**Presente:** Mylinh Pham, Angélica Esquivel, Melissa Aguilar, Erick Aragon, Deborah Taylor, Carmen Lizardi-Folley, Danny Acosta, Alicia Cortez, Edmundo Norte,

**Guests:** Cynthia Kaufman, Tony Santa Ana, Adriana Garcia, Scott Olsen.

**Absent:**  n/a

**I. Introduction:** Welcome and Check in With Participants

**II. Subcommittee Reports**

1. DASB/ICC: Report & Student Survey & Voices - ·
2. Equity Champion Award - announcement of June 12 2020 event
3. Technology Update - unstable internet ·
4. Police Chief Advisory -

**III. Shared Governance Survey**

**IV. Review of EAC structure**

The makeup of EAC, needs more representation from student services.

**V. Shared Governance Reflections**

The makeup of IPBT representation has faculty, classified, student services. The math program lost staff, and our students are particularly impacted by math. Although there is a grant we need to look at how De Anza is going to sustain it beyond the grant. We need to look at job descriptions and how it reflects the employees.

Term limits need to be reviewed as well. When we nominate people into shared governance, it tends to be people we know. Term limits could be an issue. Staff are always stressed about serving. It isn't seen as something positive by most supervisors and there's no release time, so it's additional work. We need to ensure that managers are supporting involvement of Classified professionals. VIDA has a developed pilot program. We can bring it back again to the union

Let’s motivate the unions to support staff participation in leadership. How are we participating or how are we complicit here at De Anza? What is the way we look at numbers/data and how does that motivate decisions in our campus?

None of the positions in the equity targeted areas made the top 10 even after the data said we needed it, people in the room voted otherwise for other positions

Disproportionate data and tools created by Mallory that each division can use.

* College Institutional Metrics
* State Equity Plan

IPBT wanted to get rid of the football team but the team showed up, POC - people of color - student athletes and then hearts and minds turned among the IPBT members. We need to uplift our athletes to be scholar athletes and not just to win games for our campus

Favianna Rodriguez at HEFAS Summit was inspiring - what are the needs of our students in a visceral way? We can then look at how those that are most in need and look at how we are going to support them

Financial Aid - looked at who received it, African American and Pacific Islanders were receiving higher rates in loans.

Scheduled a meeting with Dr. Lloyd who already has 40 meetings.

Need to blow up the parameters because they are not serving our campus, it's a BOTH AND process. And we need to have dialogue, speak freely about our experiences. Yes, the one on ones are important and it makes all the difference to BOTH share our honest experience and perspectives, AND, be authentically humble and open to listening to what is at the core of what the other person is longing for, even if we aren’t in agreement with the strategy they are pushing for. We have to honor the needs at the root of their strategy. From a place of experiencing deep listening of each other and understanding our core needs, we can find the strategy that speaks to all of our core needs. Student voices and experiences are the powerful “qualitative data” that can shift the “frame” that is being used to look at an issue. There is a framework for looking at institutional change that was published in the Journal of Negro Education a long time ago, it can still be useful.

Let the stories of students uplift their narrative and put the data behind it to back it up.and then take that as our Equity Action Plan, which is then supported by Mallory’s office with Ola and those folks supporting the State Equity Plan. Mallory's data sways the campus Senior Staff, that with some student stories would be great for advocating for change.

“One-shot” training does not move the needle.

The question that we’ve been addressing across Campus is looking at what have been our existing structures and practices, that no matter how committed or earnest we are in working within those parameters, the results are the same. We do all need to work together on this to include all perspectives, the ones we can’t individually see.

**IV. Announcements**

EAC Equity Champion Awards - June 12, 2020 midday via zoom - Flyer

<http://www.deanza.edu/gov/eac/champions/>

**Links for Reference:**

Las Position Faculty Hiring

<http://www.laspositascollege.edu/gv/fhpc/index.php>

EAC Agenda

<http://www.deanza.edu/gov/eac/eac%20agenda%20june%2010%202020.doc>

EAC Website

<http://www.deanza.edu/gov/eac/index.html>

Standing Against Racism College Website <http://www.deanza.edu/equityoffice/against-racism.html>

<http://www.deanza.edu/equityoffice/against-racism.html#Af-Am>

IPBT

<http://www.deanza.edu/gov/ipbt/members.html>