Detailed notes-Joint Committee Exercise DIAG/BSI 09-13-16

Brainstorming Joint Committee Exercise – Jeremiah
The goal is to develop a sustained atmosphere for equity education at CSM. The joint committees divided into two groups: "ABCD" Group and the "Problem-Posing Group."

The discussion of the ABCD (Asset Based Community or Campus Development) groups was to talk about the assets we have and how well we do here already. This group discussed and listed the following points:
1. We have equity minded communities (Puente, Imoja, Mana, WEZ).
2. Professional development participates with equity focus.
3. We have support services (DSPS, EOPS, MCC, and counseling).
4. Working on division institutions and changes, for example counseling beyond standardized assessments (rethinking), course sequences how they impact students.
5. Recent hiring committees to make up more diversity hiring, someone with equity mindedness.
6. Administration is starting to be part of the conversation.
7. Village approach- identified culturally identified spaces for underrepresented students
8. Connection between support services and curriculum.
9. There is a shift in culture those who have been here a while see the change.
10. E3 education excellence and equity with EOPS/Puente collaboration.
11. We have money coming in to accomplish these things.
12. Jennifer added an item during the discussion: The Learning Center/Library work.

The discussion of the Problem-Posing Group was to talk about the problems we still have to address.
1. Re-evaluate our assessment and placement-what we are working on remediation a lot but how we implement it.
2. Connection to the SM community certain programs disconnect to community, learning center dealing with housing issues for their student. Don't have cradle to career
3. Means to promote assets on campus.
4. Faculty staff diversity-want to students to see themselves in our mix of faculty currently we are going backwards on the diversity picture.
5. Education on cultures students come from and connection to world issues and current events-bring the world to CSM when we don't match our current issues with what is going on in the world. There are recent examples when the college just went on without acknowledgement. Create a hub for students to talk about this. Student life needs to catalog these.
6. Planning decision/making are not transparent-gaps and trust issues, working on it.
7. Educational equity is not part of an institutional priority-not an institutional priority, need work on budget.

8. Connection of student life to academics-disconnect between student government and classes-strong leaders in the learning communities, but not in student life and leadership-provoke a conversation between campus leaders.
9. Strategic plan for a pathway articulating all segments of the degree-what is the pathway from kindergarten to here.
10. Lack of dialogue of racism/privilege amongst staff/faculty among staff and faculty take a good inventory of ourselves first.
11. A common campus idea or theme or common denominator-bringing us together there is no one book or one global theme for a semester.
12. Books tuition meals if financial aid did not come in.
13. Lorena added an item during the discussion: curriculum on equity. Some divisions use it some don't. How do we help faculty.

Discussion after the break-out sessions:

1. We tend to examine students and their reasons or locus of failure; re-orient our examination to what underlies student success. Plug equity into the existing system but that is not the way it currently works. Make equity the driver of the whole system.
2. What do we do to develop three core tenants of developmental equity that we hold ourselves to?
3. To determine this begin with the teaching gains that we know. For example: we know if you listen to a lecture you get 5% if you try to teach it the retention of information comes up to 75%. How do we translate these gains to our program?
4. Ways to capture student voices like the learning communities do.
5. Create an equity based glossary-what does student voice mean?
6. These ideas/steps were noted as working words going forward:
   - Voice
   - Progression
   - Expectations
   - Belonging
   - Access/opportunity
   - Clear scaffolding for student success
   - Goals
   - Need to celebrate affirm
   - Reciprocal relationships

Jeremiah showed the concept of the E3 course in Canvas-"Critical Pedagogical Perspectives in Instruction"-Jeremiah can provide a link, if requested. Our overarching goal: <u>Making equity the driver of everything we do.</u>