

1. Welcome & Introductions:

2. Beth Smith – Equity and Diversity Action Committee Chair

➤ Recognize & Appreciate —» Culture

➤ Change (if you want it):

- ✓ Challenge
- ✓ Educate
- ✓ Support!

3. Jane Patton Ed.D – ASCCC President

➤ Equity & Diversity is everybody's business:

- ✓ We (faculty) are here for students and student development.
- ✓ AS/Faculty shouldn't segregate themselves from the "student equation."
- ✓ We are all students.

➤ ASCCC Value Statement: Leadership, Empowerment, Voice

➤ Faculty Power – 10 plus 1 (handout):

➤ Our Commitment:

- Standing Committee: Equity & Diversity (EDAC)
- Resolutions (the official positions):
 - Develop Diversity Caucuses
 - Include Awareness of LGBTQ
 - Diversity in Hiring Committees
- Publications:
 - Paper & Rostrums (asccc.org)
- Equity Agenda:
 - Equity in college preparations.
 - CSU —» Early Assessment Program
 - Optional written exam
 - Additional Math Exam
 - Give them a look at what they need
 - Encourage them to take important classes their senior year to be more prepared

- Access to college.
 - Community colleges are supposed to have open doors.
 - Comm. Colleges are providing less access because of a reduction in services provided (matric. artic.).
 - Most people affected are people of color
 - Comm. Colleges are the gateway for students of color to further education.
- Success in reaching college goals.
 - 20 (Self) Critical Things I will Do to Be a Better Multicultural Educator (handout).
 - 7 Principles for Good Practice in Undergraduate Education (handout).

“There may be one world, but there are many versions of it.”

Nelson Goodman

- Patton brought up that we must not buy into the myth that racism no longer exists. She mentioned that her students try to convince her that it isn't a big deal anymore because they have friends of different races.

4. Keynote Speaker: Dr. David Hayes-Bautista (UCLA):

invite him to speak

➤ “Los Desaparecidos” – The Disappeared Ones

- A need to understand: Culture —» Behavior —» Health
 - Save lives by linking cultural competency and medical research.
- The Latina Epidemiological Paradox
 - Latinas live the longest.
 - How?
 - Is it cultural competence?
 - Who will do the research?
 - Mostly those who want to study diversity in medicine are those considered diverse/ethnic.
 - The numbers are dropping.
 - Medical Students in CA
 - Mostly come out of the UCs, not the CSUs.
 - Most CSU students come out of CCs (see Patton notes on Equity Agenda – access to college).
 - What to do?
 - Redefine Cultural Competence.

*focus on
and gen.*

5. Workshop: Creating a Culture of Equity:
Institutional Responsibility/Institutional Accountability – Phil Maynard

➤ Mt. San Antonio College

- Mock Student Equity Plan Committee Meeting
 - Obtain HR demographics in terms of hiring.
 - Feel relevant and supported (under-represented students).
 - Learning styles that are taught need to be more equitable.
 - Need for space (Center to house support services).
 - Need for culturally relevant education as a sense of inclusion*.
 - Equity for all.
 - A Call to Action:
 - Establish a shared value for equity and diversity throughout the college.
 - Change SSN# to Student ID#s for scholarships (AB540 students)*.
 - Assessing faculty perspectives.
 - Credit/non-credit.
 - Outreach: Humanizing campus (meaning is different across cultures).
 - Qualitative data is equally as important as quantitative.
 - Anonymous survey: Students, staff and faculty (online).