**Equity Committee Minutes**

**3/13/18**

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

**Teaching & Learning Center**

**ATTENDANCE**

E. Cervantes, M. Chatterjee, E. Talavera, M. Sanidad, K. Warren, D. Fuentes, C. Cisneros, B. Boeding, S. Sweeney, C. Velarde-Barros, R. Shook, V. Martinez, J. Wilson

1. **Call to Order at 2;06 pm**
2. **Roll Call**

E. Cervantes called roll and quorum was met.

1. **Approval of Agenda**

It was asked to move item V. c –Equity, Getting to our Why to after item V. a-Equity Ice Breaker to better transition the discussion.

**MSC (C. Velarde-Barros / B. Boeding). Vote: unanimous. Approved with changes.**

1. **Approval of Minutes**

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

1. **Reports/Information** 
   1. Equity Ice Breaker

E. Cervantes presented a YouTube video: “How Great Leaders Inspire Action” presented by Simon Sinek as a introduction to the next informational item.

* 1. Equity, Getting to our Why.

E. Cervantes asked the committee what the next steps were and thoughts and ideas from the video. M. Sanidad asked if this will be highlighted during the fall convocation. K. Warren suggested having students come up with statements on video or quotes from the students with their picture. This will connect more with the staff and what the principles stand for on campus. A possible link would be to ask a digital media course to use this as a class project. One other suggestion is to tie it to a breakout session. This would be available to all levels of the college and it is an evolving process.

The principles of community were updated to centralize equity and embedding into campus practice. The questions that came up at leadership council was how to hold people accountable,. An update was made to the Principles of Community since they shouldn’t be punitive.

E. Cervantes suggested adding the why to the mission statement and asked a member of the Equity Committee to contact J. Chargin, who is leading the mission statement update taskforce. K. Warren asked if Leadership Council is operating outside of the Principles of Community. V. Martinez gave a history of Leadership Council, which came out of the Administrative Council and is out of the directive of the college president. It is an operational committee and not part of shared governance. The Principles of Community were brought there as an avenue to get feedback where administrators are gathered and is the only forum for administrators at one time.

* 1. Equity Summit report

C. Velarde-Barros updated the committee on the Equity Institute. It was two days filled with a series of keynote speakers, including Dr. Luke Wood, Dr. Nika Hogan, and others. There was also a panel of students who spoke on equity issues. It was two days filled with a lot of great information. The next step is to create a debrief session with those who attended before presenting or hosting a brown bag session. C. Velarde-Barros also mentioned that during the summer there is the BSILI and passed out information on how to ask for information. The ideal is to have a team of three to four to participate. M. Sanidad added that it is a great experience and allows the participants to bring the information learned back to the campus to place in practice. C. Velarde-Barros will work with those interested to fill out the application. K. Warren added that the guided pathway group will be discussing this also at their next meeting. K. Warren will send a note to the Guided Pathway group about the current discussion.

* 1. Professional Development Day

E. Cervantes updated the committee on the outcome of the conversation with E. Ramones on professional development day. C. Velarde-Barros added that the EEO will bring a speaker to touch on unconscious bias, which looks like they will be the keynote speaker. The hope is to make convocation the jumpstart of the rest of the semester. C. Velarde-Barros has touched basis with Veronica Neal for an afternoon workshop. E. Talavera pointed out that the afternoon portion of convocation day is not geared towards classified staff since most have to go back to work. J. Wilson, CSEA representative on the Professional Development Day committee, brought that the feedback is that convocation day is purely for faculty and not relevant to classified staff, which is a complex issues. There tends to not make an effort to include language not inclusive to classified staff. C. Velarde-Barros added that the speaker in the morning will present to the whole campus. V. Martinez added that on an operational standpoint, students are on campus that day looking for help. E. Cervantes will ask Dr. Rose about the day and the equity framework.

* 1. Data Group update

K. Warren updated the committee on the progress. She presented a state tool, Cal-PASS Plus. When D. Achterman returns from his conference, there will be more discussion. K. Warren also informed the group that there is a focus on capturing different student voices as data is being collected. There is a need for those who can guide the focus groups. K. Warren will send out the information.

1. **Old Business** 
   1. None
2. **New Business**
   1. None
3. **Next Steps (5 minutes)**

* Ask J. Chargin to have a member of the Equity Committee on the Mission Statement taskforce and help with that to have an equity tone. C. Cisneros may be able to participate.
* Professional Development Day: talk with J. Wilson and have a way to offer something to the entire campus.
* BSILI: C. Velarde-Barros will be the point person for those interested attending.
* Next time: E. Cervantes will have information on the equity reports and how the committee will move forward in terms of presenting the reports.
* C. Cisneros added that it would be nice to have a way to capture and share the ideas being presented. There is a need for more visuals. Add this item on the next agenda on what are the short-term actionable items the committee can achieve.
* E. Cervantes and C. Velarde-Barros will update the committee on their EEO committee meeting in terms of equity and hiring practices

1. **Adjournment at 3:13 pm by consensus.**