



BIPOC Committee Meeting Notes December 5, 2025

Present: Cassandra Wilson, Rocio Diaz, Isabel Siderakis, Lesley Meza, Tahirah Simpson, Oranit Limmaneeprasert, Rashondra Woods, Eduardo Vasquez

Staff: Lidia Stoian

A&P Workshop: *Representation Matters: Cultivating the Next Generation of Faculty Leaders*

This session explores how diversity in leadership transforms college culture, strengthens equity, and supports student success. Faculty of color will share their journeys from the classroom to leadership positions – highlighting personal challenges, mentorship experiences, and strategies for building a more inclusive leadership pipeline.

The panel has been confirmed: Rashondra Woods, Rocio Diaz, Eduardo Vasquez, Oranit Limmaneeprasert, Cassandra Wilson, Isabel, Alicia (students), and Tahirah Simpson

- Jim will be facilitator
- We need to confirm with Alicia (student leader) and Shirley Weber.

Suggested new format:

- 5 minutes Jim does opening- framing remarks and data
- 5 minutes he will introduce each panelist
- 20 minutes Shirley Weber
- 10 minutes for Q&A for Shirley Weber
- 25 minutes for the panel: each panelist will get one question; 3 minutes per question
- 10 minutes for Q&A from the audience

When the panel is up after Shirley Weber, they are encouraged to introduce themselves with any identity they are comfortable with (immigrant, first gen, etc.)

Jim's Opening

- A. What does "leadership" mean to you, and how has your understanding evolved as a faculty member of color?
- B. Can you share a pivotal moment or a mentor who encouraged you to step into leadership?

Questions for panel:

1. What systemic barriers did you face in pursuing leadership roles, and how did you navigate them? Roshandra and Isabel
2. How do institutions unintentionally gatekeep or discourage faculty of color from leadership pathways? What do you wish your institution or colleagues had done differently to support your growth? Rocio
3. How can we strengthen mentorship and create visible pathways from adjunct to coordinator to leadership roles? Eduardo
4. How do students – especially students of color – benefit when leadership reflects their identities and experiences? Student
5. What can unions, senates, and professional associations like FACCC do to advance equity in leadership? Tahirah
6. What advice would you give to newer faculty of color seeking to lead? Kassandra
7. How can we ensure this isn't a one-time conversation but a sustained system-wide effort? Someone on the panel that feels very passionate to answer this important question - potentially Oranit

To do:

- Add Tahirah to the panel
- Oranit to invite Shirley Weber; backup could be Rowena
- Friday, January 9 at 3pm and Friday, February 6 at 3pm