



Equity Minded Practitioners Workgroup

Monday, April 8, 2024

12:30-2:00 pm

BONH-330

MINUTES



In Attendance: Katie Coleman (Faculty Co-Lead), Robert Wonser, Preeta Saxena, Ciara Asberry, Julie Johnson, Brandon Ashford, Alene Terzian-Zeitounian, Marilyn Jimenez, Diane Fiero, Sventlana Deplazes, Melody Klingenfuss, Daylene Mueschke, Pamela Williams-Páez

I. Land Acknowledgement

- a land acknowledgment is not only as an acknowledgment of the physical space but also a commitment to build an authentic (non-transactional) relationship between Indigenous people and the college community.

College of the Canyons recognizes and acknowledges the first people of this ancestral and unceded territory of Chaguayanga & Mapipinga that are now occupied by our college campuses; honors their elders, past and present, and the descendants who are citizens of the Fernandño Tataviam Band of Mission Indians. We recognize that the tribe is still here and we are committed to lifting up their stories, culture, and community.

- ### II. Update: Ethnic Studies at COCA
- We have been approved for 2 full time Ethnic Studies professors; one in Chicana/o/x Studies; one African-American Studies. Working on job announcements; looking for eyes on these documents to see that they are clear and equitable. New program and new department have been approved by Program Viability. Chicana/o/x Studies part0time faculty already boards. Ethnic Studies 102 – Chicana/o/x has been approved for Area F. In Fall we will have two online sections. We will hire two full-time faculty. Equitable hiring committee, equitable job announcements will be on the table. Still waiting on Ethnic Studies 103: Introduction to African-American Studies.

Diane Fiero addressed the possibility of having a student representative on the hiring committee(s). Student Government may have someone that can serve. Conversation came up to possibly have class as lecture opportunity for teaching demonstration.

Check with Latinx and African American counselors for potential interview panel members or eyes on documents.

The group discussed whether to have one or two committees for hiring both positions. Members agreed that two different committees so that content experts can focus on the specialty of each position, the knowledge of those populations has to be specific and have a depth of knowledge.

Diane stated that the pools will likely be small.

Alene is coordinating with a women's jail facility to participate in cul-de-sac. Alene is happy to participate.

Idea came up for Melody and Alene to run a FLEX activity on activism.

- ### III. Update: Opportunity for a "teach-ins" as inspiration at COC – Melody Klingenfuss (URC), OFAR Group

- a. Teach-ins empower students to learn about a specific topic or issue through multidisciplinary lenses and include diverse speakers, a well-informed moderator, and community outreach.

Katie spoke about having a themed year.

Daylene talked about pairing programming with other events on campus.

Marilyn – event for students to express through art; we did this with Dreamers who shared through the use of art. Could we have something in May with Mental Health Awareness Month?

Melody: Kevin is undocumented; discusses the meanings of colors, themes and design of posters, many inspired by Civil Rights Movement. He is a Doctoral candidate. He taught how to screenprint at another event. There was a focus on the Theater of the Oppressed at USC that is interactive and connects students' experiences and let them express their reality through these tools.

Ciara suggested that 2 (two) teach-ins would be great a semester; have something during FLEX so that faculty can attend. Ciara thinks if faculty has buy in then it would be good for students as faculty can connect. Builds faculty connection.

Brandon, Preeta, Daylene are serving on a committee for an Empowerment Conference that Samir Hamawe (counseling) is putting together for Fall 2024; perhaps we could partner with Samir on this.

Melody will reach out to Kevin for next semester; he can jump on a zoom call to plan with us.

Thursday, May 23, 5:00-7:30 p.m. is the Cul-de-Sac Release Party. We have an 'incarcerated persons' section.

Diane would like a mural at the CCC ICC. Would like to provide resources for students. We are out of money.

Ciara asked about fundraising. The suggestion was made about setting up a Foundation account to support EMP and related experts. We could fundraise through local restaurants or organizations for speakers fees, art supplies and related projects to EMP.

- i. Possible theme: Artivism – a series of several meetings.

1. Melody – Kevin Cruz Amaya on Chicana/o/x visual art
2. Katie – Ashley Hunt on prison abolitionism; The Corrections Project is a documentary he produced. He created an interacted PIC (Prison Industrial Complex) map.

Other suggestions?

- ii. Another possible theme: OFAR Team – Open for Anti-Racism (OFAR) work as another series; possibly someone from OFAR to come speak to our campus.

- IV. IDEAA Repository – Alene Terzian-Zeitounian and team: We will present the repository to (IE)² tomorrow
- V. Equity “welcome baskets” for new hires – Digital? Canvas shell? Notebook? Other ideas?
- VI. *Anti-Racism Speaker Series* at COC, future speaker suggestions: Ibram Kendi – Pamela Williams-Páez
- VII. Updates/Announcements
 - a. Intercultural Center – Brandon Ashford

- b. Dreamers Together – Marilyn Jimenez – reported that this task force will become a full committee; name change to Undocu-Ally Committee. Tomorrow is follow-up meeting, 9:30 a.m.
- c. The Undocumented Resource Center (URC) - Melody Klingenfuss
- d. CETL – Robert Wonser and Julie Johnson
- e. Alliances – Cice Asberry
- f. MESA – Amy Foote – **not in attendance**
- g. NAIA and NASSSP updates – Michael Felix (and team) – **not in attendance**
- h. ICC – Brandon reported on updates for lots of activities in April. There will be a creation of a Canvas shell for ICC, an attempt to reach students. Also making a brochure; doing a campaign to advertise the ICC.

Equity Minded Practitioners Website: <https://www.canyons.edu/administration/ie2/equity/>

Next Meeting: May 1, 2024

To be Equity- Minded in Education is to...Acknowledge, and empathize with disparate life-experiences contributing to inequalities/gaps in educational outcomes. Attribute those inequalities/gaps to unfair structural/political/environmental/ social/cultural/historical practices and policies that have created barriers (deliberately or unintentionally) for individuals to improve their life opportunities through educational achievement. Respond to these barriers with deliberate efforts to eliminate them, and co-create more fair and just higher education institutional policies and practices that account for disparate life-experiences and foster healthy inclusion through inquiry, shared dialogue and reflection.