

**Equity Committee**  
**2/26/19**  
**2:00 pm-3:30 pm**  
**Room Location Student Center Lounge**

**ATTENDANCE**

E. Cervantes, C. Velarde-Barros, N. Dequin, J. Richburg, J. Tomasello, , M. Sanidad, V. Martinez, D. Stuckey, C. Cisneros, P. Wruck, E. Talavera, D. Gonzalez, Student.

- I. **Call to Order** at 2:08 pm by E. Cervantes
- II. **Approval of Agenda**
  - MSC (M.Sanidad/D. Stuckey). Vote: unanimous. Approved as presented.
- III. **Approval of Minutes**
  - MSC (M.Sanidad/D. Stuckey). 1 abstention member was not present at last meeting. Approved.
- IV. **Discussion**
  - a) Equity Plan
    1. Information Gathering Form/requirements – E. Cervantes and E. Talavera created a fillable form which was emailed out to all areas, a sample handout was provided, and asks that the Equity Plan Information Gathering form be completed. The information gathered will go into the Equity Plan regarding the disproportionately impacted student population. E. Cervantes asked N. Dequin to take the form to Academic Senate and/or the Department Chairs meeting on Monday. It was suggested to email to department chairs, student services and other departments to get this out quickly. The goal is to streamline the data. It was suggested to change the language of the form so that the information we would like to gather is communicated better; Carla will draft suggestions and send to E. Cervantes before he sends out the form.
    2. Executive Summary - E. Cervantes will continue to work on the Executive Summary and share with the committee soon. It is the summary of what we come up with for the Equity Plan. He will need to look at and present expenditures in a consolidated format. Equity needs to be integrated in every facet of the campus.

b.) Professional Development/ Skyline Institute

1. There is one spot left and the Equity Committee needs to decide if Gavilan will attend. C. Velarde-Barros shared a flyer for the event and information about the event. We need 10 members from the college at all levels to attend as a group. C. Cisneros discusses that this opportunity focuses on the academic faculty side and it should be offered to the 25 new part time faculty hired in the last two years. In order not to single any faculty we can strive for 5 new faculties to attend. Discussion continued in determining who would be the appropriate individuals to send to the academy. The committee agreed to attend and strategically select attendees. . C. Velarde-Barros will confirm and take the lead.

b) Bylaws Review and Changes

1. . C. Velarde-Barros sent out an email asking for feedback on revising the bylaws. She wants to look at it as a whole and see who is missing. She is hoping that strategies come out of the Skyline institute Academy. E. Cervantes would like to reestablish what our vision is; we still have our equity plan as a part of it but what do we want to achieve now? What is our greater sense of purpose? We want to ensure we have all of our key players to make sure that the purpose is properly created. E. Cervantes would like to determine if the Equity Committee is still placed appropriately under shared governance or under the right group or does it need to change?
2. There was a discussion that the human resource departments involvement is missing from the group and the committee would like to bring in someone from human resource to sit in in our meetings. C. Cisneros shared a take away from a conference she attended, Diversity Hiring, specifically in the classroom, being important in closing the gap. E. Cervantes would like to invite Eric Ramones to present the EEO to the Equity Committee to help drive the bylaws. E. Cervantes asked that the bylaws be sent out one more time to receive more feedback.
3. Discussed having a retreat to develop a new vision for the committee.

**V. Action Items**

- a) none

**VI. Announcements**

**VII. Next Steps (5 minutes)**

- Invite Eric Ramones to talk about the EEO Plan.
- Organize recommendations for the organizational structure in leadership on campus –What is the role of this committee?

**VIII. Adjournment**

DRAFT