

Equity Committee
9/12/17
2:00 pm-3:30 pm
Room LI100
MINUTES

ATTENDANCE

E. Cervantes, E. Talavera, J. Richburg, C. Velarde-Barros, C. Cisneros, K. Warren, N. Dequin, V. Martinez, K. Moberg, F. Lozano, M. Chatterjee, P. Wruck, M. Sanidad, R. Shook, D. Fuentes, J. Chargin

I. Call to Order

By E. Cervantes at 2:04 pm

II. Roll Call

Read by E. Cervantes

III. Approval of Agenda

A question was raised about the integrated plan on the agenda. E. Cervantes answered that it will be discussed but since the Equity Committee is not part of shared governance it will need to go through that process first.

MSC (C. Velarde-Barros/C. Cisneros). Vote: unanimous. Approved as presented.

IV. Approval of Minutes

MSC (C. Velarde-Barros/C. Cisneros). Vote: unanimous. Approved as presented.

V. Reports/Information

a. Chair Updates

E. Cervantes asked the committee to bring copies of their own meeting material due to the way copies are now being handled on campus.

b. Revisit the goals of the committee

C. Velarde-Barros read the mission and purpose of the equity committee. E. Cervantes briefly elaborated on our goals. K. Warren would like to look at research on best practices to close equity gaps.

c. Equity Release Time (Carla - Chair)

C. Velarde-Barros discussed her role in bringing research into the classroom to make a difference for the students. She urged the committee to join her on the subcommittee. The primary objectives are to use data to inform best practices that would make a greater impact in the classroom to disproportionate groups. K. Warren asked who proposed and approved C. Velarde-Barros' position. E. Cervantes answered that the approval came from cabinet. C. Cisneros recapped a past meeting where K. Moberg suggested that C. Velarde-Barros chair the subcommittee. Budget had to be adjusted due to exhaustion of funds. R. Shook requested a committee timeline, which C. Velarde-Barros is creating.

d. New equity analysis (Peter)-

E. Cervantes explained the historical aspect of the equity analysis. P. Wruck stated that the baseline was not replicable; he redid the analysis to establish a more accurate baseline. This data is available online via the IR website which went out to the committee. Every year the campus looks at the disproportionate impact on various groups and how many students achieve given the outcome group. The campus used the 85% proportionality rule as allowed by the Ed Code where the distribution at the end should look like the distribution in the beginning give or take 15%. Anything beneath 85% is a disproportionate impact per Ed Code. This will help guide the equity goal setting process. P. Wruck explained the summary table presented. The committee discussed the results, future changes, drilling deeper to find more data and making changes in funding to make adjustment in the disproportionate areas.

VI. New Business

a. **Setting equity goals**

E. Cervantes discussed the past goals of the committee and wrote up an executive summary, which provided equity analysis and disproportionate goals. One area still needed is to come up with goals for the areas reflected in the summary table, which need to be created by the end of September. This will allow ample time to get the information in the integrated plan so that they are received by the Academic Senate. K. Moberg suggested looking at the IEPI Goals and to look at the target number of improvement. P. Wruck added that to numbers are calculable. C. Velarde-Barros clarified that the goals being created are for the 2017-2018 academic year. F. Lozano asked how the targeting is done. P. Wruck responded that long-term improvement goals are front end goals but may not be reflected for a few years. N. Dequin indicated that the large number of African American males is concentrated in athletics and are on a specific timeline, the campus could focus on this group to move the needle quickly. K. Moberg added that D. Del Carmen has a model program that she would like to implement for that population. K. Moberg has invited her to a future equity committee meeting to discuss her proposal. P. Wruck mentioned that each column was analyzed separately. Each item in the data columns are discrete standalone categories. E. Cervantes asks "how do we come up with the institutional goals as a committee quickly". Carla explains what goals should look like; goals should be one for each item. K. Moberg would like to create achievable goals; state does not require a goal for each item. P. Wruck agrees that the committee needs to be intentional about the created goals. E. Cervantes is asking to create a workgroup before the next meeting. K. Moberg wants to know if the committee is interested in developing the goals together or if E. Cervantes and P. Wruck should create the goals and send to the committee for approval. K. Warren asks if the committee needs to integrate the SSSP,

