

Student Equity Committee Minutes
Wednesday, February 13, 2019
3:00pm – 4:30pm
Cheryl A. Epple Board Room

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

I. Approval of Minutes – December 12, 2018

One correction was noted in the Member Reports and Announcements section to list the date as Thursday, January 10th, 2019. A motion to approve the minutes with the noted correction was made by Dr. Hill and seconded by Ms. Lovejoy. The vote for approval was 24-0-4; Ms. Lopez, Mr. Miranda, Dr. Flores-Church, and Ms. Rodriguez abstained. Ms. Void and Mr. Cagnolatti were not present for the vote.

II. Student Equity and Achievement Program Retreat Report
EMP Goals A, B, C, D, E, F

Mr. Miranda thanked those who have already submitted feedback for the retreat. He asked the group to not only view the Student Equity and Achievement Program as a mandate, but also as new opportunities with students. Reframing this way is important to maintain a focus on students rather than solely meeting requirements. He also noted the challenge for the campus is identifying overlaps in services and eliminating silos.

Feedback from the group included topics such as accountability, organizing and initiating the work that needs to take place, determining roles for both individuals and subcommittees, and clarifying the campus direction. Another discussion surrounding available data methods took place, which touched on the need for data to identify and address gaps, the dashboard on the student success matrix from the state, and defining the metrics. Dr. Perez proposed the group should first look at the student success matrix and identify specific metrics they would like to know and report back at the next meeting.

The SEAP retreat feedback and the need to define the equity gaps on campus contributed to the group identifying three components which need to take place soon to guide the work of the Student Equity Committee and the Student Equity and Achievement Program, which are: getting all the appropriate committees into one room to start working towards the Student Equity and Achievement Program, submit the Student Equity Plan due June 30th, and giving the subcommittees direction moving forward.

March 1st was proposed to hold a retreat where all the committees related to the Student Equity and Achievement Program can come together to start conversations to define the equity gaps on campus and begin the planning for the Student Equity Plan. The March 1st date for the retreat received a motion to be approved by Mr. Miranda and was seconded by Mr. Cagnolatti. The vote for the approval was 22-0-4; Ms. Lopez, Dr. Hill, Dr. Raphael, and Ms. Void abstained.

III. Student Equity Subcommittee Reports EMP Goal F: Enhancing Organizational Effectiveness

The Goal Setting Subcommittee provided the committee with a matrix detailing the Integrated Plan goal activities related to student equity. The matrix listed each activity's status and funding source. A conversation briefly took place discussing accountability and status definitions with regard to the activities.

The Outreach/Communication Subcommittee provided the committee with a handout summarizing the subcommittee's scope and their status in designing an initial communications plan and connecting with relevant committees. Dr. Fisher also shared there are equity events on campus that can relate to guided pathways, clarifying access points for students, and how they can assist with retention. Ms. Void shared sentiments from a student lens highlighting the need for students to see action and intentional steps in addition to committee conversations remaining student-centered.

The Equity Professional Development Resource Coordination Subcommittee will be looking at the CCEAL data at their meeting tomorrow at 4:30pm, which will focus on ways to identify equity gaps based on the CCEAL data.

IV. Student Equity Plan – Due June 30, 2019
EMP Goal A: Strengthening the Culture of Completion

This was discussed with agenda item II.

V. Diversity Summit Report
EMP Goals A, B, C, D, E, F

A large group attended the Diversity Summit in Los Angeles, CA on February 8th and 9th with the intention to learn about increasing diversity in faculty on campus. The report included attendees sharing their takeaways from the summit, which included data showing past generations and trends in the increase in diversity, students' desire to see themselves in faculty, potential changes to the selection process to increase diverse applicants, potential barriers to diverse candidates, fostering faculty retention, unconscious bias and its impact, a faculty onboarding example, and the impact of getting to know people on campus on a personal level.

VI. Member Reports and Announcements

Dr. Raphael shared a flyer advertising the 2019 Celebrating Diversity - Building Bridges Awards Ceremony, which will take place on April 2, 2019 from 3:30pm – 5pm in the Student Center. Nominations must be submitted by February 28, 2019. Dr. Raphael also shared that Queer Coffee will be taking place this semester on February 19, March 26, and April 16 in the Student Center from 9:30am – 11:30am. She encourages all to stop by and notes that students crave a connection and would love to see attendance from campus employees.

VII. Next Meeting – Wednesday, March 13