**Educational Master Planning Task Force**

**January 26, 2022**

**MEETING MINUTES**

**Task Force Members Present:** David Eck, Roslind Young,Jeanne Stalker, Nimsi Garcia, Eddy Harris, Leonor Cabrera, Mary Ho, Wissem Bennani, Allison Hughes, Hyla Lacefield, Alicia Aguirre, Mira Rubio, Brittney Somora-Delgadillo.

**PRIE**: Karen Engel, Milena Angelova, Isaac Chukwudebe

**Task Force Members Absent**: Krystal Martinez, Jenna French

**Community Members Present**: Nancy Moricette and Kendra Carpenter of Áse Power Consult

Task Force Members were welcomed by the Tri-Chairs of the Task Force (Eck, Young, Engel).

Tri Chairs presented the minutes of the previous meeting, and members confirmed its accuracy (consensus).

Nancy Moricette, Founder of Ase Power Consult (APC), updated the task force on APC's contracted work on racial/equity disruptions. She notified meeting participants of the contract's conclusion and the current availability of a summarized snapshot with the final report accessible the coming Friday. For persons with questions or in need of clarifications on the report, she extended an invitation to schedule appointments with her or Ms. Carpenter in the following two weeks. For the day's interactions, she described a plan for breakout sessions to model and gain input for a 'Theory of Change (TOC)' activity, defined as evidence-based support for integration into short and long-term actionable steps. For the day's TOC modeling exercise, She asked meeting participants to reflect on identified needs, key stakeholders, how to achieve desired outcomes, and any barriers. She also referenced the importance of stakeholder buy-in for TOC success and 'affinity spaces,' described as environments offering the opportunity for people with common challenges to unpack. She suggested the college consider the slow launch of TOC trials with consideration given to the bandwidth capacity of the college community. Finally, she stated that TOC execution should produce the beginnings of change in the near term and a cultural shift in the long term.

Dean Engel clarified that the TOC modeling exercise in breakout rooms was focused on short-term outcomes.

**Breakout Group 1**

Ms. Moricette modeled TOC discussions focused on the first recommendation:

Restorative Practice - Prioritize repairing trust with classified staff, students, and faculty. Train an employee to facilitate conversations centered on restorative practices and restorative justice on campus to rebuild trust between employees and administrators. Dedicate time to investing in rebuilding or sustaining trust and transparency with faculty, classified staff, and students through frequent listening sessions, surveys, check-ins with groups that support marginalized students and employees on campus.

Working with the assumption of trust fractured in the past, group members identified trust restoration and the embrace of differences as the issues to be addressed. Mira advocated for prioritizing trust and community between faculty and students over traditional power dynamics. David endorsed entry into targeted environments through text and email to set up meetings where verbal conversations could occur. Milena called for leveraging insiders in communities for access. Alicia called for the use of satisfaction surveys for TOC impact measurement.

**Breakout Group 2**

Ms. Carpenter modeled TOC discussions focused on the sixth recommendation:

Equitable Scheduling - Collaborate with Classified Staff, Academic Senate, and the ASCC to develop a more equitable approach to scheduling meetings, training, and events on campus.

Ms. Moricette led a TOC debriefing after the breakout sessions. Allison expressed an appreciation of the thoughtfulness of the process and described it as a productive activity. Hyla described recommendation six as a low-hanging fruit due to the possibility of easier Zoom-facilitated access by more people (including students) to meetings. Kendra thanked group members for their contributions to the discussion of White accountability cohorts, potential backlash, and information sessions.

Dean Engel said she would send links and other APC-related materials to the EMP team. She also highlighted the need to integrate APC recommendations in long-term strategy and planning. Mary described work coordinating the two equity/antiracist projects and ensuring synergy. Jeanne proposed hiring APC for assistance with the facilitation of sensitive discussions during the college's Flex day.

David initiated a discussion in preparation for the Town Hall slated for February 11. Dean Engel suggested focusing on challenges and opportunities faced by the college, as contained in the EMP team-created document. Alicia emphasized the need to address student accessibility in the broadest sense - onboarding, counseling, bilingual information, etc. Milena proposed improved student assistance with directions with interactive maps. Roz and Hyla shared their experience with the inability to access classes due to procedural obstacles. Hyla noted a need for better marketing of instruction modalities and a more user-friendly webpage.

Dean Engel called for participation in polling to identify the most important subjects for discussion at the college community forum. Due to technical difficulties, Dean Engel sent the poll out via email later in the day.