

**Cerritos College**  
**Student Equity Committee Minutes**

**Wednesday, April 10, 2019**

**3:00 – 4:30 p.m.**

**Cheryl A. Epple Board Room**

Present:	Alva Acosta	Yvette Tafoya
	Kim Applebury	Graciela Vasquez
	Dr. Kristi Blackburn	Lynette Void
	Damon Cagnolatti	Danylle Williams-Manser
	Ali Delawalla	Dara Worrell
	Dr. Chelena Fisher	
	Dr. Adriana Flores Church	Absent:
	Dr. April Griffin	Amber Dofner
	Phil Herrera	Dr. Shelia Hill
	Terrie Lopez	Dr. Steven La Vigne
	Brittany Lundeen	Rick Miranda
	Dr. Frank Mixson	Dr. Patricia Robbins Smith
	Dr. Dilcie Perez	Norma Rodriguez
	Dr. Valyncia Raphael	Joshua Williams
	Niki Lovejoy Robold	
	Dr. Natalie Sartin	Guest(s):
	Armando Soto	Humberto Solis

I. Approval of Minutes – March 13, 2019

There was a motion to approve the minutes by Dr. Griffin, and the motion was seconded by Ms. Lundeen. The vote to approve the minutes was 11-0-1; Dr. Sartin abstained. Ms. Acosta, Dr. Blackburn, Mr. Cagnolatti, Mr. Delawalla, Dr. Flores-Church, Mr. Herrera, Dr. Mixson, Ms. Vasquez, and Ms. Worrel were not present for the vote.

II. Campus-wide Diversity Statement (Short and Long Version)

*EMP Goal F: Enhancing Organizational Effectiveness*

The Diversity and Equal Employment Opportunity Advisory Committee (DEEAO) has worked on creating a campus-wide diversity statement since 2017. Now that both the long and short versions have been drafted, the goal is to get board approval after both versions are vetted through shared governance. Board Policy (BP) 7100 is the current diversity statement for the college, but there is no corresponding Administrative Policy (AP). It was also noted that BP 7100 received edits at the last Coordinating Committee meeting to add equal employment opportunity language, to which Dr. Raphael responded DEEAO is aware of.

The following suggestions were provided for the short version:

- Add the language “members of the college community” as it is listed in the long version

- Rewording the short version to carry the same emphasis as the commitments section in the long version

Dr. Raphael asked the committee for a vote of support with the noted suggestions for the short version of the diversity statement. Mr. Cagnolatti motioned a vote to support the short version with the named suggestions, and Mr. Soto seconded the motion. The vote of support was 21-0-1. Mr. Herrera abstained.

The long version of the diversity statement has 3 major sections: preamble, definitions, and commitments. Dr. Raphael stated the goal for the long version is to establish an AP 7100 since it does not exist at this time. Her suggestion prompted a discussion of the purpose of an AP and that the language in the long version is somewhat vague to serve as such.

The following suggestions were provided for the long version:

- Adding a “catch all” phrase at the end in the definitions section
- Military status was clarified as a more inclusive term, but it was suggested to list “military status/veteran”
- Incorporate the long version into the BP 7100 and create a new AP 7100 to establish a formal procedure to support the BP 7100

Dr. Griffin motioned a vote to support the long version with the listed suggestions. The motion was seconded by Mr. Cagnolatti. The vote of support was 22-0-0; there were no abstentions.

Dr. Perez thanked Dr. Raphael and DEEAOC for their work.

### III. Update on Student Equity Plan

#### *EMP Goal A: Strengthening the Culture of Completion*

There have been many California Community Colleges requesting the Chancellor’s Office to extend the June 30, 2019 deadline due to the state’s data issues. The Chancellor’s Office responded that extensions are an option if individual colleges formally request one. The Student Equity Planning group has begun to identify potential goals and has broken up into small teams to write goals under each required plan metric. A draft of goals will go back to the Student Equity Planning group body on Thursday, April 18, in order to identify activities to support the proposed goals. Dr. Perez thanked the planning group for their efforts so far.

