**Equity Committee**

**11/14/17**

**2:00 pm-3:30 pm**

**LI 100**

**MINUTES**

**ATTENDANCE**

E. Cervantes, E. Luna, K. Leyva, E. Talavera, C. Velarde-Barros, D. Fuentes, C. Traver, M. Sanidad, K. Warren, B. Boeding, K. Moberg, N. Dequin, F. Lozano, J. Richburg, P. Wruck, C. Cisneros, M. Chatterjee

1. **Call to Order at 2:03 pm**
2. **Roll Call *(2 min)***

**Read by E. Cervantes. There is quorem.**

1. **Approval of Agenda *(2 min)***

**MSC (Carla/K. Warren). Vote: unanimous. Approved as presented.**

1. **Approval of Minutes**

**MSC (Carla/E. Talavera). Vote: 1 abstetntion. Approved as presented.**

1. **Reports/Information** 
   1. Chair Updates

E. Cervantes informed the committee that the reports are needed at one time so there is ample time for feedback and all the roles are filled on when meeting presentations can be created. E. Cervantes will submit a reminder via email to the administrators. C. Velarde-Barros asked if the data has been formally asked for and she volunteered to follow-up on that area. E. Cervantes announced that there may be a new reporting method and should wait for that piece to be created.

* 1. Equity Framework/Principals of Community Update

E. Cervantes discussed the Equity Framework and the areas discussed within the book, *The Equity Framework* by Curtis Linton. He also discussed how the current campus culture and practices can be placed within the framework. The goal is to start the conversation that can be taken back across campus for a shared buy-in. C. Velarde-Barros added that the conversation is more on how the campus feels and go with the attitude of where the campus is currently and where the next step is needed. These questions should be brought to different organizations across the campus but first start the conversation with the committee. E. Luna had questions on how to get feedback from across the campus. Instead, the committee needs to look at how to get the question across the campus. C. Velarde-Barros added that the point is to use different modes to get the information needed. One area is to have conversations through CSEA, Academic Senate, etc. for greater input. E. Luna asked what the committee will do with the information gathered afterwards. K. Warren asked how do people know what they don’t know and how is that addressed. C. Velarde-Barros answered that it would be framed within the equity framework and may help out in that area. E. Cervantes added that there are two layers: the questions that are open-ended and what process does the committee use to move this forward. The questions will be asked to the committee first to test the waters. K. Moberg added that there are questions that need to be answered personally then the framework questions can be answered. There needs to be a look at the current culture and then see if they align with the framework. C. Velarde-Barros added a prompt to the questions that would direct the conversation and input. E. Luna suggested adding common terms that can be understood across the campus. K. Moberg added that there is an institutional goal and a personal goal. Then there needs to be an evaluation of the responses before taking the next step. E. Cervantes added that it has to be a shared value across the campus. The goal has to be to contextualize the goal before asking the questions. C. Cisneros added that it is an evolutionary process that changes. K. Warren suggested tying the questions to the centennial and how the campus will prepare for the students over the next 100 years. They should be displayed within the classrooms. E. Cervantes added that there is still room for others on the workgroup working on this part.

* 1. Equity Framework Activity

Tabled due to time.

* 1. Professional Development Workshop update

*Examine whiteness, privilege, and supporting equity in all we do. The date is December 8th 1-4pm*

E. Cervantes asked the committee to make every effort to attend. This would include next steps after the workshop. K. Moberg added that this would be a first pass at this type of conversation, which seems to be embedded at various other institutions. K. Warren had an issue with the wording of the email. E. Cervantes will ask L. Halper about the framing of the workshop. C. Traver added that this would probably help us learn what we don’t know.

1. **Old Business** 
   1. Best Practices for Remaining funds

E. Cervantes updated the committee on the best practices and the funds available. E. Luna advocated for some funding to help promote Best Equity Practices that allows people to explore a practice and demonstrate that practice. It is a move towards improving practices in the classroom or other places that address the issues. This would be documented with the instructor’s impressions and create a repository of practices used with students, which could be part of the program plan. E. Cervantes reminded that it would be process driven. K. Warren added that there are best practices used at other colleges to reach equity goals without a proposal process. C. Velarde-Barros added that other colleges use a specific workshop series that resulted in the attendees creating a plan of practice. There can be research into what other campuses are doing and how can that be done at Gavilan. C. Velarde-Barros and K. Warren will work on the best practices for instruction to start with and present at next meeting.

1. **New Business**

None.

1. **Next Steps (5 minutes)**

* Equity Framework Workgroup will meet
* Professional Development and Integrated Planning will be discussed
* Information will be brought back on best practices to direct conversation on adequate funding.

C. Cisneros shared with the group their first foster youth conference with a goal to engage with the foster youth and connecting them to the resources. It cost no money and was equity focused. Not everything requires funding when there are the right people and resources connecting for the right reasons.

1. **Adjournment by consensus at 3:28 pm.**