Presente: Mylinh Pham, Angelica Esquivel, Melissa Aguilar, Erick Aragon, Danny Acosta,

Guests: Cynthia Kaufman, Tony Santa Ana, Adriana Garcia, Erik Mendoza, Scott Olsen

Absent: Genevieve Kolar, Nga Nguyen, Deborah Taylor, Carmen Lizardi-Folley, Alicia Cortez, Edmundo Norte, Harrington Fan, Sandy Cardoza,

We do not have a quorum.

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

The student salary schedule is not tied to any union bargaining union, there is no one making a new contract for student employees. We are a state institution so we don't have to follow local minimum wage. Currently, we pay for an average of $13 an hour while the living wage is $15 an hour.

**II. Student Employee Living Wage**

The board is committed to raising the salary to $15.35, which is the current Cupertino living wage. There is a lot of support from EAC and faculty across both colleges. If you are a going to have a raise and not going to raise to a minimum wage it would say a lot about our institution

Goal is to have an equitable standard and ensure it meets the highest standard of minimum wage. Students don't have a bargaining unit. Doreen can possibly create a policy without a board resolution. Symbolic support it’s important

Genevieve will send language to Melissa and Erick and cc Adriana. We can send an email out as an action item and get back to Genevieve. The Language can be along the lines of

“The Equity Action Council supports the raising of the Student Employee minimum wage to $15.35 in alignment with the Cupertino minimum wage, and for the board to review the Student Employee wage every year.”

Student Success Center: We are the highest employment source on campus, their wage goes up but not our funding. We want students to get equitable pay, we would love to have the board look at departments’ spending monies and redistribute to those that are hiring students.

**III. Collaborative Response to the Annual Governance Reflection**

Each governance group will be submitting a response. One survey for the whole group and will be published in educational master plan update

Reflecting on the work of your governance group over the past year, how would this work help fulfill our vision, mission, values, strategic initiatives, institutional core competencies and commitment to equity?

We are not strict to Roberts’ Rules of Order. Our facilitation is flexible which can limit the inclusion of diverse voices. This flexibility is working for us. There is flexibility in our agenda ass well, making for a deliberation process and having space to add agenda items. There is access, there is more of a welcoming environment. You can feel there is someone there that can be a voice for you.

Our strengths are that we are a diverse group but do need more department diversity. Group facilitation process and structure that is responsive to the needs of the group and consistent with the principles and agreements of this Council. Other strengths include nearly weekly electronic newsletter highlighting related events; bi-weekly agendas sent out prior to EAC meetings, membership of council includes representation from students, faculty, classified professionals, and several divisions, departments, and offices, and members from different division Equity Teams, but need representation from the STEM areas and more from biological sciences and CTE programs. More strengths include EAC members also serve on other Campus-wide committees including: Academic Senate, Classified Senate, College Council, DDEAC, IPBT, and DASB.

Each group has its own process of how they send us reps. Academic Senate votes for this position, the process to be voted in EAC membership is bureaucratic and is red tape. Other spaces are stuck and can be limiting and can shut down voices too. Foothill had tri-chairs in their shared governance groups.

Selection of tri chairs and shared governance representation is a development piece to go over in our retreat, including outreach and recruitment for retreat. Another thing we can work on is historical documentation of EAC process to become a shared governance

**IV. Subcommittees**

**a. Equity Champion Awards - Adriana**

Equity Champion Awards - ECA

Fri. June 12, 2020, 12:30-1:30pm via zoom

**b. DASB - Student Rep - n/a**

Update Nga had to resign from DASB, had to go back to her home country. Anastacia is taking her place

**c. College Planning - Tony Santa Ana**

SEAP is looking at how much money was leftover, and let’s wait to learn how much we are going to have - after August 2020. Over 90% of monies tied to salaries, $1.2 million with at least 10 positions such as counselors and academic advisors

**d. Budget Update - Edmundo Norte**

Last time’s budget cuts were about $8 million in a span of 2-3 years. For now, in the best case scenario, the district will take a 24.5 million hit in one year, 12.25 million dollar in reductions in the coming year. Our productivity is strong and has been strong, but it is not how well or efficiently we are going, instead it is the need to cut across the campus. The question is who do we need to be in the coming year? And we can revisit the affirmation from the last budget cuts. Another revision will be coming from the state after taxes are being collected.

There is a direct attempt to suppress the vote. California got sued by the Republican Party for doing a mail in vote on the rationale of voter fraud.

August budget review is yet to come and may motivate for federal aid.

In regards to the budget - I'm advising staff to hang tight. ACE has a 39 month reemployment rights. Your union labor rights says if you get cut as a result of a single bad year, if your position opens up again within 3 years you would automatically get it back. The ACE provision on reemployment rights is really important and may be a model for which to advocate across the Campus/District.

**V. What's working in your areas in engaging students in this new environment?**

**How are we keeping engaged?**

* Gender neutral bathrooms
* DASB- shared governance student inclusion model

**VI. Announcements**

Equity Certification

This district wide training, in this 1st round 20 people cohort participated from diverse departments. They will be celebrated at the Equity Celebration

Tony and Claudia will meet with cohort again. We have about 30 classified folx signed up for the 2nd round. The 2nd round starts starts May 29th

We want to give classified something that they can post in their office/space that signals to students that staff who participated in this certification walks with equity lens

Equity Celebration: Compassion and Connection - Office of Equity

Tues. June 16, 2020, 3-430pm via zoom

HEFAS Summit - 6th Annual -[Register Here](https://www.eventbrite.com/e/6th-annual-hefas-summit-registration-104469553246?fbclid=IwAR2s-v2SgcZyK24XeLUg1ok3a39YfzGtcp9QVLY-reg4l4ZmIbpGWMqqGOk)

Fri. June 5, 2020 and Sun. June 7, 2020, via zoom

**VII. Affirmations**