

Equity Action Council | Notes

Wednesday, November 9, 2022 [1:30-3:00pm]

Online via Zoom

Present:	Yvette Alva Campbell, John Jimenez, Shaila Ramos Garcia, Elvin Ramos, Maritza Arreola, Maurice Canyon, Amrit Kaur, Debbie Lee, Patricia Del Rio, Lisa Mandy,
Guests:	J. Maleksalehi, J. Pelusi,
Absent	Casey Regehr, Tabia Lee, Danny Acosta

Conocimiento

Watched [Beyoncé - All Night \(Video\)](#) and shared reflections on the song/music video

Lyrics

Take one pint of water, add a half pound of sugar, the juice of eight lemons, the zest of half a lemon. Pour the water from one jug then into the other several times. Strain through a clean napkin.

Grandmother, the alchemist, you spun gold out of this hard life, conjured beauty from the things left behind. Found healing where it did not live. Discovered the antidote in your own kit. Broke the curse with your own two hands. You passed these instructions down to your daughter who then passed it down to her daughter.

I had my ups and downs, but I always find the inner strength to pull myself up. I was served lemons, but I made lemonade. My grandma said "Nothing real can be threatened." True love brought salvation back into me. With every tear came redemption and my torturers became my remedy. So we're gonna heal. We're gonna start again. You've brought the orchestra, synchronized swimmers.

You're the magician. Pull me back together again, the way you cut me in half. Make the woman in doubt disappear. Pull the sorrow from between my legs like silk. Knot after knot after knot. The audience applauds ... but we can't hear them.

Women Uprising in Iran

Prof. Jila Maleksalehi shared the current political landscape in Iran particularly the human rights violations against women. She then announced an upcoming on campus event called Women, Life Freedom: Student Voices highlighting student voices and their families' experiences in the motherland around the issue of state violence against women for affirming their bodily and gender autonomy.

A [library guide](#) was created by our our Equity Librarian, James. [Here is the link to learn more about the situation in Iran.](#)

The next steps for EAC are for Adriana, Alicia, and Elvin to write a solidarity statement. The ask is to promote and attend the event on Wednesday November 16 (11:30-1:30pm) for the in person event at Conference Room B.

Pride Center-

Faculty Director, Jamie Pelusi shared updates on the recent opening of the Pride Center, its purpose and made an invitation to attend events for the month of November. A November calendar was shared. The asks are to attend upcoming events, visit the Pride Center and reach out to Jamie to collaborate for future programming.

Undocumented Student Support Programs

Program Coordinator, Shaila Ramos Garcia, share about the history and purposes of HEFAS and provided good news about a new program called UndocuSTEM. For the first year, HEFAS received a \$25,000 grant from the Silicon Valley Hispanic Foundation and now for the 2nd year, they will receive \$35,000. Every year, more and more undocumented students are majoring in STEM majors majored mostly in liberal arts majors.

The ask is how it looks like for undocumented workforce in STEM industries and how can De Anza in general support STEM career pipeline. Another ask is to attend an upcoming event on Wednesday Nov 16th at 11:30 is UndocuSTEM for an in person Meet and Greet at the HEFAs Office. Pan dulce and coffee provided

Shaila's next steps are working with financial aid and the outreach office to make things more equitable and accessible for undocumented students.

Shaila also shared the following in case of Immigration and Customs Enforcement (ICE) shows up to campus.

- In case ICE is on campus, then inform the president's office

- Ensure that students are in safety zones (as defined by federal policy) such as classrooms and office
- Be an upstander- walk the student to the President's office, witness and document.
- Follow up with the psychological and mental health support and resources for the students

More information is provided in the UndocuSolidarity Trainings (formerly known as the UndocuAlly trainings). Some needs of the program is to provide additional pay for trainers and or make it mandatory trainings for all employees and or as we onboard new employees.

Student Equity Plan Update and Metrics

The state ask 5 metrics be met

1. Successful Enrollment
2. Completed Transfer –Level math and English
3. Persistence- First Primary Term to Secondary Term
 - a. Look at the fall quarter and look at next year's fall quarter
 - b. Sometimes students show up for the first time in winter quarter and or spring quarter
 - c. So now we look at the first term and how they stay for the next term, how we are measuring that is a little bit different now
4. Transfer
5. Completion certificates and AA degree, ADT- transfer associate degree

The metrics are related to the pillars of the guided center and the student centered funding formula. Mallory Newell and Lisa Ly have been working hard on the data. There are some tension points, i.e. what groups we are looking at and in which areas.

The grant has to be signed by the Guided Pathways coordinator and the Academic Senate president, not approval just signature

The desegregated data should be normalized. Mallory is looking for guidance from the state as they are in a movement towards normalizing desegregated data.

We have seen gains due to AB705 and factors have risen from the pandemic. Here are some areas we are playing close attention to, Native American /Pacific Islander and Foster Youth

Next steps are to hold a study session on the Student Equity and Achievement grant draft on Thurs November 17. Calendar Invite will be sent out.

Deadline for feedback is November 22nd before the final deadline of turning it in in NOVA.

Announcements

January 9th, 11th and 13th at 10am-12pm - E portfolio Workshops

Tenure review, student assignments

Proposed to document and build out our competencies of the student equity plan reimagined

They presented at a statewide conference on the instruction side and in the accounting side.

January 16th, 18th, 23rd 1-2:30pm- Peer Educator training

November 15th - HBCU Transfer workshop

bit.ly/HBCUsFall2022

Affirmations