

Equity Committee Meeting Notes

Thursday, April 27, 2017 12:00-3:00 p.m. / Room 229

Committee members present: **Faculty:** Tamiaka Hunter, Mary Bogan (co-chair), Carolyn Facer, Annie Bianchino, Perry Webster, Amber Gonzalez, Rolando Sanabria, Sylvia Pimentel; **Managers:** Mark Greenhalgh (co-chair); **Classified:** Rabia Khan

Resource members present: **A&R:** Rena Martinez Stluka; **Cadena/Transfer Center:** Cecilia Arriaza; **DSS:** Ruth Sipple; **Equity:** Deb Perkins; **LLRISPS:** Dani Wilson, Michelle Garcia, Jessica Johnson; **OIRP:** Carlos Ayon, Megan Sirna Tagley; **Umoja:** Antonio Banks; **Veterans:** Elaine Lipiz Gonzalez

Guests: Greg Schulz, Gil Contreras, Dolores Cornejo, Curtis Stoerma, Tina Maertens, Dawn Person (C-REAL), Yvonne Garcia (C-REAL)

- I. Introductions
- II. The meeting was facilitated by Dr. Dawn Person and Yvonne Garcia from the Center for Research on Educational Access and Leadership. Dr. Person and Yvonne prepared a summary report which will be attached to these notes.
- III. Overview of Vision, Mission, and Purpose
 - a. The group watched a Youtube video titled "The best analogy for your vision, mission, and purpose."
 - b. Dr. Person asked everyone to think of an individual vision statement and then a group vision statement.
 - c. Groups were then asked to come up with a vision statement for the Student Equity Committee.
- IV. Greg asked to take some time to give some further input on the direction he sees for Student Equity.
 - a. He stated we should plan to continue to support the full-time positions that are already in place.
 - b. Based on enrollment trends, we should plan on receiving less equity funds overall. He encouraged everyone to think about what it would look like to support programs at 80% of what they are currently receiving.
 - c. He also asked the group to think about the possibility of equity helping support the transition from high school to college.
 - d. At a future meeting, we might want to discuss looking beyond student equity. What other resources might be available to fund activities the Student Equity Committee should be supporting? One recommended way to think about what to support for next year is to divide activities into two tiers.

- i. Tier A—these activities focus specifically on disproportionately impacted students based on the data we have available.
- ii. Tier B—these activities add value to the college but are not specifically designed for the disproportionately impacted students; however, they are having an impact on student success.
- iii. He reminded everyone that while both Tier A and Tier B activities are important to the college, the objective of the Student Equity Committee is to support disproportionately impacted students so we need to focus on Tier A. We need to continue to focus on the state guidelines for equity.
- iv. When thinking about Tier B activities, he is committed to working with our VP of Administrative Services to try to secure one-time funds to support these activities. However, he is not able to guarantee that everything will be funded.
- v. Another suggestion was to look at reducing the amount of money spent on food.
- vi. He also recommended leveraging other funding sources and thinking about how other funds can equally support activities. This could include district innovation or strategic plan funds.
- vii. For every idea on the table, what is the record of success or how will results be captured. These results might be individual to each proposal.
 1. If data is not available, it doesn't automatically mean a program will be eliminated but it may not be as highly considered.

V. The group resumed work on the vision, mission, and purpose statements.

- a. There were certain words used that we need to ensure we have a shared understanding of. At a future meeting, we will need to agree on definitions for the following terms:
 - i. Cultivate
 - ii. Equitable
 - iii. Just
 - iv. Inclusive
 - v. Community
 - vi. Disproportionately Impacted Groups
 - vii. Empower/Empowering students
- b. As a committee, we want to be able to say “This is what we are about...”
- c. It is important as we are working through these activities to be able to step back from our own areas of interest and look at what is in the best interest of the college and/or the students.
- d. When looking at the mission statement, we need to work to combine the suggestions from the three groups.

- i. Including state guidelines is good because it shows we are accountable to an outside agency.
- ii. We might want to look at the mission statement from the Diversity Committee and think about how our roles are different.
- iii. There was a question about whether the mission statement should focus on what we currently do or what we have historically done? The response was to think about the focus with or without funding.

VI. The group worked on purpose statements last.

- a. The purpose statement will provide clarity in the group and outside of the group when making decisions. It helps guide our values and beliefs. It also helps us know why we exist, beyond the funding aspect.

VII. For the next meeting, we will debrief this meeting, look at the common statements, and look at what to fund.