Equity Committee

# Meeting Minutes

# October 25, 2016

## Opening

The regular meeting of the Equity Committee was called to order at 1:30pm – 3:00pm on October 25, 2016 in the Teaching and Learning Center by Eduardo Cervantes.

## Present

E. Cervantes, A. Rosette, S. Sweeney, C. Traver, F. Lozano, K. Warren, J. Nari, C. Velarde-Barros, P. Wruck, M. Clemente, E. Talavera, E. Luna, J. Tomasello, C. Cisneros, R. Sharboneau, B. Boeding, D. Achterman

## Approval of Minutes

## E. Cervantes – Motion for approval of October 11, 2016 meeting minutes as corrected. Susan moved to approve. 16 agreed & 1 abstention

**Co-Chair Updates**

Statewide meetings for Equity Coordinators at DeAnza College on December 2, 2016 to discuss best practices, “What are other colleges doing.”

**Equity Oriented Campus Cultures**

E. Cervantes distributed and discussed “Taxonomy of Campus Cultural Orientations” and how Gavilan can move in the direction an equity driven campus culture. E. Cervantes raises the questions in regards to Gavilan Campus Culture: What is our greater vision? What does it really look like? Does the plan reflect the vision? Using a book, “Fish is Fish”, E. Cervantes describes being socially relative and putting ourselves in the shoes of our students in order to have a better understanding of our students and their needs.

“Where haven’t we talked about Equity?” E. Luna discusses lack of acceptance and visibility, in order to change that the committee needs to bring scattered efforts together and focus them. The committee agrees that they are going in that direction and are partially there but more planning and organizing needs to take place in order to prepare and create the changes discussed.

Research, data, and analysis to determine how and where to allocate equity funding was discussed. What services are we already providing and is it working or not? Is tutoring effective? How does the committee find out? What data does the committee have to work with and who is doing the research to collect and who is analyzing the data? Are we achieving our goals but not in a good way? Are we increasing student engagement?

Funding is available to hire an Analyst and Peter mentioned the position will be posted before the end of the week.

In order to close the gap the priority is to create the “Greater Vision”, set goals and plans to achieve them. Discussion of a retreat or work group was decided on. It was suggested to make all decisions through an equity lens including in hiring and program planning.

**Equity Plan Activity**

In reviewing the Summary Budget, the question continues to be raised whether or not the DI students are being targeted. The California Community Colleges Chancellor’s Office Student Equity 2015-16 Expenditure Guidelines was referenced, specifically page 2, Eligible Expenditures and Activities, #4 hiring a student equity program coordinator and #7 professional development. The question was raised whether or not there is funding to hire a paid Equity Coordinator for this or near future academic year. This was a great area of interest for most committee members.

The committee questioned whether or not the money was being spent appropriately or possibly spent in areas that are not necessary.

A. Rosette suggested to create three work groups under the following categories; Data, Budget, Process for Evaluation. Committee members had the opportunity to volunteer to participate in the work groups.

Volunteers for each work group is as follows:

Data – R. Sharboneau, C. Cisneros, and A. Rosette agreed to work together to identify what the research request will be with P.Wruck’s guidance.

Budget – Eddie will seek more information regarding Equity carryover

Process for evaluation – D. Achterman, K. Warren

The discussion wrapped up when it was asked how we can clarify the target groups that are analyzed. P. Wruck provided instructions on how to submit a research request online and to make sure to provide him with the outcome the submitter is looking for and the disaggregated information that there is interest in.

**Budget**

E. Cervantes distributed and reviewed the California Community Colleges 2016-17 Student Equity Program Allocations, Summary of Budget, and the Equity Funding by Area. There was an allocation increase of approximately $23,000. In reviewing the Summary of Budget, it was explained that the column heading “Other Funds” are funds coming from other initiatives, grants, departments, etc.

A. Rosette asked about the carryover of funds from the previous year. It was commented that the large amount carried over was due to the inability to hire before the year was over. There is concern of being penalized if funds were not spent by the deadline which raised questions about the policy of carryovers. S. Sweeney clarified that the carryover was being spent first to be sure no carryover funds would remain by the deadline.

Discussion continued regarding whether or the not the funds are impacting the right student population, questioning whether or not the funds are renewed, and where the extra funding will be allocated.

## Agenda for Next Meeting

As a priority, plan a retreat to discuss the “Greater Vision”, a date during winter break was suggested.

Budget Rollover data and policies

Finalize participants for the three work groups

## Adjournment

Meeting was adjourned at 3:00 pm by Eduardo Cervantes. The next general meeting will be at 1:30pm – 3:00pm on, in Teaching and Learning Center.

Minutes submitted by: Jennifer Tomasello