meeting (GP's Steering Committee)

ACES Mission feedback

- MH: likes #3, less jargon. Mary H - likes #3 and #5, suggest including "capacity" along with. DW, #5, but without "embed" since that is not clear. YV: #3, likes the "opportunity" aspect.
- Revised statement suggestion: Collaborate, build capacity and advocate across campus to "ensure all students have equitable opportunities to achieve their goals"
- JF: #6 - question about the diff betw assure and ensure - Assure is generally to *someone* and ensure is generally to *something*
- Aaron (stu rep) likes #3, mentions community
- AF: may not need to focus on outside community explicitly, since our focus is mostly on campus. This doesn't mean we don't do that work and we can add to other areas of mission and goals.

PBC role in determining the role and standing of ACES

- Membership - who do we think should be represented (YV)

AL: issue of guided pathways meetings conflicting, need to get that sorted so we can guarantee attendance and involvement

YV: issue of time - so many meetings and not enough people to attend all the meetings, need to be realistic about this. Be creative; let's send minutes around to integrate work so we can still collaborate. Need both ACES and GP's to be more organized (don't need quorum at each meeting, etc).

Suggestion - remove specific types of Counselor (basic skills vs counseling faculty), instead focus on areas of representation, consider CTE/Workforce representation

- Mission - the main area we've been working on

- Goals - see updated, check back with PBC for guidance
- PBC committee on governance will share recommendations for aligning our compendium of committees with standards (i.e. what is a task force vs a work group, is this a standing committee or advisory, etc)

Future Meetings and upcoming events

- Jessica Care Moore event conflicts with our March meeting, RT emphasized the challenge in keeping our meetings and not changing the times, if we do it may further undermine our ability to get people here.
- Bring to cabinet - issue of how to equalize attendance for ACES so it is not always being undermined for efforts like GP's. Is there a master meeting calendar we can look at to avoid conflicts?

Equity Presentations: Jenna French/DRC, Adolfo/Dream Center, Chris Rico/Counseling

- DRC is part of Wellness Ctr (pers counseling, CARES, etc)
- DRC data - JF mentioned that turnover in leadership has impacted stu enrollment, at 221 and growing
- Alignment with SEAP goals; would be helpful to get additional info on DI groups, but overall it is helpful to see specific groups needing DRC support. AB 705 data is not in yet, but lots of concern around impact on DRC stu's
- Would be helpful to have more data for all stu's referred elsewhere through DRC, not just # of stu's completing LD testing
- NEed more outreach to community, cited upcoming visit to carlmont HS
- New test anxiety web site - great idea would be to link this to DLAs for test prep, etc.
- Plan to use equity funding for bi-lingual test kits

Adolfo

- Started w/ short-term, part-time staff asst, looking forward to a ft PSC through upcoming position request process
- Saul has allowed DC to do more events, such as UD stu's week of action. Created mural in LC, had mult events around campus. Know your rights event at Flex Day in January.
- Legal Clinic - slots are full into Apr.
- PD - want to include stu's, provide info for fac/staff, do a Dream Day event for focused meetings related to overall awareness
- Web site update - need to add info and resources

Other notes

YV; need to be watching retention + success for stu's who need to move through our program levels, none of this is meaningful if stu's are not succeeding in the 1st course they enter (AB 705 impact)

2.26.20 Meeting with Rebekah

Event on March 5th Bias in the classroom - promote in my remarks at Flex in the AM

March Meeting

- Will have more attendance due to no conflict with GP's
- Start next meeting with feedback from Feb presentations
- Schedule presentations earlier or in middle

Revised positions descriptions, bylaws, membership info

- Can revised description go out in fall, faculty apply and get appointed in spr 21, then there is overlap with RT in her last semester
- Propose our changes to PBC as action item this spring

3.25.20 Meeting with Rebekah

- For 4/28 meeting: check in from all areas, ACES mision + bylaws - James confirmed that PBC just wants to establish guidelines and clear understanding of what each body is doing. Next step is for PBC to approve template and general guidelines from subcommittee.
- James said to bring updated ACES fac coord pos description to PBC for approval. Get it done this spr/fall, advertise in fall so people apply, then transition next spring 2021
- Mention equity video to cabinet, can it get sent in fall? ASCC wanted this, lot's of work went into making it, etc.
- SEAP funds for emergency student support - RT says yes. How do we make stu's aware of this? Can ACES support getting the word out?

Check in with Rebekah 8.19.20

Proposed agenda items

1. Flex
 2. What is ACES' role in the leadership? How can we contribute? PD?
 1. few ideas: reading group, race curriculum share. Staff Videos, student COVID-19 stories
 3. Importance of our weekly meetings
 4. Communication and collaboration with administration, Academic Senate, and ASCC
 5. **Equity Video - is it going out? Report back to ASCC students**
 6. **Your support on the Activism Workshop Series-administration backing**
 7. **Next ACES meeting:**
 - Can you ask Manuel, Dr. Robinson, and Karen to attend?
- We'll be addressing key take aways from members own studies, readings, webinars (Dr. Harris' 10 point plan, Dr. Stanback-Stroud, etc).
- I will identify notetakers and timekeeper in advance
 - Ending Yolanda's part with next steps and who will do what; should we mention anti-blackness in ACES mission statement?

8. Note about how ACES is addressing anti-Black racism:

What ACES is doing to address anti-Black racism and upcoming events.

- Involvement leadership retreat....
- ACES members have been working over the summer on speakers
- Collaborating with Social Sciences and ASCC to provide the attached Activism Workshop Series which will include discussion of the Black Lives Matter movement, issues of police brutality, and anti-Black racism
 - [Lauren Ruffin](#), Co-founder of Crux, will come to Cañada via Webinar on Oct. 14 to talk about anti-racist and other political art. She will bring several well-known Black and Hispanic artists/professionals to share their work.
- Posting Anti-racism resources: <https://canadacollege.edu/aces/antiracismresources.php>