

## EAC Notes April 15, 2026

Online via Zoom | EAC Website: [Equity Action Council](#) |

## EAC Agenda [April 15, 2026](#)

### EAC Notes

### Roll Call

Members Present	Members Absent	Guests	Vacancies
1. Michelle Hernandez - OE 2. Adriana Garcia - OE 3. Sarah Wilker - OE 4. Angela Winch – Faculty 5. KyiSinWin Khant - ICC 6. Joe D’Agostino- Faculty 7. Dali Guerrero Fernandez - DASG 8. Brandon Serrano – DASG	9. James Adams – Faculty 10. Hyon Chu Yi Baker – Administrator 11. Deborah Armstrong- Classified	12. Bryan Hernandez	13. Administrator 1 14. Administrator 2 15. Classified 2 16. Classified 3 17. At Large 1

### Agenda and Notes

Notes: Yvette Alva Campbell – Administrator has stepped down.

### Welcome and Introductions

### Equity Retreat

#### Logistical Details

Friday April 17, 2026

10am-3pm

Quinland Community Center, City of Cupertino

We have five more people signed up after the registration deadline. We are expecting about 25 people there. Registration is still open. The agenda will include welcome and introductions, as well as discuss personal values and position alignment because this drives the work of equity. Will lean on the NADOHE Guidebook as a tool to reflect on how we are going to enter next academic year. I attended the pre-conference at the NADOHE conference back in March. We will have a light breakfast, lunch and might be able to finish early. M. Hernandez will facilitate the retreat.

## Equity Champion Awards

Wed. June 10

2-3:30pm at Conference Room A and B

Nomination outreach has begun. Please nominate a colleague. You cannot be nominated if you are in the committee itself. The link should be on the EAC website and in the email as well. There is a QR code you can use, too. The nomination link was placed in the chat as well.

## Equity Rubric

- Adriana and Dali will create an outreach process for visibility
- Sarah and Angela will support outreach specifically with faculty

Some feedback below:

This tool is to self-monitor our work around equity including the consideration of vendors. The question is do we want to consider this tool in order to receive feedback, then we have an on-call or ad hoc committee within EAC. We do not have to make a decision today.

Some questions to consider: How do we create awareness and promote it across the campus. What is our review process? Is it a virtual review? Do we want to get together to discuss it?

There is an interest in guidance. So far, a faculty person has reached out to Sarah.

The rubric has been vetted through all shared governance bodies (DASG, Academic and Classified Senate) and was finally approved at College Council last academic year (Spring Quarter 2025)

Ideas for promotion is to have a placeholder for the rubric to be accessed by colleagues who are bringing vendors to campus to apply it with a link person that then they could and a form that somebody can submit with questions. After that, we [at EAC] can discuss it in the as a committee. Make announcements at a department, a division or a Senate meeting as reminders that this tool exists. Maybe do a 30-minute orientation, live or through a video providing historical context and how to use it and why it exists and then share it across campus and add it to the placeholder where it can be accessible

By increasing awareness, we increase engagement

It would also be good to have a point person who can monitor it, help answer questions and provide technical assistance

## Leadership requests: Committee representatives needed

Immediate need for Spring 2026 Quarter: District Budget Committee

- They meet the first Thursday of each month
- Michelle is there representing the Office of Equity by position
- Someone is needed to represent EAC

Another position is needed: RAPP

- Need an EAC rep for a 2-year term
- Two primary functions of this role are to conduct program review and resource allocation
- Please note: Program review is taking a gap year to instead do a reflection and revisions over our program review process. There is a committee that has been charged with that process and look at mission drive, equity alignment. There is also a new format to conduct program review. RARP is responsible for making sure that all the constituency groups not only have a voice in those revisions but also know how to apply those revisions.

### Legislative Updates

Title II of the Americans with Disabilities Act (ADA). "On April 24, 2024, the Federal Register published the Department of Justice's (Department) final rule updating its regulations for Title II ... The final rule has specific requirements about how to ensure that web content and mobile applications (apps) are accessible to people with disabilities." [ADA Website](#)

- We need to have a plan by April 24th to be compliant and to make sure that we are meeting the ADA compliance
- For reference: [ADA website](#) and [CCC Accessibility Center](#)
- There are few folks who have been working on compliance, who are asking for trainings, and asking for leadership and direction
- Adriana suggested she can ask the chancellor's team members who work on engagement and on equity.
- The fear of getting sued came up at Academic Senate
- Some questions: What is the baseline for being in compliance? Have we consulted the expertise of DSPS, Deaf and Hard of Hearing Services and or the Testing support office? Who is the point person for this work?
- Next step: Michelle will ask Tony Brown (HR) at the DDEAC meeting about who is providing district wide leadership to ensure we are complying.
- Resources: You Tube Tutorials and At One Courses as well as legislative updates by the Association of California Community College Administrators.

For example: One request is no PDF documents hyperlinked on the website per the Communications office.

### Leadership Reports

- ICC: Will be hosting Club Day Thursday, April 23, 2026 11am-1pm
- DASG: DASG senate has not met as of today and will meet the week of April 20<sup>th</sup>.
- DDEAC: Meets Thursday, April 16, 2026
- Curriculum: The State has reformulated the way we do course outlines on record. Courses need to be upload to eLumen by April 26, 2026. Courses can be revised over time. Some faculty have applied Universal Design and an equity lens to their course development already. They are looking at applying SLOs. Next year, Sarah will be training peers to do this work moving forward through a train the trainer's model and she will then provide a more supportive role versus a

training role. The AVPI, the VPI at the Office of Instruction, is going to start sharing our review template around other schools, because there is some interest, so I may be back with an update about what that looks like with broad applicability. M. Hernandez celebrated S. Wilker's leadership in helping meet De Anza's Title V compliance. She created a process based off the legislation working with faculty partners as well as committees and governance groups. Another level of work is that S. Wilker is training members of the curriculum Committee to do this work through a train-the-trainers model. They will train people, and then it will become part of what it means to do curriculum review while the Equity faculty coordinator provides more support than actual training.

- RAPP: n/a
- College Council: cancelled this month

#### Dates to Consider/Announcements

April 17, 2026 Equity Retreat [10am-3pm] Invite a friend!

April 20-24, 2026 Black Student Success Week through the statewide Chancellor's office. Daily virtual events at 12pm, 1pm and 6pm including a Friday night Sneaker Ball in person in Southern California. De Anza will host local on campus and hybrid events each day as well in an open house format. The theme is Revolution, Redefining Black Student Success.

April 21, 2026 [11am-4pm] Queer and Now

April 27-29, 2026: M. Hernandez, S. Wilker and D. Guerrero are attending a statewide conference, Pathways to Equity Conference, in San Diego, Ca

April 30, 2026 [10am-3pm] UndocuSTEM Conference in partnership with MESA w/a STEM fair and a resource and college fair. A keynote speaker and breakout sessions

May 5-7, 2026 Missing Murdered Indigenous Women Awareness Week

Wellness Wednesdays at 1:30pm during the Spring quarter.

Starting June 26<sup>th</sup> and the other starting October 26<sup>th</sup> The Social Justice and Career Advancement Institute. Two cohorts happening in June and October 2026 respectively. It is open to classified as well as faculty and administrators. Please reach out to M. Hernandez, since she is currently in it.

#### Meeting Adjourned

3:41pm