



Equity Minded Practitioners
 November 19, 2020
www.canyons.edu/equity
 Meeting Notes



Agenda:

- Intro
- Updates (Cultural Diversity & Advancement, OER/ZTC, CETL)
- DEI Course List
- Follow-up on the Digital Walk activity
- Deliberative Dialogue on proposed 'Black Lives Matter' presence on campus website – ASG officers/students
- Follow-up on Full-time faculty Hiring Policy; Board Policy on commitment to Diversity

Updates

- ZTC will be submitting a proposal to develop and adapt OER with a culturally responsive perspective in January
- CETL just finished the Culturally Responsive class. A spring session is planned for Spring 2021.
- The new STEM Equity Alliance (SEA) had two meetings so far. The first meeting was welcome/introduction and the second meeting discussion was about “Imposter Syndrome”. Leads established a good connection with students by sharing personal experiences.

DEI Course List: <https://www.canyons.edu/resources/documents/administration/irpie/DEICourseList.pdf>

- PIO requested the list so they can promote the classes in class schedule.
- Student suggestion: Consider renaming HIST 230- since it is currently “American Indian Studies” David Andrus will follow up with the department chairs and curriculum.
- How do we further promote the classes?
 - Faculty Canvas Posts, Alliances, Clubs, ASG, PIO

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

Digital Walk



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- Highlights, challenges and suggestions all listed by department. Document can be found on the EMP website:
<https://www.canyons.edu/resources/documents/administration/irpie/November2020Summary.pdf>
- We will follow up on each department and make necessary adjustments to reduce confusion for our students.
- Discussion on Equity implications in the classroom-concerns with regard to using Proctorio- turning on cameras, need more guidance. Will continue this discussion in future meetings
- CETL will likely be offering assessments course in the spring. They are looking to revise it with an online focus and obviate the need for Proctorio and the like through well designed courses with authentic assessments.

Deliberative Dialogue on Black Lives Matter Presence on Campus Website

- ASG student proposed- add Black Lives Matter reference to campus website
- By creating a banner, we are setting a standard for the college going forward
- Pasadena City College and Antelope Valley College both carry the BLM banner on their websites PIO's Eric Harnish showed the Call to Action slider and content behind it:
<https://www.canyons.edu/administration/pio/call-to-action.php>
 - Includes Chancellor resolution- a letter was sent out campus wide early June and posted on COC site
- Not a lot of students are aware of the Call to Action or know what it stands for
- Institution would need to be prepared for the possibility of students dropping, backlash from people who have varying perspectives
- Try to reframe what Black Lives Matter mean, different people have their own definition, can be an opportunity to educate.
- The phrase "Black Lives Matter" unfortunately has negative connotations to some people, but there should be no problem with saying "COC Supports Black Lives." It's another way of saying the same thing, if we are so worried about backlash from that specific terminology.
- The school needs to live up to the expectations behind the symbol
- It's a provocative move for this community but we need to make a stand and help our students feel safe not just on campus but off campus as well
- What is the sequence/steps it would take to get a banner? What is the protocol for this type of a proposal to move forward?
- Suggestion to add current activities on the Call to Action page
- Under the Community Portal- add the Multicultural Center and other alliances
- PIO is working on different ways to get unity message across college- as inclusive as we can to not try and alienate other groups.
- Academic Senate and Classified Senate are planning to pass an anti-racism resolution in spring 2021.
- *In the end it was recommended that more time be dedicated to this dialogue in future EMP meetings, or setup taskforce, and there was a consensus that the current Call to Action page does not resonate, and clearly convey the intended message, especially to students who are not familiar with the phrase, "Call to Action".*



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Follow-up on Full-time faculty Hiring Policy

- Tabled for next meeting when Diane Fiero will be available to join facilitate.

Board Policy on commitment to Diversity

- Tabled for next meeting when Diane Fiero will be available to join facilitate

Next Meeting: December 4th, 2:00-3:00pm

Spring Meeting (forthcoming topics)

Reading Group shareout "Lives in Limbo"