



FACCC BIPOC Committee Meeting Notes

February 15, 2024

2:30 – 4:00 pm

Attending: Thomas Carrasco, Rocio Diaz, Nicky Gonzalez Yuen, and Mzilikazi Kone

Absent: Natalina Monteiro, Francis Howard, Robin Daniels and Maria Estrada

Staff: Herlim Li

Action Items

Nicky Gonzalez Yuen

Review and revise work plan

Review the work plan from the previous year and make necessary revisions for this year's committee activities.

Nicky Gonzalez Yuen

Establish committee membership expectations

Lead a discussion to establish clear expectations and agreements for committee membership.

Herlim Li

Edit and send out meeting notes

Herlim Li will edit the meeting notes and send them out to the committee as an organizing tool.

Herlim Li

Set up Zoom for all committee day

Explore the possibility of setting up a Zoom link for all committee day for those who cannot attend in person.

Nicky Gonzalez Yuen

Create and distribute meeting time poll

NY will create a Google poll to determine a suitable meeting time for all committee members and distribute it.

Nicky Gonzalez Yuen

Following up with members not in attendance; inquire about commitment to tasks between meetings

Nicky, Herlim, Rocio and Mzilikazi will follow up with one committee member not in attendance, fill in on what we accomplished, assess level of energy and interest and ask each committee member if they are committed to doing at least one task between meetings to advance the committee's work.

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Reframe article within context of race

Thomas may reach out to Debbie Klein to discuss adding additional framing for her article within the context of race.

Overview

- Nicky was supported unanimously for the chair position, pending an official future vote.

- The committee is considering requesting all FACCC committees to engage in anti-racists initiatives within their own areas of expertise/action, with emphasis on actionable projects that could be completed over the coming year.
- Concerns about achieving quorum for future meetings were raised, highlighting the need for possibly recruiting and appointing new members. Currently at 8 members (2 short of the normal 10)
- The next BIPOC Committee meeting is set for All-Committee Day, with monthly meetings planned via Google poll.

Committee Leadership Vote

- Nicky volunteered for the chair position and was supported by other members and FACCC leadership.
- Nicky proposed a provisional vote to approve BIPOC committee leadership.
- Vote: unanimous support for Nicky as chair in a straw vote, pending a future official vote with a quorum.

Committee Member Introductions

- Herlim Li - Membership coordinator at FACCC, attending A&P since **2010**, was with Los Angeles Faculty Guild, now with FACCC for **3** years.
- Rocio Diaz - Counseling faculty at El Camino College since **2015**, joined FACCC and served on Membership and Leadership Committee, now part of the BIPOC Committee, returned from maternity leave, her daughter Valentina had her first Valentine's Day.
- Mzilikazi Kone - Faculty in political science and ethnic studies at College of the Desert, started as an adjunct in **2016** and became full-time in **2019**, new to FACCC, involved in developing ethnic studies curriculum and hiring committees.
- Nicky Gonzalez-Yuen - Recently retired from full-time teaching in political science at De Anza College, now part-time, re-elected for several terms as a trustee on the Peralta Community College Board, active in FACCC for many years, has been doing social justice work since his teenage years, recently visited his **91**-year-old mother.

Mindfulness Pre-meeting

- Participants enjoyed a **3**-minute mindfulness session.
- Nicky recognized it as a useful technique to focus on relationships and work effectively.

Committee Membership Expectations

- Nicky highlighted the importance of talking about committee membership expectations and commitments.

All-Committee Day and A&P Conference Attendance

- Herlim Li, Nicky Gonzalez Yuen and Rocio Diaz confirmed attendance for both All-Committee Day and the A&P Conference.
- Thomas, Mzilikazi confirmed she will not be attending.
- BIPOC committee proposal for A&P session did not materialize this year.

Annual Work Plan Proposal

- Nicky initiated a conversation about having all FACCC committees adopt explicit anti-racist projects.
- Rocio raised a concern about capacity if BIPOC committee to follow up;
- FACCC Committees commitment to actionable anti-racist initiatives as part of overall FACCC Committee alignment with broader FACCC DEI goals was talked about.
- Nicky shared that his A & P proposal involved shared governance to enhance democratic engagement and anti-racism. Was not accepted because priority was on proposals originating from committees.

Quorum Requirement Clarification

- Herlim confirmed that a quorum is defined as **5** members for the committee.
- Concerns were raised about meeting quorum and the consideration of needing new appointments was mentioned.

