
SUBMITTED BY:
CHAIR OF EQUITY
COMMITTEE LISA
ARRASTIA, PH.D.,

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EQUITY COMMITTEE

ANNUAL REPORT PREPARED FOR MSCA

P R O G R E S S T O D A T E

Committee Social Foundation/Connection

The EC established a personal, social connection to empower the Committee's foundation as a resource for social, political, and emotional justice.

Decision-Making

The EC does not use Robert's Rules of Order. Instead, the EC uses the Friends model; hence, we *came to unity* on the following:

Group Agreements:

- Honor confidentiality
- Listen to understand
- Build on what others say
- Use specifics when sharing
- Allow for silence and pauses
- Respect time and efficiency

Committee Name Change: Formerly the "Affirmative Action/Equal Opportunity/Diversity Committee." We are now *Equity Committee*. We agreed that the latter needed to be updated. The former encompasses fairness and justice within all social categories of difference.

Broad Representation

The EC will represent all social categories of difference, e.g., race, gender, sexuality, social class, age, "citizenship" status, college status (e.g., adjunct, tenure-track, etc.), and other social categories different from (hetero)normative US structures and culture.

Produce the "Know and Be Known" Project

A creative, cross-campus oral history project to raise awareness of the EC; encourage membership; provide a way for statewide members to *know and be known*; compel those in power to listen and see us; provide the colleges an opportunity for engagement around notions of difference. K+K is under discussion and development.

Make a Call for EC Members from Fitchburg, Westfield, and Worcester

Revise EC Charge in AY 2023-2024

Meeting Practice

- Meet once yearly at the end of August to decide the academic year's mission/theme/trajectory.
- Take advantage of our digital capabilities to conduct more business electronically; subsequently, meet as needed following the annual goal-setting meeting every August.

B A R G A I N I N G R E C O M M E N D A T I O N S

Here are the EC-related bargaining recommendations submitted on 13 February 2023. Amongst other items, the EC recommendations point to human resources practices, specific anti-bias hiring practices; enforcing and supporting essential "DEI" efforts.

R E Q U E S T M A D E T O M S C A 1 9 F E B 2 0 2 3

A letter from MSCA supporting non-CBA and CBA members nationwide as they sustain the uneducated political attacks on Black studies and what is purported to be critical race theory.

Encourage MSCA to issue a statement supporting our national CBA and non-CBA colleagues who continue to fight the false definition and effect of critical race theory and the coupling of erasures, i.e., Black-American history and the anti-Black present with the resulting loss of academic freedom.

I N F O R M A T I O N + C L A R I F I C A T O I N

Contact Chair Lisa Arrastia, Ph.D., *and* Vice-Chair Walter Harper, Ph.D. at lisa@thedfactory.org.