



Equity Minded Practitioners  
December 4, 2020  
[www.canyons.edu/equity](http://www.canyons.edu/equity)  
Meeting Notes



**Agenda:**

- Intro/Welcome First-time Participants
- Updates
- DEI Course List
- Follow-up on Full-time faculty Hiring Policy
- Board Policy on commitment to Diversity
- Deliberative Dialogue on proposed 'Black Lives Matter' presence on campus website –ASG officers/students

**Intro**

- Land acknowledgement by Cyndi Bendezu Palomino  
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.

*"I want to acknowledge that as we gather at College of the Canyons (via zoom) on the traditional land of the Tataviam Indigenous People 'People of the southern slope' or 'people facing the sun' and the Chumash Indigenous People past and present. We honor with gratitude the land itself and the people who have steward it throughout the generations. This calls us as Equity Minded Practitioners, and the campus community to continue to learn more about the Tataviam and Chumash people among us and how to be better stewards of the land we inhabit as well.*

**Updates**

- Cultural Diversity and Advancement are currently planning on celebration for African / American Black History month. Developing more diversity talks: Mental Health=Mental Wealth, How to Support Student Athletes, Impact of Covid-19 on Asian Descent.
- Dreamers Taskforce are developing townhalls for spring semester.
- OER/ZTC received funding to help develop and adapt OER with a culturally responsive perspective.
- LGBTQ summit is scheduled on April 28-29, 2021 sponsored by Guided Pathways program.
- Multicultural Center has a soft opening. More info can be found in our COC site <http://www.canyons.edu/mcc>
- HIS Campus Wide Campaign- Opening the opportunity to students to create a log and submit to the group. If students are interested in designing, please contact [Vida.manzo@canyons.edu](mailto:Vida.manzo@canyons.edu)

**DEI Course List:**



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- The course list is now available on the EMP website:  
<https://www.canyons.edu/resources/documents/administration/irpie/DEICourseList.pdf>
- It would be helpful to have a flier created from the list of classes. Let us know if anyone is interested in helping design the flier.
- Developing Ethnic Studies program or Diversity, Equity Inclusion degree were discussed. A certificate or digital badge was also suggested.
- There is a policy that is being developed in regards to digital badging.

Interdisciplinary list of courses on Diversity, Equity & Inclusion

Course Title	Course Number	Department
Introduction to Race and Ethnicity SOCI-106	SOCI-106	Sociology
Introduction to Chicana/o Culture SOCI-107	SOCI-107	Sociology
Latin American Civilization HIST-240	HIST-240	History
History of American Indians HIST 230	HIST 230	History
Introduction to African-American Literature -ENGL-270	ENGL-270	English
The African American Experience in the U.S., Prior to 1877 HIST-116	HIST-116	History
The African American Experience in the U.S., 1877 to present HIST-117	HIST-117	History
Sociology of Sexualities SOCI-230	SOCI-230	Sociology
Human Sexuality PSYCH-230	PSYCH-230	Psychology
Intro to LGBTQ+ Studies SOCI-130	SOCI-130	Sociology
Role of Women in US History HIST-120	HIST-120	History
Psychology of Gender Roles PSYCH-235	PSYCH-235	Psychology
Gender and Ethnic Studies POLISCI-290	POLISCI-290	Political Science
American Multicultural Literature ENGL-262	ENGL-262	English
Multiculturalism in the U.S. SOCI-105	SOCI-105	Sociology
The Role of Equity and Diversity in Early Childhood ECE-106	ECE-106	Early Childhood Education
Intro Social Justice Studies SOCI-104	SOCI-104	Sociology
Intercultural Communication COMS-256	COMS-256	Communication
Career Skills: Empathy NC.CSKL-017	NC.CSKL-017	Personal & Professional Learning
Career Skills: Social/Diversity-Awareness NC.CSKL-021	NC.CSKL-021	Personal & Professional Learning

Volunteers to help creating a flyer/document?

If you know of other DEI related courses that are not currently listed, please contact [preeta.saxena@canyons.edu](mailto:preeta.saxena@canyons.edu)

**Follow-up on Full-time faculty Hiring Policy**

- **AP 7120A Hiring Procedures – Contract Faculty (Tenure-Track)**  
 It is the intent of the Board of Trustees and the District that policies and procedures ensure the hiring of college faculty who are expert in their subject areas, skilled in teaching, serve the needs of a diverse student population, are willing to foster overall college effectiveness, and are sensitive to and representative of the diversity of the district.  
 Faculty members and administrators participate in all appropriate phases of the hiring process. All faculty hiring processes shall be characterized by strict confidentiality.



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These hiring procedures are subject to review and revision at the request of the Academic Senate, the Administration, or the Board of Trustees. Such revised procedures shall be developed and approved before replacing the previous hiring procedures.

Reference: Education Code Sections 87100 et seq., 87400, and 88003; ACCJC Accreditation Standard III.A.1

- The hiring committee's focus is to diversify our faculty. The committee composition- focusing on a diverse committee to create a welcoming environment to all applicants.
- FIT (Futures Instructors in Training) program is suspended due to funding but will return once the state release additional funding.
- Feedback form faculty and students are encouraged.

#### **Board Policy on commitment to Diversity**

- SCCCD Board Policy 7100 Commitment to Diversity  
The District is committed to employing qualified administrators, faculty, and staff members who are dedicated to student success. The Board recognizes that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students. The Board is committed to hiring and staff development processes that support the goals of equal opportunity and diversity, and provide equal consideration for all qualified candidates. Reference: Education Code Section 87100 et seq.; Title 5, Section 53000, et seq.
- Feedback are welcome, please contact Diane Fiero

#### **Deliberative Dialogue on Black Lives Matter Presence on Campus Website**

- Summary from November meeting:
  - The phrase "Black Lives Matter" unfortunately has negative connotations to some people
  - It's a provocative move for this community
  - Does this single out support for one group, exclude other marginalized groups?
  - Not a lot of students are aware of the Call to Action or know what it stands for
  - Making our "House of Education" a pillar in the community for change
  - We need to take a stand and help our students feel safe not just on campus but off campus as well
  - Try to reframe what Black Lives Matter mean, different people have their own definition, can be an opportunity to educate.
- Add "Black Lives Matter" to the main COC slider
- Suggestions for reframing the phrase:



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- Black Minds Matter
- Black Students Matter
- COC Supports Black Lives
- We need to be mindful of the racism against Black intelligence.
- Community is looking for action items and not just a banner. Focusing more on changing the curriculum and the hiring process will produce more outcomes.
- The purpose of the banner is to link to all the actions that we are working on and to encourage students to get involve in different discussions.
- We all need to acknowledge behind Black Lives Matter, the unique struggle of a group of people over centuries. In order for us to move in the right direction, we need to work on more positive things.
- The Multi-Cultural Center is a great vehicle to address different diverse groups.
- The current Call to Action phrase is not reaching the intended purpose of showing what the college is doing.
- We've exhausted the slogan, let's move towards actions.

**Spring 2021**

- Follow up on Website presence of Efforts toward Social Justice
- Doodle poll to schedule dates
- New co-chair
- "Lives in Limbo" shareout

**Next Meeting:** TBD