

**IDEA Committee**

**Meeting Minutes**  
**Friday, September 25, 2020**  
**9:00 AM – 10:00 AM**  
**ZOOM**  
 Chair: Tea Perales

TOPIC	DESCRIPTION	Notes
Approval of Agenda	Consensus	
Check-In	Tea	Brief introductions. Tea mentioned that “preferred” has been dropped from “preferred pronouns,” and just “pronouns” is used.
Update Charge and Responsibilities	Discussion	<p>Sadika: PRAC and EPC working on different definitions of anti-racism. They’d like IDEA, EEO and Umoja to look at it.</p> <p>Julian: EPC is adding questions to prompt champions about what they are doing to prevent racism on campus.</p> <p>Yashica: Process question: Any of shared governance committees can propose a definition and then it goes Shared Governance for approval?</p> <p>Sadika: PRAC is overarching and have final approval, but they want it vetted by our areas and Umoja. We are advisory council to President so we’d like to see definitions before they go to other committees.</p> <p>Colleen: Patty and I sit on PRAC. Not discussed yet, want to hear from others, especially Walter and Umoja.</p> <p>Sadika: We have expertise in this group. This proposal of what definition might be would be helpful.</p>

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		<p>Tea: Do you want to send to members to review, give it time? We can check in at next meeting?</p> <p>Sadika: I'll do that – it is DRAFT – please don't share wider than necessary. Send feedback directly me.</p> <p>Tea: What changes would people like to make, adjust, add to Charge? One of Dr. Coon's first points was to have the college and campus wide acknowledge to recognize, acknowledge, and name that higher education is rooted in in white supremacy. Do we want to include that? Add language about anti-racism, anti-blackness, white supremacy?</p> <p>Tea: Each of us on IDEA committee serves on other committees, do we want to add language around that? Also, the name of this committee is buzz words that don't identify what we do, that is why Charge is so important.</p> <p>Yashica: Language should include definitions: Inclusion means: _____, Equity means: _____ keep our Charge nimble. We have the first part, supporting the college's commitment, maybe immediately following that we offer up the definitions of inclusion diversity, equity, and action</p> <p>Tea: A sentence. This committee will focus on initiatives rooted in social justice. Does that cover it?</p> <p>Tea: Homework: Come up with definitions. Review highlighted areas (of Charge).</p>

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		<p>Patty: People can add their ideas to the highlighted part and then next time we look at all those suggestions and clarify it.</p> <p>Hellen: We talked last week about each IDEA member being on a Participatory Governance Committee. Are we aiming for it to be a requirement?</p> <p>Hugo: Maybe just when possible include representation in Participatory Governance or include IDEA committee representation and Participatory Governance committees.</p> <p>Sadika: Some positions are appointed. Can serve as resource, non-voting. Provide guidance, insight, questions.</p> <p>Tea: I'll send it out, next meeting make changes.</p>
Community in Practice Report	Discussion	<p>Tea: haven't had official debrief, but how did it go?</p> <p>Patty: Went really well, more organic conversations.</p> <p>Colleen: Much more successful. Need 2 hours, 50 minutes not enough. Used "Raise the Room" by Eva Jo Meyers as a method for facilitation. Worked well, use as a guide for future meetings. Smaller group.</p> <p>Julian: Smaller groups more able to share.</p> <p>Tea: Next one <b>October 14</b></p>
Report out of Dr. Coon meeting	Sadika & Tea	<p>Sadika: We recommended to Dr. Coon for next two Town Hall meetings our committee have speakers and he agreed.</p>
IDEA Recommendations	Discussion/Action	<p>Sadika: We need to identify speakers. Need to get names to Dr. Coon by end of next week, focus: Anti-racism.</p>

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		Patty: Maybe @ Equity Summit. Yashica: Good to look at up-and-coming folk, get their names out. Sadika: also consider bigger names as we still need keynote. Ongoing list. Patty: Have shared doc, just add names. Colleen: Myisha T. Hill of Check Your Privilege and Brown Sisters Speak.
Anti-Racism Events/Programs	Discussion	Tea: Under student activities and advocacy under programs and workshop is a list of different programs happening on campus. <ul style="list-style-type: none"> <li>• Monday ASCOM <b>voter education</b> event.</li> <li>• September 30, next Wednesday, is our first <b>Women of Color Cafe</b>.</li> <li>• Psych Services in partnership with the Men's Health Organization Side by Side, launching a series that centers on Black, indigenous people, and people of color: <b>Call to Courage</b></li> </ul> Equity Summit early bird deadline October 2: \$200.
Newsletter	Discussion	Tea: I'm keeping this here as a reminder to work on it.
<b>Future Topics</b>	Discussion	

Present: Yashica Crawford, Patty France, Hugo Guillen, Coleen Mihal, Dianne O'Donnelley, Tea Perales, Fernando Sanchez Lopez, Hellen Sigaran, Julian Solis, Sadika Sulaiman Hara

Absent: Carol Hernandez