The committee briefly discussed data challenges from the Chancellor’s Office that still remain, which impact the ability to identify the disproportionately impacted demographic groups. Dr. Blackburn clarified the data challenges are, in-fact, from the Chancellor’s Office and are not a reflection of the IERP Office and the work they do. Dr. Perez responded on behalf of the committee that the IERP Office is not seen as the cause of the data accuracy challenges. Dr. Blackburn also noted the CSSE and CCEAL data sets are not dependent on the inaccurate demographic data from the state, as the data was derived from student surveys. The committee discussed the available data from NOVA, which could be a good starting point for establishing plan goals.

A retreat is tentatively scheduled for May 3 to give all shared governance groups the opportunity to review the draft plans for Student Equity and AB 1809. Several members

shared a concern of being able to have a Student Equity Plan draft ready by May 3. This concern led to an in-depth discussion of the alternative options in completing the draft plan for shared governance review and meeting the deadline set by the Chancellor's Office.

Dr. Flores-Church motioned a majority vote on the committee's options moving forward, and Ms. Lovejoy seconded the motion.

The committee considered and voted on the following three choices to move forward:

1. Keep the retreat on May 3 as-is: *6 votes*
2. Change the retreat to May 10 with the option of a special Coordinating Committee meeting in the Summer if needed: *12 votes*
3. Request to extend the deadline from the Chancellor's Office: *2 votes*

Based on the majority vote, the committee decided to change the May 3 retreat to May 10 in order to give more time for the plan to be drafted while still honoring the shared governance review process. Mr. Herrera was not present for the vote.

#### IV. Student Equity Subcommittee Reports

##### *EMP Goal F: Enhancing Organizational Effectiveness*

Dr. Raphael noted the Outreach Subcommittee is done with their tasks. The finalized recommendations and summary will be emailed to Dr. Perez.

Mr. Cagnolatti noted the Professional Development Subcommittee is meeting tomorrow to finalize their final report draft and it will be emailed to Dr. Perez. This report will also need Faculty Senate to review and approve, especially with the CTX component, in order to streamline the Professional Development process.

Dr. Fisher noted the Planning Retreat subcommittee is done with their tasks.

Ms. Tafoya noted the Goal Setting/Infrastructure Subcommittee is done now with their tasks since their grid was finalized, which will be sent to Dr. Perez.

Dr. Blackburn noted the Budget/Funding Request Subcommittee is making edits to the Reporting Form and it will be sent to Dr. Perez when it is finalized.

#### V. Member Reports and Announcements

Ms. Worrel discussed a student who was denied by the Academic Excellence Committee because the student's overall GPA is just shy of 3.5. Ms. Worrel solicited suggestions from the committee as to how to best handle the situation.

Mr. Soto shared a professional development opportunity called the Equity Institute, with a focus on onboarding and Guided Pathways, which costs \$10,000 for a team of 10 campus members. He will forward the information to Dr. Perez.

Dr. Perez updated the committee that the SEAP Task Force is still meeting and working towards combining committees. An update will be shared when the task force has a proposed timeline for this transition.

Mr. Cagnolatti announced the JSPAC webinar watch party will take place in BK 111 on April 18<sup>th</sup> at 3:30pm. Three webinar meetings are also scheduled on April 25, May 9, and May 23, which will consist of going over the basic foundational principles of equity, diversity, and inclusion. The webinars are designed for all levels of experience.

Dr. Mixson commended Mr. Cagnolatti for his work on the Professional Development Subcommittee.

Dr. Raphael commended all those who received a diversity award. She also announced today is Day of Action for Sexual Assault Awareness Month. Graffiti art is being displayed in Falcon Square.

Ms. Lundeen announced the first annual College Signing Day, which will take place on May 1 from 11am to 1pm. The event will consist of picture opportunities with the campus mascot and transfer institution pennants. A flyer will also be sent out via email.

VI. Next Meeting – Wednesday, May 8