

## **Faculty Development Committee Meeting**

**Minutes for Tuesday, February 23, 2021**

Via Zoom: [https:// https://elcamino-edu.zoom.us/j/98267985325](https://elcamino-edu.zoom.us/j/98267985325) 1-1:50 pm

Present	Name		Division
X	Stacey Allen*	SA	Behavioral & Social Sciences
X	Alireza Ahmadpour	AA	Behavioral & Social Sciences
X	Anna Brochet	AB	Counseling
X	Amy Herrschaft	AH	Counseling
X	Amy Himsel	AJH	Behavioral & Social Sciences
X	Crystle Martin	CM	Library & Learning Resources
X	David McPatchell	DMc	Compton College
X	David Moyer	DM	Fine Arts
X	Polly Parks	PP	Natural Sciences
X	Margaret Steinberg	MS	Natural Sciences
	Evelyn Uyemura	EU	Humanities

\*Committee Chair

**Mission Statement:** *The El Camino College Faculty Development Committee provides opportunities and support to promote instructional excellence and innovation through faculty collaboration.*

**Fall 2020 Meetings:** September 8 & 22, October 13 & 27, November 10 & 24

**Spring 2021 Meetings:** February 23, March 9 & 23, April 27, May 11 & 25

### **Introductions**

After brief introductions, the committee welcomed our newest member, David Moyer of the Music Department. David was hired in 2019 and is eager to be more involved in campus activities and PD planning. In addition to teaching music, he is Director of Jazz Studies at ECC. The committee will miss Claudia Striepe who will retire at the end of the semester and is now serving as VP of Ed Policies and Yuko Kawasaki who has taken a position as Dean of Health Occupations at Mission College in Santa Clara.

### **Spring PD Day: Where Do We Go From Here? Addressing Racism at El Camino College**

Members reflected on Spring Professional Development Day which took place on Wednesday, February 10<sup>th</sup> and featured keynote speaker Dr. Daniel Solórzano, a leading scholar on racial microaggressions at UCLA. While many felt that Dr. Solórzano's presentation was meaningful and helped reinforce the need to address racial microaggressions experienced by ECC students and employees, some felt the keynote address lacked concrete examples of racial microaggressions that occur in educational settings. PP acknowledged that Dr. Solórzano implored us to gather our own data to most accurately understand the microaggressions people experience at ECC and suggested we consult with him to develop targeted questions for the campus climate survey administered by IRP. AB noted useful data could also be collected once a racial microaggressions reporting system has been implemented at ECC. SA reported the President's Advisory Committee on Race and Equity is currently working on a reporting system. AJH highlighted that considerable scholarship already exists in this area; for example, she recommended an article published in 2019 in the *Psychological Bulletin*, "Associations Between Microaggressions and Adjustment Outcomes: A Meta-Analytic and Narrative Review" by Lui and Quezada, noting the subheading "Conceptualization and Taxonomy of Microaggression" as particularly relevant.

### **Spring PD Day Breakout Sessions**

The committee discussed the schedule and breadth of Spring PD Day breakout session offerings and agreed that hosting a variety of sessions over several weeks leading to PD Day should remain a permanent feature, even when in-person instruction resumes, especially if conducted virtually. This arrangement offers a convenient way to maximize learning opportunities on a variety of topics prior to the start of the semester.

Dr. Solórzano presented “Using the Critical Race Tools of Racial Microaggressions and Microaffirmations, to Examine Everyday Racism in Academic and Social Spaces” in a breakout session intended specifically for classified staff. Veronica Palafox, Chris Dela Cruz, Brian Krause, Nailah Lee, and Keiana Daniel served as facilitators of breakout room discussions with over 100 staff in attendance. SA reported that despite a concerted effort to limit this opportunity only to classified staff, some managers attended the session. Faculty and managers have expressed an interest in having Dr. Solórzano facilitate additional sessions geared specifically for them.

### **Tenure Reception**

SA reported that 28 newly tenured faculty were honored on February 10<sup>th</sup> at the 5<sup>th</sup> Annual Tenure Reception. Former Academic Senate President Kristie Daniel-DiGregorio opened the ceremony by introducing President Maloney and credited her for being instrumental in the implementation of this important annual event. Following President Maloney, BOT President Nilo Michelin offered remarks. FDC member Amy Herrschaft was among those honored during the virtual celebration. Honorees received a pen giftset monogrammed with the El Camino College logo, compliments of the Academic Senate and Bookstore, and were featured in a digital program created by Marketing & Communications.

SA was notified that Gifford Lindheim (HSA) was inadvertently left off the list of honorees. To make amends for this very unfortunate mishap, Coach Lindheim will be honored in a special celebration during the next Academic Senate meeting on March 2<sup>nd</sup>.

### **Informed & Inspired (I&I)**

SA reported that “Aggressions and Affirmations: Nothing Micro About It” took place on December 3, 2020 and was very well attended. FDC member Anna Brochet participated alongside fellow panelists, Seranda Sylvers, Erica Brenes, and Shane Ochoa in a powerful discussion highlighting examples of racial microaggressions experienced by ECC students and employees and ways to address and disrupt aggressions by routinely employing micro affirmations.

The FDC will partner with the newly formed Equity, Diversity, and Inclusion Standing Committee to co-sponsor this semester's I&I series which will build upon our Spring PD Day theme: "Where Do We Go From Here? Addressing Racism at El Camino College." Our spring I&I theme, "Where Do We Go From Here? Cultural Transformations at ECC," will offer programs who have demonstrated a commitment to equity and anti-racism an opportunity to showcase their efforts and illustrate how they're transforming culture. We are looking forward to interactive sessions that provide faculty and staff with tangible tools that empower them to engage in these transformations.

The series will kick off on February 25<sup>th</sup>, 11-12pm, with a presentation by Guided Pathways. IRP is scheduled to present on March 18<sup>th</sup>, SITE will facilitate a session on April 29<sup>th</sup> and we'll close out the series with a presentation by MyPath on May 27<sup>th</sup>.

### **Updating PD Website**

CM reported that major updates will be made to the Faculty Resources Guide on the PD website this semester and invited the FDC to assist with this initiative. The committee reviewed the topic list noting that much of the information included in the guide is outdated or no longer relevant. CM will upload a document to the FDC Teams site for members to review and provide input.

### **Announcements**

SA encouraged members to attend the upcoming student panel presentation on racial microaggressions, “They Said What?!” facilitated by Melissa Fujiwara on March 3<sup>rd</sup>, 9-11 am.

Adjourned 1:55

SA/2.26.21