

**Equity Committee**  
**2/12/19**  
**2:00 pm-3:30 pm**  
**Room Location Student Center Lounge**

**ATTENDANCE**

E. Cervantes, C. Boss, J. Richburg, D. Gonzalez, F. Lozano, C. Cisneros, M. Sanidad, N. Dequin M. Hernandez - student

**I. Call to Order**

E. Cervantes called the meeting to order at 2:13 pm

**II. Approval of Agenda**

**M. Sanidad/C. Boss**

**III. Approval of Minutes**

**M. Sanidad/C. Boss. Approved.**

**IV. Discussion**

**a) Equity Plan Development/ Disproportionate Impact Report**

E. Cervantes shared the Student Equity Plan.

Needs to be completed by the end of March 2019. Success Metrics align with the Chancellors office.

The template changed as well, will look at the disproportionately impacted groups. Will include Equity funds from the last three years.

E. Cervantes discussed *85% Rule* any of the groups scoring underneath the given group, those have a disproportionate impact. Those that score lower show a disproportionate impact. Data unavailable for homeless students as information not available in CalPass. From the handout the groups highlighted in red are those of concern. Nikki pointed out that from the college average the numbers are low. It's important to point out that great work is being done on campus with some of these populations. Nikki states that some of the changes the campus is undergoing such as Guided Pathways will change these numbers. Fran talked about the changes in scheduling and the course offerings that will become available (for example math offered 8 wk courses) to help increase students completing courses sooner.

Low income definition being used from the federal levels; however CA definition of low income does not match the current levels. There is a discrepancy with those levels and requirements. For these numbers federal level eligibility was used. The new information on data numbers is different from the ones previously received in the handout Eddie shared. Carina questioned which information is most accurate from the previous reports given. Data numbers have changed. Since the start of Equity this is the third report. In addition each set of data has been developed from a different source. Nikki brings up the concern that a central person at the college needs to be here to be able to get the data. Everything that is done on campus needs to be done through an Equity lens to help increase the numbers as a college wide change. Marianne points out that the information from CalPass may not be correct when it is not reporting accurate numbers

based from other programs. It is unknown right now where CalPass is getting their data from. Fran states the numbers may be different from what the chancellor reports. There is discrepancy in the numbers as previous reports do not follow the trends. E. Cervantes will look at the methodologies to see if the data will be available through GavData. Nikki reminded the group of the Chancellor's Office goals to lower disproportionate groups and it makes more sense to use numbers that fit the student population. It's finding the balance between the funding and formula used.

Next steps are to figure out what will go into the report. Need to figure out how to capture data from other departments on campus. Funding formula for SEAP needs to be created.

E. Cervantes created a *Draft Equity Plan Information Gathering* form where departments/programs can report specifics to their program/areas to look into disproportionately impacted students and to include what is currently being done or planned to be done. Information will become available via possibly Google forms where each department/person can submit their work on a single working document. It was agreed that the templates will be used in different programs/areas to fill out and report information. Information is needed on disproportionately impacted and the non-impacted groups. Short turnaround time as information is needed soon. Nikki suggested the Draft can go to the department chairs who can contribute information.

Carina shared that she attended a Diversity Summit and throughout the conference the biggest message was about diversity hiring and now Equity is not tied to funds. Therefore when Equity was tied to funding participation was high, but now participation has dropped. Nikki and Fran shared that there needs to be a different avenue to address change through an equity lens and the goals need to come from everyone involved on campus (president, admin, faculty etc) structure needs to be changed in order to really make change campus wide. Nikki shares that we need to advocate for change and ensure that that change does happen. Academic senate and strategic plan both have been updated for the campus vision for success. Carina will bring more information at next meeting to share with the group. E Cervantes points out that some department have changed and have included Equity changes, however, not all departments on campus have moved in that direction. Overall, HR might be looking at the hiring processes and evaluate how that can be diversified.

**b) Professional Development**  
Tabled for next meeting

**c) Bylaws Review and Changes**  
Tabled for next meeting

**d) Outreach and Publicity Activities/Events**

Jackie shared the activities for Black History Month; events are open to all and all are encouraged to attend. The CTC website will have information on the day's events and times. There will be an exhibit in the library that will be available through the end of March.

**V. Action Items**

- N/A

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

*Items not discussed (Professional Development and Bylaws Review and Changes) will be brought back to next meeting.*

**VII. Adjournment**

Meeting adjourned at 3:25 pm.