

Equity, Inclusion, and Social Justice

Meeting Notes

March 9, 2021

- I. Introductions
 - a. Char asked each person why they are serving on this committee.
- II. Announcement of new Community Group
 - a. Marie Caldwell, of Siskiyou Works, is looking for somebody to serve on the Equity Impact Team. Next steps are to draft a survey of community assets and challenges, and to brainstorm equity activities by region. Next meeting is April 20 at 11 a.m.
 - b. Thomas Keim volunteered to attend.
- III. Let us make some positive change!
 - a. 'Recover with Equity' Recommendations (see agenda for full description)
 - i. Char presented the Recover with Equity Recommendations by the CCCCCO and cited institutional plans that are already addressing some of the recommendations.
 1. Listening carefully to the voices and expectations....
 2. Dramatically increasing the number and diversity of learners....
 3. Eliminating attainment gaps, with equitable outcomes....
 4. Preparing an increasingly diverse population for jobs....
 5. Harnessing the power of California's political and civic leadership....
 - ii. There was a discussion about concerns regarding what it means to listen carefully to the voices. A recommendation for compassionate courageous conversations. Which was the reason for the Town Hall Survey/Meeting.
 - iii. Other concerns included that the majority of the campus is not in the same space as many of us. There is an overall feeling that staff don't care about race and equity issues, and either check out or don't attend Lasana's trainings.
 - iv. While there is great support from the Board and the Administration, we have to admit a problem before we can fix it.
 - v. There are people who think they are aligned, but they say something that shows that they aren't aligned.
 - vi. Lack of professionalism in Town Hall Survey, such as personal attacks.
 - vii. It seems that we are dealing with correcting the symptoms instead of the fundamental issues.
 - viii. There are many unsafe spaces and unsafe people on this campus. The Town Hall also made that clear with comments about disinterest in racial equity trainings.
 - b. Agenda Item for Next Meeting
 - a. Safety
 - i. Selena Johnson (student rep) recommended to collaborate with ASB to address safety concerns by having Title IX trainings, Student Advocates, adding lighting, etc.... The ASB is already going to take a tour with Maintenance regarding lighting in dimly lit areas.
 - ii. The college is considering having POST cadets walk students to their cars.
- III. Brainstorm Strategies
- IV. Tri-Chair Model?