New Meeting Member Arrival

- Thomas joined the meeting late.
- Nicky quickly updated Thomas on the meeting progress.

Next Steps Planning

- Nicky emphasized the importance of following up on work plan implementation for the year.
- Herlim Li mentioned a previous plan to build coalitions for racial justice and power realignment within the community colleges system.

Meeting Engagement and Inclusion

- Rocio Diaz introduced her daughter, Valentina, to the committee, creating a welcoming and inclusive atmosphere.
- Rocio indicated she would be mostly on mute because of her daughter's presence.
- Nicky demonstrated efforts to set a productive and friendly tone for the meeting through mindfulness and fostering connections among members.

FACCC BIPOC Committee Meeting Details

Meeting Schedule

- All-committee meeting (not the coming weekend, but the following one) will not have a Zoom setup but the option was talked about for future inclusion of remote participants.

Committee Work Plan & Goals

- Last year, FACCC committees were supposed to take on one anti-racist initiative and appoint liaisons to monitor anti-racist efforts, but they didn't.
- Capacity to maintain the aim of repeating the initiative was talked about.
- The committee Work Plan for the year includes talking about whether to repeat the aim to have all committees adopt one anti-racist initiative.
- The possibility of members expecting to contribute to the initiative was talked about; this discussion included whether to ask less committed members to consider stepping down.

Understanding FACCC Politics

- Mazila Kazi indicated they're new to FACCC's internal politics, showing curiosity and interest.
- Question was asked for racial demographic details of the FACCC Board of Governors NY talked about the importance of FACCC adopting an anti-racist organizational approach.

Board of Governors Diversity Profile

- There are **24** members on the Board of Governors, including part-time members.
- Around **9** or **10** members are people of color, mainly Latino, and not a lot of AAPI representation was noted.
- The consensus on the committee is that the numbers of BIPOC should increase to commit more to anti-racism.

FACCC's Concerns and Engagement Challenges

- Herlim Li brought up challenges of engaging and representing BIPOC communities within FACCC.
- Advocated for an engagement strategy that moves from basic FACCC membership towards committee and board involvement, especially for younger, diverse members.
- NY emphasized developing strong allies and FACCC developing a stronger anti-racist profile for more effective faculty of color recruitment.

Issues and Legislative Focus

- Thomas asked about current primary FACCC issues.
- Top concerns named were legislation, the **50%** law, student housing initiatives, and the unified faculty structure.
- Debates around the impact of austerity on community colleges and rethinking the mission statement in light of diversity challenges were mentioned.
- NY suggested reframing conversations about austerity and Prop **13** in the context of demographic shifts and racial implications. Reference to article on austerity politics of CC funding and loss of 1 million CC students from system written by Debbie Klein

Meeting and Committee Participation

- Next BIPOC Committee meeting will be during All-Committee Day; further meetings aimed to be monthly, scheduled via Google poll.
- Emphasized accountability and active participation in committee work was mentioned.
- Suggestion for a mechanism to follow up with absent members to maintain engagement was made.
- If people cannot commit to between-meeting work, they should consider stepping down from the committee was suggested.

Liaison Work and Committee Priorities

- Rocio and NY will attend the next All-Committee Day; a Zoom connect possibility for the meeting was talked about, not confirmed.
- NY suggests committee members could become liaisons to other committees to spread anti-racist initiatives, subject to individuals' commitment levels.
- Herlim Li suggested retirement, advocacy, and leadership committees as potential partners.

- Members talked about prioritizing which committees could be worked with most effectively and the importance of getting FACCC's house in order first.
- Debates involving the level of support and actual tasks a liaison to another committee would perform were mentioned.
- Re-engagement with committees to push for visible outcomes and anti-racist commitments was talked about.

FACCC's Anti-Racist Initiatives

- Rocio expressed concern in making sure the committee's actions result in visible outcomes.
- Emphasized focusing the committee's work on becoming an organizing political force was mentioned.

Meeting Note Distribution

- Nicky stressed the importance of sharing meeting notes so that others know what was covered and to prevent repeating past conversations.

Attendance and Records

- Herlim clarified that the meeting didn't reach quorum; therefore, it wasn't an official meeting.
- Despite the lack of quorum, Nicky thinks it's good for the board to know the meeting happened and that work got done.
- Herlim mentioned that the notes wouldn't be attached to the board agenda since they didn't have quorum.
- They acknowledged that even attendance by a small number, like three people, should be known—Herlim mentioned that exactly three people showed up.

Next Meeting

- Nicky and Herlim planned to meet in about a week and a half.