

Equity Meeting
Minutes

9/10/15 in PS 102 from 12:50-1:50 pm

ATTENDANCE

E. Cervantes, E. Talavera, J. Stewart, A. Ratto, D. Achterman, A. Gonzales, S. Sweeney, R. Brown, K. Moberg, K. Warren, K. Smith, M. Fa

I. Bylaws

- A. A. Ratto gave an overview of the drafting of the bylaws. One area that needs discussion is the voting members of the committee since they will be voting on proposal recommendations. The requirements must include categorical programs and should include students. Some emails that have been coming through have suggested that community members be included. It will be added and then the committee will try to get a member from the community.
- B. Professional Development was not included which should be added in the Equity purpose as number six. It needs to follow the criteria and language given by the chancellor's office.
- C. One area needed is a voting member from the classroom instruction side. One question is the load that a faculty member carries. Someone from Basic Skills could qualify, with two faculty members at large with one from Basic Skills teaching faculty. This would be addition to the other two faculty members.
- D. This is a campus wide categorical so should be taken through participatory governance then to Presidents Council.
- E. In terms of voting, there needs to be 50% plus one. The voting members need to be appointed by the constituency. Once the bylaws are fairly complete then they will be sent to Academic Senate for formal appointees to the committee ASAP.
- F. Professional support staff needs to be appointed by CSEA.
- G. A. Ratto will make the changes and send it out.

II. Professional Development

- A. D. Achterman gave a quick overview of Professional Development. Professional Development is training for specific skills. Most learning on campus is professional learning, which identifies issues and challenges that want to be pursued to measure and meet a goal. This is done in a community.
- B. Professional learning is an equity issue because it means so many things to so many different people.
- C. What ways is professional learning an equity issue?
 - i. It requires professional learning to understand racism and stereotype threats. Many faculty are Caucasian teaching equity to other cultures. These things need to be addressed explicitly with actual knowledge. One of the most important trainings was the trauma in education, which is important for teachers to understand trauma and the impact on learning.
 - ii. This was placed in the plan last time and should be the focus.

- iii. This may be cultural competency and equity work should include the unrecognized biases on campus and how they interfere with the students. This is a much more difficult issue.
 - iv. It's also an equity issue for faculty and staff because a lot of staff is not allowed to attend activities during their work day.
 - D. What role might the committee might want to play and carry forward as part of our own identity?
 - i. A. Ratto commented that it is being worked on at professional development.
 - 1. E. Cervantes asked how to make other areas on campus responsible for equity issues besides the equity committee. How can other committees support equity on campus?
 - ii. Equity has to be attached to program review because it is a requirement
 - iii. K. Warren commented that professional learning and student learning be linked. If committees and other bodies on campus approach things that are inquiry based, then professional learning would be part of what we do. We reshape how we do committee work.
 - iv. D. Achterman suggested that the committee models professional learning very well. The Learning Council formed a professional learning FIG to help facilitate more robust professional learning on campus and a representative from Equity should attend to be part of that FIG.
- III. Current year agenda and the carryover expenses
- A. This year's expenses with other commitments made through staff and library commitments along with other expenses, such as bookstore gift cards and buses, has a tentative budget that can be sent out.
 - B. The projection is that next year's budget would increase 75%-100% of what was given this year. There will not be sufficient funds to do everything that has been proposed. Some additional areas did not submit proposals. There are several items that are not included in the proposed budget. K. Moberg pointed out that the focus needs to be on what proposals can be accomplished. There is a little more time to talk about it but there needs to be something firm to take through the approval process. The committee needs to agree what the populations are and the markers and how to get to the markers. Basic skills have thousands of students from semester to semester. The biggest target that the committee can make an impact on is Basic Skills. The committee needs to engage the instructional faculty within the classes and outside the classes since they are the ones who can identify students in crisis and need help.
For this to work there needs to be a campus wide investment. The college needs to figure out what is important and how to make a difference since there is no transfer

culture or outcome culture. As a reminder, the committee's focus should be on the Gavilan College culture only, not on other college cultures. K. Smith suggested that the committee should name what proposals can make a deep impact on the campus. The current proposals will be sent to those on the committee.

IV. Proposals and associated costs

A rubric needs to be developed. Proposals now have to include research and should be part of the decision making process, with overlapping in the Basic Skills area. It was asked to send the rubric out to the committee again. Proposals should come back with research and data.

K. Moberg reminded the committee that the state is measuring outcomes and this is a three year plan. There should also be a baseline, where there will be a decrease and/or increase in the data sets. There needs to be clear interventions on what needs to happen. It was pointed out that the rubric needed to be expanded and meet the current regulations and requirements.

V. Adjournment

The committee finished at 1:55 pm. The next meeting is September 24, 2015.