

## Equity Committee Meeting Notes

Thursday, November 9, 2017 1:00-2:30 p.m. / Room 229

**Committee members present:** **Faculty:** Mary Bogan (co-chair), Megan Debin, Annie Bianchino, Amber Gonzalez; **Managers:** Mark Greenhalgh (co-chair); **Classified:** Rabia Khan, Dolores Cornejo; **Students:** Patrice Sisante, Michael Marnell

**Resource members present:** **Diversity/Transfer:** Cecilia Arriaza; **DSS:** Ruth Sipple; **Equity:** Deb Perkins; **Financial Aid:** Greg Ryan; **Student Support Services:** Elaine Lipiz Gonzalez; **VP of Student Services:** Gil Contreras; **Umoja:** Antonio Banks

**Guests:** Greg Schulz

### I. Proposal Subcommittee Feedback

- a. Dr. Schulz came to a portion of the meeting to provide some feedback and address any questions related to the Student Equity Proposals and the approval process.
  - i. One of the questions that came up through the proposals was whether equity funds would be used to fund full-time permanent positions.
    1. This may be a possibility but we want to use caution with the number of positions since those are on-going costs and we don't want a large portion of our funds to be used for positions.
    2. With the SERP, there may be the potential for flexibility to consider new positions or look at how to address supporting students in a new way. This may also be an opportunity to look at organization and structure. We will have a better idea around the end of February/beginning of March about who will be retiring.
    3. When using categoricals to pay for positions, this needs to be done on a case-by-case basis depending on how stable the categorical funding is.
    4. Dr. Contreras stated it may also be important to look at positions related to outcomes (what are we hoping to achieve) rather than positions related to programs.
    5. Dr. Schulz reminded everyone who was going through the Program Review process that any positions should be requested in Program Review in order to go through the campus resource request process.
  - b. Dr. Schulz acknowledged and recognized the hard work this committee and subcommittee have put into these conversations of examining and looking at

programs that are focused on disproportionate impact. The President and Vice Presidents will work to identify other sources of funding for programs that contribute more generally to student success.

- i. Dr. Schulz has spoken to Dr. Marshall about the possibility of one-time funds being used to augment the student equity proposals. Dr. Marshall has said she is willing to listen to requests directly related to student success.
  - c. There was a question about how to address the overlap of activities.
    - i. Dr. Schulz said there may be additional work that divisions or departments need to do related to this. This committee's focus is on prioritizing the activities that will address disproportionate impact.
  - d. There was a question about how to plan for spring 2018 since it is quickly approaching.
    - i. Dr. Schulz said it is important to not disrupt services to students so he would like to maintain programs for the time being as we continue through this process. Programs should feel comfortable maintaining their activities but not expand.
    - ii. If Student Equity funds can't cover all of the costs associated with maintaining programs, the college will help support the balance of costs.
  - e. The subcommittee will continue to work through their process and provide additional feedback to Dr. Schulz prior to the November 30<sup>th</sup> meeting. Dr. Schulz will try to attend the meeting on November 30<sup>th</sup> to provide additional feedback.
- II. Goals for the remainder of the semester
  - a. There was discussion about what the committee would like to accomplish before the end of the semester. In future meeting, there might be time scheduled for subcommittees to work on some projects.
    - i. Some of the ideas of projects to work on included looking at institutional barriers, finalizing the mission, vision, and purpose; researching needs assessments; and looking at how we can coordinate with the diversity committee on the campus climate survey or other initiatives.
  - b. Other ideas for goals included continuing to look at how we can more feedback from students and continuing to look at trends in our data.
- III. Financial Aid reporting requirement
  - a. Greg Ryan came to provide additional information about the financial aid reporting requirement.
  - b. He provided background information about the cost of attendance and how that impacts the amount of aid a student may be eligible for.

- c. Any resource provided using Student Equity funds that are related to a student's cost of attendance need to be reported and will be coded using a single award code.
- d. There was time for discussion and questions but any additional questions can be addressed to Deb who will follow up with Greg.