



College of the Canyons
Institutional Effectiveness and Inclusive Excellence (IE)²
Steering Committee - Meeting Minutes
November 12, 2024, 3:15-5:00pm

1. Welcome

- Meeting Theme: Reaffirming Our Commitment to Inclusion/Diversity/Equity/Anti-Racism/Accessibility (IDEAA) and Advancing Efforts Designed to Improve Institutional Effectiveness and the Student Experience
- Reaffirming our commitment to hard, heart work. Let us commit to...
 - Continued progress on our committee and Equity-Minded Practitioners works which is intended to improve the experiences for our students, campus community and beyond.
 - Looking for glimmers of hope that can serve as micro-dosing hope-filled moments as hope is a cognitive-behavioral process that provides a pathway and gives us a sense of agency.
 - Acknowledging the fears and anxieties that many hold post-election and providing a safe and brave space for civil dialogues.
 - Hard, heart work in times of uncertainty for the work we do is about humanity and social justice for all.
- To be equity-minded practitioners in education means 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.

2. Associated Student Government

Harrison Kim - President

Jesus Martinez Desantiago - Executive Vice President



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Sanjana Sudhir - Student Trustee

Cameron Imperial-Pham - Executive Vice President of Communications

Sara Wali - Vice President of Activities

Moussa A. Haj Ghaban - Vice President of Equity

Kristen Mengistu – Vice President of Inter-Club Council

Amna Fadel – Vice President of Advocacy

Uplifting Student Voices

- Bringing more awareness to the school community by:
 - Having presence at various committees
 - Scheduling 1:1 meeting
 - Connecting with various committee chairs
 - Having a mentorship program, from students for students
- Equity Updates
 - Working for the alliance's needs
 - Working closely with Intercultural Center
 - Providing for all students
 - Working with international students
 - Working with undocumented students
- Social Media Update
 - The Paw Print publication
 - We actively promote via social media. Contact us if you have an event to promote
- Club Update
 - Stay A-Float this Semester event
 - Campus Resource workshop
 - Fall Fest
 - 42 active clubs, 5 newly chartered clubs
- Legacy Projects
 - 24-25 Projects
 - Town hall + lunch with Leaders
 - CCC Cherry Blossom
 - ASG Computer Lab



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- Multicultural Day & Alumni Day
- COC Statewide Advocacy
 - 2023
 - First formal activation within the student senate
 - 2024
 - CCCSAA
 - Advocacy Academy
 - General Assembly
 - 2024
 - Became leadership within SSCCC
 - 2nd year with an active delegate representative
 - CCCSAA
 - Advocacy Academy
 - CCLC
 - 2025
 - General Assembly
 - March in March
 - January CCLC Conference
 - Established delegate for future

How can IE2 help ASG?

- ASG would like to partner with the committee regarding research questions and survey launching

3. Engagement and Empowerment Opportunities on the Horizon

a. Empowerment Conference

- 1st Annual COC Empowerment Conference
- 2025 date TBD – April 18 or April 25
- Task force members: Samir Hamawe, Brandon Ashford, Dianne Avery, Preeta Saxena, Patty Robinson, Vida Manzo, Daylene Meuschke
- Conference will help students develop in the areas of academic, personal career and financial areas of their lives. Help them build skills- financial literacy, help seeking behavior and learn the art of civil discourse how think



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critically. There will be keynote speakers and industry professionals. There will be keynote speakers, industry professionals and one-hour workshops



b. Equity-Minded Practitioners

- A book reading and activism event will be scheduled at a possible date of May 7th. Guest speaker will be Shonda Buchanan, author of Black Indian book. There will be several copies that you can borrow from Intercultural Center
- We will invite the art gallery to be involved
- We will showcase vendors who can come and sell their cultural wares

c. Canyons Cares Friendship Bench

- CDC has deemed loneliness as an epidemic for specifically young adults



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- There will be 2 Friendship benches (one in Valencia campus and one on Canyon Country campus)
- There will be a QR code that link students to the Student Health & Wellness Center

4. Progress Update on College Participatory Governance & Integrated Planning

Guiding Principles for Redesigning the College Governance and Integrated Planning Model (draft v.2 and noted changes from v.1)

