# EAC Notes Feb 7, 2024

Online via Zoom

EAC Website: [Equity Action Council (deanza.edu)](https://www.deanza.edu/gov/eac/index.html)

EAC Agenda: [02/07/2023](https://www.deanza.edu/gov/eac/meetings/2024-02-07.html) | EAC Notes [12/06/2023](https://www.deanza.edu/gov/eac/meetings/EAC%20Notes%20December%206%202023%20Draft%201.docx)

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| --- | --- | --- |
| Members Present | Members Absent | Guests |
| 1. Lisa Mandy- Administrator 2. Patricia del Rio –Classified Tri Chair 3. Michelle Hernandez - OE 4. Adriana Garcia - OE 5. Arianna Aguilar - DASG students' rights and equity 6. Maritza Arreola- Classified 7. Maurice Canyon –Faculty 8. Yvette Alva Campbell - Administrator 9. Elvin Ramos – Administrator 10. *Daniel Acosta- At Large* | 1. *Shaila Ramos Garcia- Classified* 2. *Silmi Sultaan- ICC* 3. *John Jimenez- Faculty* 4. *Casey Regehr- Faculty* | 1. Adrienne Hypolite- 2. Justus Williams- Office of Equity Student Intern 3. Megan Cheng – DASG President 4. Ashley Villeda 5. Bryan Hernandez 6. Erik Woodbury |

Agenda and Notes  
2:30pm Welcome and Introductions

Where are You? Community Building Tool by Michelle Hernandez

### 2:40pm College Hour Idea- Patricia del Rio

Inspired by her college experience and most recently by the lack of attendance at the HBCU college fair, she proposes an hour where there are no classes on campus, maybe 1 day a week or 1 day a month. This would allow time to have college-wide events, club meetings, allow students to seek student services, financial aid and or see a counselor, attend office hours, and allow college-wide campus community to utilize it and maximize for their benefit. Considering the pressing issue of mental health after the pandemic, it also allows downtime, socializing  
Begin the conversation about the possibility of having a college wide college hour considering we have more students on campus.

De Anza might have had this in the past A coordinated effort with divisions and departments involved. Rotate staff, event accessibility, is a potential strategy. An example is each Wednesday at noon so students and staff can know. Another idea is having a Village Day.

Next Step: Reach out to constituency groups and then consider a campus wide survey with Lisa Ly’s help.

### 2:50pm Debrief /Outcomes EAC Winter Retreat

* Questions asked were affirming
* The retreat was grounding
* Meeting together in person was great
* Pulled away from our main roles to allow us to be fully present

### 3:00pm EAC Recruitment and Retention Follow up

Understanding our purpose and following that, we can create awareness about EAC and continuity of equity. Showcase the needs across campus and how to support. A rule that says if you miss 3 meetings that we can go out and recruit a replacement.

Will add to the March College Council Agenda.

### 3:10pm Leadership Reports

* DASG- working on marketing DASG, and working on upcoming elections, and ways to create diverse representation on DASG representative of the student body, a resource fair is being held next week- THURS., FEB. 15th 12 PM - 3PM
* ICC- n/a  
  DDEAC- need to review draft and provide feedback by Monday, Feb 12
* RAPP stands for Resource Allocation and Program Planning Committee - [Website](https://www.deanza.edu/gov/rapp/meetings/index.html)

Latest Poll of Ranking Hiring Fall 2023

1. Env Sci: 83% yes
2. Music: 62% yes
3. Sociology and Auto: 58% Yes
4. Equity Office and CETH: 50%
5. Chem: 46% yes
6. Rest: under 30%

* College Council
* EFAN: Regional work
  + Building an infrastructure for creating a community of practice

### 3:20pm NCORE 2024 - Michelle Hernandez

Application on Monday Feb 12 will be released for folks to apply for NCORE conference funding. We are looking at more funding resources to cover the $3000+ expenses. We are hoping to make it accessible to as many folks as we can, given that limited budgets we have.

### 3:25pm Cultural Humility: personal action plan and next steps

Item tabled

## 3:50pm Dates to Remember

* Feb 12 EAC Special Meeting Topical Meeting
* Feb 8th Black High School Student Empowerment Conference 9am-1pm
* Feb 8 Partners in Learning 1:30-3pm
* Feb 13 Guided Villages - Village Centers Anniversary Celebration 9am-3pm
* Feb 14 HEFAS/UndocuSTEM/Pride Center Valentines Day Event
* Feb 14 DALA Valentine's Day Concha Fundraiser 11am-2pm
* Feb 15 College Council Meeting
* Feb 15 DASG Resource Fair- College council at 330-5pm. [Sign up Here](https://forms.gle/KAcCCKLhw6b5Zx4b7)
* Feb 23 Peer Equity Training
* March 1 Classified Senate Annual FHDA Prof Dev Day @ Foothill
* March 7 Latinx High School Student Empowerment Conference
* March 21 AAPI High School Student Empowerment Conference

## 3:55pm Affirmations

## Links for Reference

RAPP [Meetings](https://www.deanza.edu/gov/rapp/meetings/index.html)

RAPP Tool - [Reconciled Hiring Ranking Fall 2023](https://foothilldeanza-my.sharepoint.com/:x:/g/personal/20033656_fhda_edu/EWV0Ur8vg2dPtv4wGNRA4xkBRGAz086Mc-kKckTmHGx_5w?e=oDWlYP&CID=683523f4-42f1-60a9-52f4-9b62b4a3fef9)

EAC [Handbook](https://docs.google.com/document/d/1Do8mgEI1g_4NRyOyFz_42AQky-qQx3Cd3aJnUc2Yuns/edit)

De Anza College [Handbook](https://www.deanza.edu/gov/documents/DAC-Governance-Handbook-2023-0622.pdf)

## For Historical Context-

Oct 18, 2024 Notes EAC Goals for 2023-2024

• Create more equity seats in shared governance

• Find Joy at EAC

• Make my department and team better

• Build relationships with EAC

• Cross cultural program for ESL learners and expand it

• Increase more participation in ICS, because it helps with retention of ICS courses

• Work with DASG, Division of Equity and Engagement and every single department to gage temperature of how we are doing with equity

• Inspired to have conversations regarding AI, support Momentum series,

• Acknowledge cultural taxation for doing the hard work in equity

• Acknowledge that equity work is not built in people’s job discipline

• Self care

• Empower others

• To be equity minded and inclusive