

Equity Committee
11/27/18
2:00 pm-3:30 pm
Room Location Student Center Lounge

ATTENDANCE

E. Cervantes, C. Velarde-Barros, E. Talavera, J. Richburg, M. Sanidad, R. Brown, J. Maringer, C. Cisneros, P. Wruck, , M. Chatterjee, D. Gonzalez

I. Call to Order

E. Cervantes called the meeting to order at 2:07 pm

II. Approval of Agenda

M. Sanidad/Carla

III. Approval of Minutes

Carla/M. Sanidad. Approved.

IV. Discussion

a) SEAP and New Equity Plan Update

E. Cervantes gave an overview of the training he attended. He distributed the Equity Portion of the training. June 30, 2019 is the deadline for equity plan. The plan will be for three years but the budget plan will be from the 2019-2020. There are still details being added about the budget piece. All the data will be reported via MIS and the report will be turned in online. The committee will take the lead in creating the Equity plan and need to start thinking how to connect with the rest of the campus, especially Guided Pathways. There is a need to have others on the committee to help in the development. The turnaround time is short. The new equity analysis will be hopefully available by end of December through January. It would need to be approved by March 26, 2019 by Equity and then move through shared governance to end up at the board of trustees for final approval by June. The timeline is tight so the whole report needs to be finished by March 26, 2019.

One area that needs to be reviewed is how programing needs to change to meet the equity needs on campus. One tool that can be used can be similar to what IEC uses. Another equity gap analysis was done but the programming needs to adjust to meet those new gaps. There needs to be strong outcome data that needs to tie back into completion, success rates, graduation rates, transfer rates and then needs to be connected back into the bigger institutional picture.

The plan is to look at the longitudinal data. There is flexibility in regards to looking at other groups within the equity analysis. One possibility is to look at the program levels and see where the inequities lie and see if additional support is needed. P. Wruck added that there is a need to look at the gateway courses within a program. R. Brown added that we need to work towards program outcomes and metrics and how the campus is focusing on those areas. The campus may not be able to offer intensive courses across the board so the campus needs to target those areas of need. C. Velarde-Barros pointed out that there are populations identified in the analysis and to see if there is the

capability of doing it. GavData can do custom cohorts with the help of the research office.

Transfers can be tracked by the whole college but not individually yet. One area of frustration is tracking Dreamers since they can't be tracked for transfer and the chancellor's office is awarding extra points for Dreamers who transfer which makes no sense since they can't be tracked. To be counted a social security number is needed to give the campus credit. Students have to actually show up, register for classes and complete a term to be counted as transfer to a four-year. P. Wruck added that these are the metrics that the campus will have to deal with unless the chancellor's office changes their mind. E. Cervantes added that this is a good time to reevaluate the plan and create a global institutional plan to help focus on equity with all involved. The SEAP funding should be okay for this year and next year and then the new funding model will be used, which has the potential of the SEAP funding decreasing. It was asked that everyone be proactive in staffing and look at COLA and other staffing issues that may arise. For now the Equity side of the funds seems good. This will be a bigger charge in the spring semester. E. Cervantes asked that those who want to help out can contact him to set up a time to meet and plan.

b) Professional Development

E. Cervantes reported that part of SEAP has a 1% cap for professional development. C. Velarde-Barros added that April 17-19, 2019 there will be a three day academy that will have teams of up to 10 people to attend to build on creating the equity plan or build on the work. The cost would be \$10,000 for up to 10 people. Another similar training is occurring in southern California that would do similar training on how to move the campus forward. She believes it would be a great idea to send a team of people for training. C. Velarde-Barros will send an email with the specifics for both trainings.

Another idea is to see how to create a comprehensive team across the campus to encourage people to attend this discussion. It would be paid for by the SEAP funding. M. Sanidad asked that the best thing to do would be to build a team to attend this training with the inclusion of people from different levels on campus and how to move it forward. It's not just to call for participants but there would be a charge on what to do with the information learned. It would be a team of people who have the intention to move the information through the all levels of the campus. P. Wruck added that the program reviews can be presented to the Equity Committee for ideas and input since it should be integrated across campus. C. Velarde-Barros added that the next thing that needs to be asked is how to implement the changes and how to help the campus and different groups take different actions towards the overarching institutional goals. E. Cervantes added that by the time the training comes around we would have to have the equity plan completed. There are some funds in the Equity portion of the SEAP funding just to cover the cost.

Another possibility is to have an institutional license for a certificate program to move outcomes for men of color students. There is also another option to bring a person to speak and train in person.

R. Brown asked what the professional development funding is to be used for and if it so to move the campus towards implementation. C. Cisneros added that there needs to be a way for those who attend a conference to bring the information back and present it to the campus via Convocation Day or a brown bag event. The most effective trainings are those that have an outcome at the end with a person to see how the progress is coming along. One big issue will be the implementation of AB 705 and how that will remove a certain population. There is a group meeting to discuss this issue and the concern is how the needs of basic skills students will show up in the Guided Pathways. C. Velarde-Barros asked what the definition of Basic Skills students will be since label will disappear. She added how to do we integrate support via Guided Pathways for these students.

A motion was made to move forward for creating a team to attend the Skyline Academy in April.

MSC (C. Cisneros/ M. Sanidad). Vote: Unanimous. The motion was approved.

c) Bylaws Review and Changes

C. Velarde-Barros presented the Equity Committee bylaws and how they can be edited. The group reviewed the bylaws and made suggestions. C. Velarde-Barros added that there needs to be a conversation on what the committee is currently doing and how that will guide the bylaws review.

E. Cervantes will place the current bylaws as a Google document for the committee to give input and comments for the first meeting in the spring semester.

d) Equity in Governance Review

E. Cervantes updated the committee on the Governance Review that will be taking place across the campus. One question added to the review is asking the committees what they are doing in terms of equity and the principles of community.

V. Action Items

a) Meeting Structure/Time

E. Cervantes asked the committee if it would be okay to meet twice a month to prepare for the equity report. This will allow for work to be done during the meeting with fruitful conversations.

MSC (Carla/M. Sanidad. Vote: unanimous. Approved.

VI. Next Steps (5 minutes)

- N/A

VII. Adjournment

Adjourned by consensus at 3:30 pm.