

IDEA Committee

Meeting Minutes
Friday, October 23, 2020
9:00 AM – 10:00 AM
ZOOM
 Chair: Tea Perales

TOPIC	DESCRIPTION	Notes
Approval of Agenda	Consensus	
Check-In	Tea	What is your connection to music? Or a memory for childhood?
Review Charge and Responsibilities	Discussion	Tea: Lets take some time review. Yashica: Reviewing the charge, I was thinking that the Umoja equity institute can be added as we flush out more details Tea: Sounds good. Sadika: Patty: the definitions in the margin were put there before we reviewed the charge last meeting so they are incorporated. Yashica: I like how we have language about why this is important...what is PGS again? Tea: participatory governance system..I will add that in now. Yashica: Are we the umbrella over the PGS? How does that look? Sadika: we are an advisory body to the president and in tandem the decisions made by his direction. We would need to ask and encourage that IDEA is better woven in. Governance Review Council is really the

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		<p>one that oversees the charges and changes to Committees and is there any</p>
<p>Community in Practice (CIP)</p>	<p>CIP Members</p>	<p>Patty: Our group went pretty good. It was nice to generally talk and there was a request to include more black and African American staff and there was a suggestion to have an increased pool. Good discussion on many different levels.</p> <p>Tea: I was also thinking and will be in touch with the CIP leads to send out survey or to get feedback about what folks are feeling about the space and folks who are connecting with the space...use qualitative data to spread the word about what participants are saying about the experience.</p> <p>Yashica: Colleen expressed how enjoyable the book has led the conversation. It's funny that one of the participants is in the fine arts faculty we see regularly for the program review and he has shared the value of the space.</p> <p>Using FLEX as a round table space for people to share – something for us to consider. It could offer opportunity for others to see what the experience is.</p> <p>Julian: we are seeing the same small group engage. I don't know if it is the timing. I see it on my schedule and I show up. I know there are more staff and faculty and I don't know why or where they are. I don't want to have a</p>

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		<p>survey, but also want to know what is stopping people from participating. I don't know if it is classes or other things going on. I know it can be bigger and we can get different people there.</p> <p>Tea: when I was picking the brain of people at Skyline about social justice and equity, they expressed that it started with a small intimate group and that it will grow from there.</p> <p>Continue to let us know how we can continue to grow this and looking forward to seeing how this ripples out.</p> <p>Yashica: I was invited to Mills College affinity group this afternoon. This one is introducing a White affinity group. I will participate to see what types of conversations will come up and things they offer – tools and tips and will report back.</p>
Umoja Equity Institute	Updates	<p>Tea: any updates?</p> <p>Yashica: thank you all so much and Patty please chime in. We are in the process of the engagement part of it where we are going to individual departments or individuals themselves to talk about the institute and get feedback and insights about how all of our different communities and institute will be collaborating in the future for deep alignment. I think when something new comes on campus we need to work smarter and deepen collaboration. We are refining what it will look like year one, two, year ten. Hoping this will be on the agenda soon to discuss further. The link and alignment with IDEA</p>

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		<p>will have the greatest impact or we see it as the muscle behind the practice and then think about the connection with ASCOM. IDEA will be the key partner. Maybe we can schedule an IDEA UEI round table and decide if we want to have an aside meeting to dig in.</p> <p>Tea: Thanks, Yashica.</p> <p>Patty: and also, the idea of collaborating is so important and to push forward to the master plan and put building together equity. How do we combine on efforts and move it beyond paper to action.</p> <p>Yashica: when this work developed all of us individually were in the right space for it to all come together in the summer, but yeah, protect ourselves from the structures that we want to dismantle. It's easy to get things done when you see each other in the hallway.</p> <p>Patty: maybe the affinity groups can be the bridge. For the people that are not showing up...we are trying to get the people are still stragglers and how do we get them to see that they are still welcome in the space...what is the thing that is holding you back. Really center this for the College – our school is very diverse and how can you get on board.</p> <p>Tea: this is the way to apply theory to practice. I am looking forward to seeing the alignment part and we are in a good space to connect those.</p>

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<p>Anti-Racism Events/Programs</p>	<p>Discussion</p>	<p>Ferch: ASCOM is hosting Dia de los Muertos. We are translating this event to the online platform with social media campaign with facts and information – information, such as why it is not Halloween or a costume, sharing recipes – sugar skull, pan de muerto – it will be next Wednesday to November 4th. Monday 11/2 will showcase Mariachi during community hour as a COMchella event. Please be there and share with all of your friends.</p> <p>Yashica: Can you send us the information to send out? Also, Ferch and Hellen, don't be shy to share the events – especially if there are specific support needed. You will get more faculty to do that as we move to November and December.</p> <p>Hey Patty, do you want to brief the group on the two things you are working on?</p> <p>Patty: Right, yes, I have been working with Academic Senate to create a faculty diversity internship that will be a mentor mentee program – looking for more diverse faculty. One of the hindrances is getting the experience when becoming faculty. I have been working with Meg, Counseling, and Paul Cheney. Starting next fall. Researching now and creating a guide for mentees. Mentees will take a thesis class, but will not be teaching. We will be having a retreat to introduce mentees. Hopefully people who participate in the internship will apply to COM or other CCC. Also, Colleen and I are working to create an UMOJA wilderness class about people of color and wilderness. HUM 101 is focusing on how open space is for POC, even with the unsafe</p>

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		<p>experience we have seen like the woman calling on the bird watcher. Additional topics we are looking into are food justice, body positivity, connecting to wilderness for POC, echo therapy speaker. The other focus is POC connecting back to the land.</p> <p>Sadika: Patty, can we find a way for the speaker to be a part of the town hall or be the highlight of the town hall? Community hour is working to find speakers and so want to be sure we strategically get folks that we discussed need to be there, but don't come. A lot of people come to the townhall and it's an opportunity engage.</p> <p>Patty: Yes, let me talk with Colleen and if we can extend community hour since some of our speakers will need more time.</p> <p>Sadika: I think we can advertise it in community hour and extend the time.</p> <p>Patty: Sounds good.</p> <p>Julian: I will advertise events to high schools.</p>
Newsletter	Discussion	
Future Topics	Discussion	Next Meeting: Friday, November 6th

Present: Hellen Sigaran, Fernando Sanchez Lopez, Yashica Crawford, Patty France, Colleen Mihal, Julian Solis, Sadika Sulaiman Hara, Tea Perales

Absent: Carol Hernandez, Hugo Guillen