

Dear Academic Senate Executive Committee,

First, please accept our appreciation for the rich and engaging Communities of Practice opportunities that you have made available to faculty. We have all participated in multiple CoP and have transformed our student-centered practices as a result.

In our work on the Black-Centered CoP we sought to make curriculum review and revision the heart of our equity work since it is the foundation of the courses we teach. We acknowledge that previously unexamined ethnocentric curricular and cocurricular activities need to be carefully reviewed and addressed for the perpetuation of systemically racist beliefs in our curriculum. We advocate systematic transformation led by the Academic Senate to address systematic oppression and racism here at SRJC.

Some members of our Community of Practice would like to attend your EC meeting on Monday, December 6th to discuss next steps connected to this action plan:

### Recommended Action Plan

Action	Expected Completion Date
1. Agendize the guidelines in the Academic Senate	December 15 2021
2. Senate moves the motion and votes on the guidelines we developed for creating equity-based Course Outlines of Record: <a href="https://docs.google.com/document/d/1TmUprTQ3DIsiRGT4iplef-61ciP1jYCLHyn4YoF2_sU/edit">https://docs.google.com/document/d/1TmUprTQ3DIsiRGT4iplef-61ciP1jYCLHyn4YoF2_sU/edit</a>	By the end of January 2022
1. Guidelines shared with the CRC to consider adoption in the COR review and approvals	By mid February 2022
2. Guidelines shared with departments and cluster tech committees	By the end of February 2022
3. Executive Committee shares guidelines in consultation with the AFA to consider negotiating additional equity criteria to faculty evaluation	End of Spring semester 2022
4. Recommendations shared with the PDC to implement in the summer institute and the 2022-2023 year-long DEIA professional development program	End of Spring 2022
5. Implementing the new equity criteria in faculty evaluations	End of Fall Semester 2022

We thank you in advance for considering our request and for centering equity and Blackness in all that you do. We welcome your questions and further conversation.

Best,

Byron Reaves, George Sellu, Catherine Williams, Roam Romagnoli, Purnur Ozbirinci, Inge Stockburger, Jessica Layton, Bitá Bookman