

**Equity Committee
Meeting Minutes
9/25/18
2:00 pm-3:30 pm
Room Location Student Center Lounge**

ATTENDANCE

E. Cervantes, C. Velarde-Barros , F. Lozano, C. Cisneros, R. Shook, D. Stuckey, K. Warren, C. Boss, S. Reyes, E. Luna, E. Talavares, M. Sanidad, Nolan Golden - student, Rocio, M. Chatterjee, Juliette Gonzalez – student, Mariam Hernandez - student, Bryanna Gilges - student

I. Call to Order read by E. Cervantes at 2:01pm

II. Approval of Agenda

MSC (M. Sanidad, D.Stuckey).

The motion passed with recommendation from C. Velarde-Barros to move Undocu Student Week of Action to the top of the agenda.

III. Approval of Minutes

MSC(C. Velarde-Barro, Nolan Golden)

The motion passed with M. Sanidad abstaining for reason of not being present

IV. Action Items

a. Undocu Student Week of Action (October 15-19) – Presented by Carina Cisneros

The Chancellor's Office passed resolution declaring Oct. 15th – 19th, 2018 as Undocumented Student Week of Action and the Dreamers Taskforce will begin planning the series of events for the week that will advocate to codify DACA into federal law and create a pathway to citizenship for DACA recipients and to support all undocumented students. The committee wants to determine the roles of student's vs. staff/faculty for the activities during this week. Everyone was notified of the Week of Action. Each day of the week will be a specific theme, see calendar in toolkit.

Currently the following action items have been designated.

- Ryan will host a webinar viewing every day at 11am in the Student Center. Webinar topics vary but all are related to undocumented student support, resources and encouragement.
- ASCG will discuss printing and gathering advocacy postcards and send to congressional representatives.
- Carina is creating a one sheet information sheet for undocumented students which will be accessible in A & R and Financial Aid office.
- ASGC is already helping and encouraging students to register to vote
- Financial Aid is hosting a CA Dream Act application drive on Wednesday, October 17th from 9-3pm in the Assessment Center.

- Undocumented student resource tabling will take place during Transfer Day on Nov. 1st from 11-2pm

Other events/actions to consider:

- Tweet/Instagram/Facebook congressional reps about why DACA and immigrant families are an important part of your community
 - Join an immigrant rights advocacy group
 - Undocu ally training on campus – there is not enough time or resources to put together training for that week but we might consider this for a later date depending on interest.
 - Activities to encourage students to complete Dream Act application
 - E. Luna suggested actions and activities that would have a local impact
 - Nolan recommends putting together an info graphic with a QR code to allow students to have access and still be able to stay discrete.
 - Nolan will look into hosting a town hall meeting sponsored by ASGC.
- b. One more planning meeting will be scheduled before Oct. 15th.

A week of events/actions – send post card

V. Discussion

- a) **Equity Update, History, and SEAP** – E. Cervantes provided an overview of the history of Equity with updates.
- a. There has always have equity plans on campus and state laws but there hasn't always been money attached to the equity plans. In 2015/2016 the Equity Committee wrote up a complex equity fund, allocated funding and created structure to meet deadline in short timeframe. The Equity group started to evolve after bylaws were created; they also created reporting mechanisms, managed equity funds and updated the Principals of Community. Last year there was a shift when the chancellor's office moved towards an integrated plan. Equity data needed to be revisited; it was and the group came up with a new analysis. The Student Equity Achievement Program, combines Equity, SSSP, and Basic Skills, is now in place which means that Equity no longer has equity funds, we now have funds that are combined and supporting Guided Pathways. There will be an Integrated Planning Committee that will be looking at the funding, not a lot of structure for Equity, requirements are unknown, no communication yet for next steps. Next steps we will still have to write up a new equity plan and are hoping for more time for turnaround time. New analysis and data will be needed, methodology might change, may have to revise bylaws to meet the needs of the new plan K. Warren discussed the Student Center Funding formula to increase students achieving their degree and their goals. The idea is to work together as an entire campus to work towards common goals to increase student achievements. Ryan stated that it is important to start thinking about Guided Pathways and working with students through their first year in college to

help increase completion rate. K. Warran provided informational handouts on the Guided Pathways topic.

b) **Proposal of new Resolution - AB1969 Sexual Orientation and Gender Equity –**

Presented by Nolan Golden

AB 1969: Sexual Orientation and Gender Equity focuses on 3 key components

- a. ASGC and the Gavilan College District collaborate in implementing a Preferred Pronouns and Name policy that is parallel to SB 179 by spring of 2019. Students' preferred name and pronoun shall be used on class rosters, campus ID cards, SARS, and any other student-related portal. Allowing students to use any restroom or college on campus.
- b. Any student enrolled at Gavilan College shall have the opportunity to use the restroom or locker room facility that matches the current gender on record with the office of Admissions and Records. These facilities, single use or multi-stall, shall have gender neutral signage with no depiction of the gender binary.
- c. ASGC and Gavilan College district will develop a resource center dedicated to the academic and general health needs of LGBTQ students, related family members, and community members that are within Gavilan's operating district.

Action item is to approve this item.

Carina would like to ask for a resource center to support all groups such as LGBTQ, Foster Youth, Dreamers, Veteran.

Will bring back as an action item in 1 month.

c) **Equity Goals –** At Equity Retreat we left off at Equity Goals

- a. 2018-2019 Goals
 - i. Connection individuals/departments to Equity Goals
 - Share information
 - ii. Shape the conversation around student needs
 - There needs to be a model to share information
 - iii. Equity framework
 - Student culture of equity
 - iv. Form/Increase Data groups
 - Train data coaches
 - v. Professional learning Group
 - On campus and long term, recursive
 - vi. Equity Committee Structure/Role – F. Lozano, will need to revise the bylaws
- b. MaryAnn suggested that all groups/committees on campus should work on towards the same goal together, at the same time. Data and Guided Pathways are the current focus of the campus. Carla suggest looking at the chancellors vision, look at what we need to increase, example, transfer rates, etc.

- c. E. Cervantes - How are we going to support GP and that model and advocating it or advocating for GP through an equity lenses.
- d. C. Cisneros –
 - i. Pell numbers are down – messaging throughout campus, provide students visuals, ex: Submit your FAFSA signs. Campus wide messaging.
 - ii. Promoting a transfer culture – create equity themes all year round that touch all students across the board/college and equity related.
 - iii. K. Warren – English dept. received a \$115k grant for financial literacy program
 - iv. C. Cisneros – equity theme for every month – a good way to keep equity conversations happening throughout campus. Ex: October Financial Aid push, everyone on campus should have FA on their mind and pushing students to apply

A. Next Steps (5 minutes)

Carla would like to create 2 workgroups, one to finalize goals, the second to create themes for each month. She is asking for members to email her if they would like to participate on either subcommittee.

B. Adjournment – 3:31