



Equity Minded Practitioners
October 27, 2021
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[Meeting Notes](#)



Welcome

Updates/Announcements

- Cultural Diversity & Advancement Committee
 - Members talked about the “why”
 - Our committee is people centered, we bring awareness to the campus.
 - Connection to art- cultural appreciation and development.
 - Advocate cultural celebrations.
 - Platform for conversations about diversifying our workforce.
 - Putting together events to decentralized whiteness and dialogues.
 - Discussed events currently happening at the Art Gallery
 - Meeting every first Friday of the month.
- EEO Training
 - There are several trainings scheduled. If you want to become an active member- please join one of our trainings to learn more about the hiring process.
- Dreamers Task Force
 - The committee members are working on lining up an event for the November townhall. Speakers Basilio Hernandez and Claudia Sandoval will be speaking about poetry and spoken word.
- Multicultural Center
 - Description of the proposed location of the future MCC space.
 - Currently forming 2 subgroups as part of our multi-cultural efforts
 - Outline of Historically Black Colleges and Universities and its importance. We will be focusing on highlighting campus efforts.
 - Highlighting Hispanic Serving Institutions – scholarships, career center.
- CETL
 - Week 3 of Culturally Responsive Teaching. We are offering another class on Spring 2022.
- Alliances
 - Wrapped up Alliance leads check in.
 - Events lined up and dates are posted on the Alliance website.
- HBCU Week Celebration
 - Attended several student panels and equity was the major focus. We need to highlight and showcase HBCU as transfer in our partnerships the same as we would with our Cal State colleges.



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- Angeli Francois shared a couple of videos from HBCU schools.
- Anti-Racist Speakers
 - Everyone is invited to join our group, please contact Pamela Williams-Paez if interested.
 - Established an Anti-Racism speaker series.
 - Dr. James McIver from Pierce College is invited to speak at our college. More details to follow.
 - We are planning on ordering book *Racists: Color-Blind Racism and the Persistence of Racial Inequality in America* by Eduardo Bonilla-Silva. We will have a book discussion at a later date.

Critical Race Theory Podcast

- Critical Race Theory podcast scheduled on October 28, 2021.
- Since Spring 2020, CRT was mentioned over 900 times in a span of 4 months on Fox News.
- Brandon Ashford shared the podcast questions and request feedback from committee.

Discussion: How DEI efforts compliment Academic Freedom

- Academic Freedom protects the right of instructors' freedom in their classroom in discussing their subject but does not entitle them to persistently introduce materials unrelated to that subject.
- Pamela Williams-Paez shares an article on the Alabama case, State Board of Education bans teaching of CRT on K-12. Historically, there have been backlashes on any changes or progress made on this country.
- Academic freedom is a golden opportunity for everyone to do the right thing.
- Faculty is here to show the students the scientific approach to teaching CRT.
- This is a great opportunity for us to learn about our own racism.
- Understanding where the apprehension comes from is the key to having honest and open dialogues.
- The idea of having to choose between Academic freedom and diversity is false. Without Academic freedom, diverse voice can be stifled. Instead of diversity, DEI efforts and academic freedom need to complement each other to work successfully.
- Campus leaders can actively speak out against hateful speech forcefully and genuinely. Being unapologetically anti-racist in the classroom, campus and offices.

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

Next Meeting: Wednesday, November 17, 2021