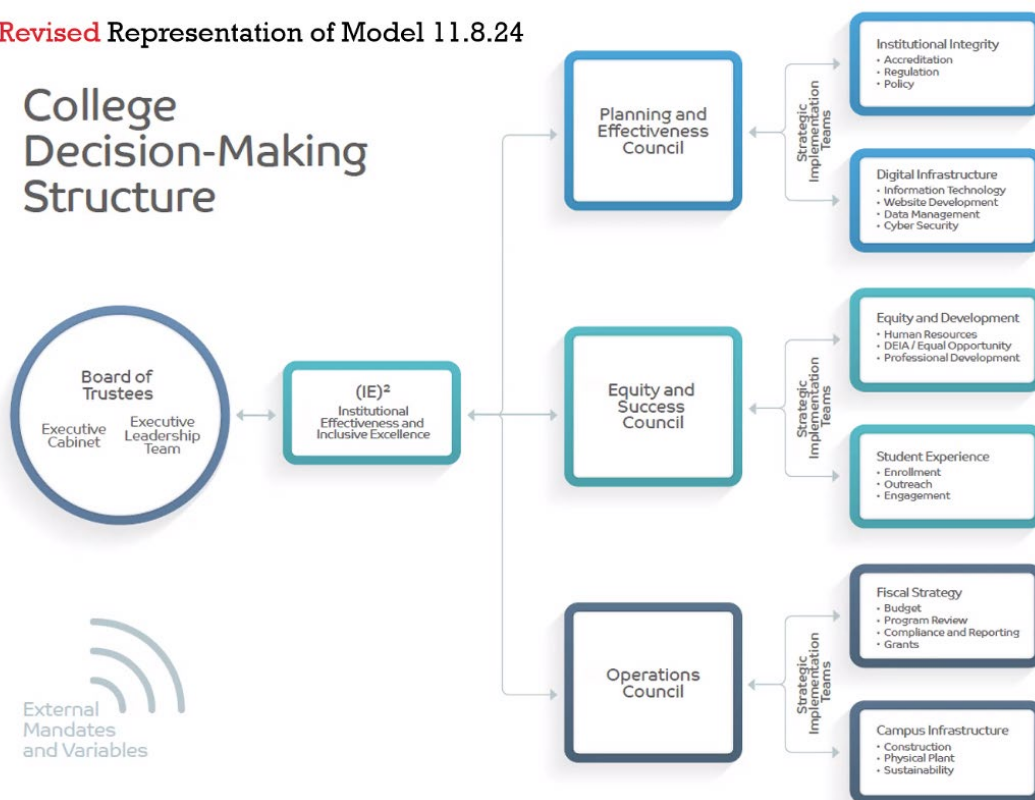
- a) Design for function, not the people we have right now.
- b) Design a governance and integrated planning model that demonstrates the college's commitment to Inclusion, Diversity, Equity, Anti-Racism and Accessibility (IDEAA) across all areas of decision-making, especially in high-level decisions. (modified)
- c) Engage constituent groups, including the Associated Student Government, in the redesign through existing committee meetings as well as additional "open office hours" to gather feedback. (modified)
- d) Streamline the current structure to a standardized model for better systematic outcomes. (new)
- e) Address the top-down nature of decision-making and how it affects classified staff. (new)
- f) Design more inclusive, less siloed, decision-making processes. (new)
- g) Encourage a culture of openness to redirect efforts in response to evolving needs. (new)
- h) Provide "opt in" options for various groups to weigh in on topics outside of their respective councils that might have an impact on their groups. (new)
- i) Demonstrate how council work aligns with strategic goals to uphold accountability and result in measurable progress. (new)
- j) Acknowledge our fears, opportunities and advantages in redesigning the model
- k) Not let the perfect become an enemy of the good



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Revised Representation of Model 11.8.24

College Decision-Making Structure



Committee Feedback:

- The current model is visually clear and understandable
- Suggestion to move Digital Infrastructure under Operations Council
- Suggestion to move Fiscal Strategy under Planning and Effectiveness Council
- There's a sense that equity only happens under the Equity and Success council and not the other 2 councils shown on the model. Not that it was intended but we need to be careful about that perspective
- Add an epigraph on the document stating that our commitment to equity spans across all divisions

Next Meeting: February 11, 2025 (3:15-5pm)