



Intersectionality, Race and Social Justice (IRSJ) Advisory Group

Fall 2025 Academic Senate Retreat



Purpose

The purpose of the Academic Senate Intersectionality, Race, & Social Justice (IRSJ) Advisory Group is to provide leadership and recommendations on practices, policies and procedures that support Diversity, Equity, and Inclusion (DEI) and anti-racism initiatives. In collaboration with all community stakeholders, this advisory group strives to proactively create and support DEI and anti-racism change impacting faculty.

Goals

1. Promote leadership and practices that support a campus climate aligned with our anti-oppression resolution. This includes evaluating not only the individual and collective behaviors but also faculty structures, bylaws, and culture.

Goals

2. Foster faculty self-awareness to deepen empathy and understanding of colleagues' experiences, particularly in recognizing and addressing past instances of offensive, harmful, or oppressive behavior within leadership structures. This includes the intentional identification and naming of sexist, racist, and other discriminatory actions, and the development and implementation of best practices to eliminate, prevent, and actively dismantle such behaviors moving forward.

Goals

3. Promote faculty facilitation skills that effectively address power dynamics, employ culturally responsive practices, foster full participation, and create welcoming spaces for all voices, especially those from historically marginalized groups.

Membership & Meetings

- Faculty members are appointed by the Academic Senate and ideally have experience and/or a personal commitment/investment in DEI and anti-racism work.
- Meets monthly during the primary academic semesters.
 - Fall 2025 meeting schedule TBD

2024-2025 Initiatives

- S2025.01 Recommendation of Ongoing Professional Learning for Inclusive & Equitable Meeting Facilitation Practices
- S2025.03 Establish an Inter-Tribal Educational Advisory Board at Santa Ana College
- S2025.05 Support Educational Access and Protection for Historically Marginalized Students
- Provided DEIA recommendations and advisory for the New Faculty Prioritization Process
- Advising and representation for SAC's Institutional Learning Outcomes Subcommittee



2025-2026 Courageous Leadership Institute Update

- The SAC Courageous Leadership Institute (CLI) aims to empower 10 Classified Professionals and 10 Faculty with inclusive leadership skills and strategies that foster personal, professional, and systemic transformation.
- Grounded in SAC's Guided Pathways and Equity Framework, the Institute supports participants in developing courageous, equity-minded leadership for lasting impact.
- CSEA MOU approval delay

Contact IRSJ Senate Reps

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