Equity and BSI into the goals. The integrated plan outlines goals that would impact the college's equity committee's goals. This work is already in process. M. Sanidad suggested that E. Cervantes and P. Wruck come up with recommendations to bring back to the next equity committee meeting. E. Cervantes added that the areas already funded could help in the new areas that need to be addressed. It was decided that E. Cervantes and P. Wruck will develop the goals. E. Cervantes will send out an email to ask if anyone else would like to be involved in a workgroup.

b. Integrated plan (Equity, BSI, SSSP)

E. Cervantes reviewed the integrated plan that is state driven and had input from all three areas. There is a new state mandate for the campuses to write up a plan between Equity, BSI, SSSP and must be submitted yearly. It was recommended to use Google docs so that individuals can enter the information needed for each area or to view anything in the plan that needs to be revised, removed, and/or added. N. Dequin asked if counselors are moving towards being more concentrated in their specific areas. C. Velarde-Barros explained that cross training is in the best interests of all areas in terms of being able to support the students.

K. Warren suggested resource allocation to guided pathways. She voiced that there needed to be a concrete decision on guided pathways. N. Dequin suggested adding wording to the plan to research possible funding sources for guided pathways. K. Warren wants to add wording where \$200,000 would be allocated to guided pathways. V. Martinez responded that this is the first step to get direction but the committee is not there yet. E. Cervantes added that wording could be added to research future funding for guided pathways since there are not adequate funds in equity. K. Warren suggested adding wording into the plan to target the larger groups. E. Cervantes will add wording that will point to resources being searched for as the plans permit. He asked for concrete, realistic solutions to be added. Currently, the budget is set and there is not a lot of room to move funds. V. Martinez mentioned that K. Moberg would like to develop an integrated planning group with a representative from each group. Discussion continued on how to move forward, making sure the committee will follow through on goals and not repeat what has been done in the past that is not working. Currently, funding is tied up in salaries. Discussion on this item will continue at the next meeting.

c. Equity Meetings and Triad Integration Plan Meeting (BSI,SSSP, Equity) change

E. Cervantes reported that in an effort to get to the bigger picture, there needs to be better communication with the 3 areas, which should include consistent regular monthly meetings to reach larger goals. One idea is to shift to one equity meeting and one Triad Integration Plan meeting per month but feedback is needed. K. Warren would like to begin with this model in October

and not November. E Cervantes clarified that the current meeting schedule will occur until the other committees provide their input.

d. Developing an equity framework

C. Velarde-Barros presented to the committee a framework that can be used when committee members are meetings to frame conversations in order to change culture at Gavilan in order to reach the common goals. E. Cervantes talked about The Equity Framework book, which includes activities designed to bring everyone together. There is a need for difficult conversations on challenging topics.

C. Cisneros shared how not everyone is on board the idea of equity and engaging in change. Those who are interested will engage in the work and conversations regardless of whether or not it is written somewhere. The same participants are doing the work across the campus which can lead to burn out. She finds it hard that people can change if they are not naturally inclined to change. This would be hard to do in a meeting or committee setting. C. Velarde-Barros responded that DeAnza has a different view. The campus needs to address the different questions when looking at different initiatives like Guided Pathways. E. Cervantes added that this could be part of the code of ethics. N. Dequin suggested working with the group doing *One Book*. If interested in the work, members can email E. Cervantes, since he was asked by Dr. Rose to work on the principals of community and a standard of ethics.

VII. Old Business

None

VIII. Next Steps

- a. Equity goals
- b. Integrated plan
- c. Vote on triad group meeting
- d. Start with the workgroups

IX. Adjournment at 3:30 pm by consensus.