

IDEA Committee

Meeting Minutes
Friday, October 9, 2020
9:00 AM – 10:00 AM
ZOOM
 Chairs: Tea Perales

TOPIC	DESCRIPTION	Notes
Approval of Agenda	Consensus	
Check-In	Tea	From scones to mangonada, we're finding joy in our food.
Review Charge and Responsibilities	Discussion	<p>Tea: I was researching definitions that capture what we do. It's a draft and I want your input.</p> <p>Sadika: Making sure that we do that this with Dr. Coon, since we are as advisory council, before adopting them as final.</p> <p>Colleen: I know we don't want to list every identity, but could we add gender?</p> <p>Hellen: Suggestion: should we change, awareness to accountability? Sometimes awareness is overused.</p> <p>Sadika: Can you put "to cultivate a culture of accountability and action"?</p> <p>Tea: I used the equity lens, making sure that it's centering those that are often excluded or might be present but aren't feeling a sense of belonging or are often silenced. Thoughts?</p> <p>Sadika: We are providing professional development. We could add awareness. I want</p>

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		<p>to be mindful of how people are entering into the space, not everyone is ready.</p> <p>Tea: Can folks working with Umoja, before our next meeting, add some language that's consistent with that? I get a thumbs up. Thanks</p> <p>Tea: One recommendation was to create systems of accountability for all these recommendations.</p> <p>Hugo: It says accountability plan for each of the recommendations.</p> <p>Sadika: Name the plan here because then there is a there's something that we're upholding. It is in line with the call to action from the chancellor's office. Do we want to call it a call to action? Does it becomes redundant?</p> <p>Tea: Were you recommending to add an implementation of anti-racist practices?</p> <p>Sadika: Are we talking about being a convening body? I think that's an important part of this. Is it assessing and recommending?</p> <p>Patricia: It should be separate. You can still convene and assess separately.</p> <p>Sadika: For number two: "Convene responsible parties working on equity related efforts at the college to discuss alignment, accountability and implementation of anti-racism practices to improve the calm environment for students and employees."</p>

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		<p>Sadika: That aligns it more with the recommendations that went to the President.</p> <p>Further discussion on the role of IDEA committee members as a resource on other committees. Discussion about using anti-racist and not naming gender, religion, sexual identity, etc. An unintended consequence. Use anti-racist and equity. Concern that if we are seeking to have committee membership on campus reflect student body, especially historically underrepresented groups, individuals will be spread thin trying to be on multiple committees.</p> <p>Sadika: Ensure anti-racism is established and integrated as a core commitment and approach.</p> <p>Tea: If we add in the Umoja Institute language to have consistency there and then could folks give another review before next meeting. Does that sound good? We did a lot of great work this morning. Thank you</p>
Community in Practice (CIP)	CIP Members	<p>Wednesday, Oct. 14th 12:40-1:30</p> <p>Colleen: I can speak to the white affinity space. We've tried a new facilitation style that's part of another community and practice. It worked really well. We did smaller breakout rooms so people had more time to talk. We're using Layla</p>

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		<p>Saad’s book <i>Me and White Supremacy</i>. People should have the book by the next meeting.</p> <p>Tea: There's been a smaller attendance so continue to pass the word and bring a friend.</p> <p>Colleen: I'm getting the Eventbrite page set up. If anyone wants to be part of the organizer profile you already have an account, send me your email, I'll add you as an organizer and you could create an event page for your affinity space and send it out to people that had previously participated</p>
<p>IDEA Recommendations</p>	<p>Discussion/Action</p>	<p>-Townhalls and speakers with Dr. Coon update: Sadika: Brian Johnson responded from Let's Circle. Tea and I are working on speakers for Convocation. We can talk more at next IDEA meeting. No response yet from speaker from the Equity Institute at Skyline.</p> <p>Anti-Racism in Departments: Tea: I'll keep this on our agenda for our next meeting, just continue to brainstorm and action plan around how we're bringing anti-racist and equity practices into the departments in a really intentional way.</p>
<p>Anti-Racism Events/Programs</p>	<p>Discussion</p>	<ul style="list-style-type: none"> • Women of Color Cafe October 21 • ASCOM Transfer Panel October 15 <p>Tea: If you have other programs happening, send them to me and we’ll include them in the minutes. Patricia: Is there anyone that can visit classes? Sadika: We’re working on it!</p>

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TOPIC	DESCRIPTION	Notes
		Yashica: Encourage ASCOM reps to reach out to professors and we can blast out announcements.
Newsletter	Discussion	
Future Topics	Discussion	Next Meeting: Friday, October 23

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

Absent: Carol Hernandez, Julian Solis

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