Co-Chairs:
- David Galvez, Director of Equity
- Arielle Smith, Counseling Faculty

Attendees:
Members: David Galvez, Arielle Smith, Koyha Lu, Kamran Eftekhari, Alicia Frangos, Natalie Alizaga, Luis Padilla, Marisol Quevedo, Bryan Swartout, Guillermo Garcia Zacarias, Nathan Low, Derek Vargas, Valeria Estrada, Heidi Pereira, Jon Kitamura, Susan Khan, Olivia Viveros,

Agenda

I. Welcome & Introductions (1:00pm to 1:15pm)
    a. Change in EEC meeting structure: 1x/mo for SEAP Plan for working meetings, 1x/mo for EEC

II. EEC Goals for 24-25 ([Smartsheet link](#) for the EEC Goal Action Plan)
    a. Anti-Racism Survey: Final Recommendations (1:15pm to 1:45pm)
        i.   Professional Development:
            1. Online, pre-recorded lecture series that is available to all constituents
        ii. Event Support
            1. Highlighting community, values that are culturally specific
        iii. Hire/retain/highlight AA employees
            1. Hiring committee training/equity representative

III. SEAP Budget
    a. SEAP Budget Presentation (1:45-2:15
        i. Actual vs. Expenses
        ii. SEAP Next Steps

IV. Announcements & Closing (2:15pm to 2:30pm)
        i. Next Steps
        ii. Announcements from Group

Future meeting topics:
- Student meeting time/space
- Invite Chancellor/HR to a meeting for Q&A
- Member mapping (where folks are plugged in to other spaces on campus/in district)
- EEC Goal Action Plan

Anti-Racism Survey

1. Professional Development
   a. Structure ideas:
      i. Lecture series
      ii. Course: What does impact look like on the ground/student's lives? Course that folks take? Dedicated time in the workday for classified to engage? Clear deliverables about practices, theoretical frameworks that bolster work that is being done. Show that practices/policies are shifting bc of this work - make it more focused
      iii. Consulting group to create something in our space (for ex, Escala) - engage with orgs that already have content and purchase/work w it to customize based on our data/results
      iv. Create 'badges' or certificates that can be awarded/earned
      v. 2 things in tandem: facilitated dialogue/series for students and another for employees
      vi. QOTL as a model - needs to be more applicable to student services/non-teaching faculty
          1. Facilitators: 3500 each
          2. Participant compensation: 1500 (this is not a sustainable model for one-time funds); or allow employees to participate/engage during work time; cohort model
          3. Modules open up weekly, 6 week commitment, 25 hour course
          4. Shift model to be part of flex day in some way
      vii. Possible hybrid model with some in person/synchronous meetings
      viii. Train the trainer series - find ways to make this sustainable (need to provide compensation to trainers, like we do w facilitators?)
      ix. cabinet/mgmt commitment to release employees for specific number of hours
      x. Do in tandem with flex day presentations on the data
      xi. Try and find ways to connect to program review without overburdening/tokenizing special programs
      xii. Create videos with students (and pay students for participation)
   b. Funds: IEPI, appx $200k, have 12-18 months to spend down funds
   c. Primary topics: Racelighting and Microaggressions

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