



College of the Canyons
Institutional Effectiveness and Inclusive Excellence (IE)2
Steering Committee - Meeting Minutes
April 13, 2021 3:00-4:00pm

Welcome/Recognition

- Welcome to new members
- Certificate of Appreciation was awarded to the (IE)2 Team Members: Students, Faculty, Staff and Administrators for their contributions in helping improve the student experience and increased collaboration and engagement through many efforts.

Canyons Completes Action Plan

- Brief overview of Canyons Completes Action Plan
 - Purpose: Focus the Institutional Effectiveness and Inclusive Excellence Committee efforts for the remainder of the 2020/2021 academic year and guide the committee's efforts for the 2-21/2022
 - Foundation: The action plan draws heavily from the College's March 2021 Scale of Adoption Assessment submitted to the California Community Colleges Chancellor's Office.
 - The action plan also pulls from the other activities happening on campus that support Canyons Completes efforts. All of the work that we've done in the committee this year will definitely make its way into the action plan.
- Elements of the Draft Action Plan
 - Description of the Canyons Complete Framework
 - Commitment to Equity Statement
 - Canyons Completes Guiding Principles and Vision for Redesigning the Student Experience
 - Scale of Adoption priority areas underway or activities/projects not yet started but identified as an area of focus.
 - Other institutional projects connected to Canyons Completes (Guided Pathways).
 - Projects and activities that are connected to our work are called out at the end of the document with a brief description of what that activity is.
 - The team created a project template
 - Project Template was created to simplify the SOAA. The team identified the elements to be included in the Action Plan Draft and added a rating (low impact/low ability, low impact/high-ability, high-impact/low ability, high-impact/high ability), planned delivery (online, in-person or hybrid), status/progress summary, next steps and additional needs.
- We need volunteers to help refine the Action Plan and share the revised draft at the May 11 committee meeting.



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- If you want to contribute ideas or suggestions but can't commit to serving on the writing team, you can
 - Submit your ideas on the [Canyons Completes Action Plan Draft](#) document using the "comments" feature OR
 - Submit comments using the [Committee Member Comments and Questions for Action Plan Writing Team](#) document.
- Volunteers can email Daylene Meuschke at daylene.meuschke@canyons.edu
- Once the document is finalized, we will create an executive summary to highlight the projects connected to the Canyons Completes efforts.
- Preview of May Meeting:
 - What are our short and long-term goals for advancing the Canyons Completes Action Plan as we prepare for the 2021/22 academic year, including recognition of the transition students, faculty and staff will be making as we begin transitioning to on-campus services and instruction?
 - What are the activities in the Action Plan are most critical and in need of attention?

What Role will (IE)2 Play in the District's Call to Action Plan?

Chancellor Oakley called for the CCC's to change the culture of our system and outlined six key areas that require a work plan to hold CCCs accountable:

1. A System wide review of law enforcement officers and first responder training and curriculum.
 2. Campus leaders must host open dialogue and address campus culture.
 3. Campuses must audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum.
 4. District Boards review and update Equity plans with urgency.
 5. Shorten the time frame for the full implementation of the Diversity, Equity and Inclusion Integration Plan.
 6. Join and engage in the Vision Resource Center "Community Colleges for Change"
- During Fall 2020, we discussed the chancellor's office Call to Action and Local Plan for addressing diversity equity inclusion and anti-racism within our institution. The areas that are in the call to action required collaboration across all of our departments committee's constituent groups. The work within those areas and our committees' efforts and since we started have always focused and used had equity, as our foundation. We have evolved, especially this past year in our efforts to be more explicit about anti-racism through our town halls



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- Brandon Ashford led many dialogues with students and employees through various townhalls and events.
- One of the strengths that was called out in the Student Equity and Achievement plan was this committee. Having the structure in place has really helped us to be flexible and able to adapt to new things that have come our way in terms of the Guided Pathways efforts so kudos to all of you for being a part of this team.
- Shortening the timeframe to the full implementation of diversity, equity and inclusion and integration plan, we're not solely responsible but there's a connection with the work that we do.
- David Andrus and Omar Torres have had conversations with the Chancellor in regards to reviewing the law enforcement training and curriculum.
- The Senate just passed the Anti-racism resolution recently.
- Equity Minded Practitioners discussed about designing workshops to create training for faculty to provide the tools so that they can trickle the practices into the classroom.
- Dianne Fiero held a presentation for the Board of Trustees regarding Diversity, Equity and Integration plan. A coalition group will be formed to help coordinate all the DEI work in the college.
- The State Chancellor's office has taken the law enforcement topic and reviewed it in a couple of different ways, not only as a curriculum but also how law enforcement was carried out on different college campuses. Some colleges have the campus safety approach similar to what College of the Canyons have and some have an armed presence. As we know, many colleges are moving away from armed presence and much more towards a campus safety approach-treating student like people who they should be helping and reaching out to help them as opposed to assuming that they're up to no good.
- CETL has been taking up the lead with auditing classroom climate offering proper training on Culturally Responsive Pedagogy for faculty.
- The Diversity Equity Inclusion integration plan consists several hiring policy changes by HR and EEO advisory committee.
- We need to make sure that all the people that are doing this really important work are integrated and talking to each other, not overlapping each other and really trying to coordinate the work just a little bit more and making sure that we're all moving forward together.

Wrap Up/Closing Comments/Announcements

- Teresa Ciardi needs FLEX week activity ideas. Topic is "Building Sense of Community". Please email her at Teresa.ciardi@canyons.edu
- There are multiple activities offered via MultiCultural Center. All schedule available on the [site](#).



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Next Meeting: May 11, 2021, 3:00-5:00pm

Other upcoming (IE)2 subgroup meetings:

- Equity-Minded Practitioners – Contact Katie Coleman @ katie.coleman@canyons.edu for more details
- Multicultural Center – Contact Jasmine Ruys @jasmine.ruys@canyons.edu for more details.
- Alliances – see meeting days/times at <https://www.canyons.edu/administration/ie2/equity/alliances.php>