

EAC Notes Dec 4, 2024

Online via Zoom | EAC Website: [Equity Action Council](#) | EAC Agenda [Dec 4 2024](#) |

Roll Call

Members Present	Members Absent	Guests
1. Kaung Yhone ICC Student 2. Jin Huang ICC Student 3. Shaila Ramos-Garcia Classified 4. Adriana Garcia Program Coordinator Office of Equity 5. Joe D'Agostino Faculty 6. Michelle Hernandez E&E Dean 7. Katia Bravo DASG Student 8. Joshua Madrid DASG Student 9. Vernon Gallegos Faculty 10. Deborah Armstrong Classified 11. Maritza Arreola Classified	12. Yvette Alva Campbell Administrator 13. Steve Nava Faculty	14. Guest Adrienne Hypolite Learning Communities Dean 15. Guest: Lisa Ly, IR 16. Guest: Eric Mendoza, Dean, Athletics

Welcome and Introductions - Hernandez

Welcome and Introductions

Equity Plan Spreadsheet Additional Evidence - Hernandez

Reviewed this document-

[De Anza College Equity Plan Progress Tracker Updated.xlsx](#)

SEA Plan Progress Presentation by Lisa Ly

- Questions:
 - Is there a reason why groups are excluded in some of the slides? Particularly the black students? In slide four and slide five, you had different groups than you did in one, two, and three.

- Why are we not seeing the black students listed in the metrics?
- What is the sample size for each of the population proportions that are being used for each graph?
- Where is the Native American population representation? If it is because of lack of data, why don't we have the data on them? Is it because of low enrollment?
- How do foster youth who are, for example, Black vs. Latinx face different difficulties? Especially for persistence.
- That 100% swing on transferring according to the numbers is 3 students
- Disproportionate means there are gaps over time
- There are times that there are constraints when requesting and or receiving data from the state and it should not be solely reliant on the state data.
- A historical perspective shared: I've been here 23 years, and we emphasize different groups depending on that group's needs to succeed. We focused heavily on Black students several years ago and now they are succeeding in much greater numbers. One challenge is that many students have elder care or childcare needs and that keeps them from taking 12 units, especially our disproportionate impacted students thus they don't get counted even though they are D.I. [Disproportionately Impacted]

EAC Goals 24-25 - Armstrong

- Goal Setting [EAC-Brainstorming Goals-For-2025.docx](#)
- Steve will meet with Adriana and Joshua to organize goals and present at the next meeting

EAC Equity Retreat: Date and Scope - Hernandez

Date will be drafted in the next meeting

Equity Champion Awards: Date and Scope - Hernandez

- Members interested: Michelle, Joe and Yvette
- First initial meeting in January
- Update will be provided in February

Leadership Reports – Hernandez

- DASG: Campus Safety, Equity Workshops, Advocacy Proposal, Cultural Week, Goal setting for the upcoming quarters
- ICC: They just got a budget request recently passed which makes it easier to approve more clubs in the incoming quarter. And they would like to amend their bylaws to ensure financial support for 10 equity-based clubs.
- DDEAC: n/a
- RAPP: Members emphasized prioritizing the following positions: HEFAS Counselor and HEFAS Classified position, and the Assistant Dean of Equity and Engagement position.
- College Council: n/a

Dates to Remember and Announcements - All

- [NCORE 2025](#): May 27-31, 2025 / New York City
- Partners in Learning Equity Series: Tues Feb 5, 2025 @ MLC255 or Online via [Zoom Meeting ID](#)
- All Peer Equity Retreat: Fri Feb 28, 2025
- EAC Equity Retreat: No date (Michelle, Shaila, Steve)
- Equity Champion Awards: Michelle, Joe, Adriana, Yvette
- DALA Annual Latinx Grad: Fri. June 20 ,2025
- ECT's Winter 2025 Student Voices: Reflecting on the Student Success Gaps: Date TBA

Affirmations – Armstrong

Links for Reference

- [De Anza College Equity Plan Progress Tracker Updated.xlsx](#)
- [12/04/2024 - Agenda and Minutes](#)
- PIL- Partners in Learning Equity Series Zoom Meeting ID -
- [Strategic Planning Action Plans](#)
- [EAC-Brainstorming_Goals-For-2025.docx](#)
- Some recent data based on our Partners in Learning series, it is selected data

- Latinx Student Data
[Partners In Learning Latinx Spotlight, 2024 - by Mallory Newell \[Infographic\]](#)
- Native Student Data
[Partners In Learning Native American Spotlight, 2024 - by Mallory Newell \[Infographic\]](#)