

Cerritos College
Student Equity Committee Minutes
Wednesday, December 11, 2019
3:00 – 4:30 p.m.
LA-105

Present:	Kim Applebury	Danylle Williams-Manser
	Shawna Baskette (Lopez)	
	Damon Cagnolatti	Absent:
	Dr. Chelena Fisher	ASCC Representative
	Dr. Shelia Hill	Faculty Senate Representative
	Dr. Steven La Vigne	Alva Acosta
	Brittany Lundeen	Lydia Alvarez
	Rick Miranda	Rafael Amparano
	Dr. Frank Mixson	Ali Delawalla
	Dr. Dilcie Perez	Amber Dofner
	Dr. Valyncia Raphael	Dr. Adriana Flores Church
	Niki Lovejoy Robold	Vanessa Morrow
	Jamie Quiroz (Rodriguez)	Dara Worrell
	Dr. Stephanie Rodriguez	Francisco Zaragoza
	Berto Solis	Guest(s):
	Yvette Tafoya	None
	Graciela Vasquez	
	Dr. Lynn Wang (Griffin)	

I. Approval of Minutes – November 13, 2019

Ms. Lovejoy-Robold motioned to approve the November 13 minutes and Ms. Williams-Manser seconded the motion. The vote to approve the minutes was 14-0-4; Ms. Applebury, Mr. Miranda, Ms. Quiroz, and Dr. Rodriguez abstained. Dr. Raphael was not present for the vote.

II. Student Equity and Achievement Plan Annual Report

Dr. Perez stated that the following report components were shared with the committee at its November 13 meeting:

- I. Year 1 expenditures by budget line item (July 1, 2018 through June 30, 2019)
- II. The amount the college forecasts to spend in Year 2 (July 1, 2019 through June 30, 2020)
- III. Selection of at least five Disproportionately Impacted (DI) groups identified in our Student Equity Plan.
 - At least one “Black or African American” DI group
 - At least one “Hispanic or Latino” DI group

- And at least three additional groups to report on
- IV. For each of the groups selected in Step III, identify between 1-3 activities to report on
 - Activities must be linked with category titles that describe the activity (list of categories provided by Chancellor's Office)
 - Assign an implementation status to each activity (Not Begun, Implementation in Progress, or Fully Implemented)
 - Colleges may add and report on additional activities under the DI groups following the same process above
 - V. Provide an estimate of how the college plans to spend its entire 2018-19 SEA allocation (two full years of spending), with a breakdown by category.
 - VI. An optional success story for collaborative purposes and to help establish best practices.
 - VII. An optional section to share any challenges the college has encountered with implementing efforts and activities related to the SEA Program.

At its November 13 meeting, there was consensus that the Asian and LGBTQ+ groups should be included as they were the populations listed as DI groups in the most categories. The next highest group is Native Hawaiian or other Pacific Islander, so we will report on that population as well. Dr. Perez stated that baselines and goals are automatically populated in NOVA.

The committee reviewed proposed activities and categories, provided feedback and suggestions, and recommended selecting 2-3 categories for each activity. Dr. Perez clarified that the activities are to be used for goal setting, and that categories that are not listed can still be funded.

Due to time constraints, Dr. Perez suggested appointing a small group to meet and finalize the report, crosswalk the activities with the [2019-2022 Student Equity Plan Executive Summary](#), and review the areas identified from the 2019 Equity Retreat. The committee reached consensus that Dr. Perez, Mr. Cagnolatti, Dr. Mixson, Dr. Raphael, Mr. Solis, and Ms. Vasquez will meet next week to narrow down the categories. Others may be contacted for assistance, and the final report will be shared with the committee via email.

III. Professional Development Plan

Mr. Cagnolatti stated he met with Dr. Perez, Dr. Raphael, and Chad Greene to discuss an initiative named Falcon's Corner. The initiative is designed for participants to develop equity capacity building strategies, specifically a series of design, implementation, accountability, assessment, resourcing, communication, and sustainability plans, to improve and enhance equity at Cerritos College. Dr. Raphael stated that Falcon's Corner is a homegrown program that could merge cross-campus professional development efforts rooted in partnership. It would provide more alignment, structure, and consolidation, and increase participation. The proposal includes offering an Equity, Diversity, and Inclusion (EDI) speaker series with prominent speakers, funding a diversity fellow position to provide guidance and structure, and train-the-trainer opportunities to provide one-on-one and group learning opportunities. The ultimate goal is to develop an ecological approach to create equity allies and to

implement action plans to facilitate our transition toward becoming more equity-minded in our institutional thinking.

Dr. Perez stated that the committee will continue to receive updates, and that a tool or instrument would need to be developed to evaluate success.

IV. Student Equity Committee Future Direction

Dr. Perez and Mr. Miranda stated that the SEA Task Force held many meetings in Spring 2019 to discuss the possibility of disbanding this committee, along with the Developmental Education and Student Success and Support Program committees, and establishing a single overarching committee aligned with the SEA Program. The task force will begin meeting again in Spring 2020 to continue conversations. Dr. Perez asked the committee members for their feedback.

Ms. Vasquez stated that something has to be in place to focus solely on student equity, as it is a very important issue that affects the entire campus. This could be a subcommittee of the overarching committee, or a separate committee. A process or structure needs to be identified to maintain accountability and transparency, facilitate communication, monitor progress, and ensure we continue to move forward in closing gaps and achieving our goals. Task forces or work groups could be assigned to specific activities in our plan, but there would also need to be broader and more holistic conversations. Dr. Perez stated that she heard a comment that the Student Equity Plan needs to include the Academic Affairs area more and that we are missing that lens. Dr. Raphael stated that committee members should be serving as the point person for their areas/groups and that discussions need to continue after meetings are concluded. The committee agreed that large groups are not efficient and that those with expertise and knowledge in specific areas need to be identified and brought into the conversations.

There will be ongoing conversations with regard to this topic, and Dr. Perez and Mr. Miranda asked the committee to keep this in mind and share their ideas.

V. Member Reports and Announcements

None