

Educational Equity Committee
Minutes
Tuesday, September 17, 2023, 1:00-2:30pm
18-206

Co-Chairs:

- David Galvez, Director of Equity
- Arielle Smith, Counseling Faculty

Attendees: David Galvez, Arielle Smith, Natalie Alizaga, Jon Kitamura, Kohya Lu, Paola Mora-Paredes, Nick Jasso, Wesley Hingano, Kamran Eftekhari, Derek Vargas, Luis Padilla, Brittney Sneed, Alicia Frangos, Marisol Quevedo, Valeria Estrada, Heidi Pereira, Melissa Manuofetoa, Bryan Swartout, Jennifer Howze-Owens, Mercedes Teuntor, Jennifer De La Cruz, Guillermo Garcia Zacarias, Nathan Low

Agenda

- I. Welcome & Introductions (1:00pm to 1:15pm)
 - a. Co-Chair Introductions
 - b. EEC Participant Introductions
 - c. Icebreaker

- II. EEC Mission and Goals (1:15pm to 1:30pm)
 - a. Review "Official" EEC Mission
 - i. Mission takeaways: systemic inequities - how can we define those, what does that represent for diff folx; policies, procedures. Elimination - bold, dismantling things (ex, students in juvenile hall have to go through id.me to enroll, don't have access to do that - need to work with A&R to create equitable access for all student pops). Analytical data, pedagogy, elimination of educational gaps
 - b. Advisory to IPC: action, elevate equity issues/initiatives/policies at an institutional level - once IPC greenlights, campus comm is saying 'we need this to happen'

- III. Committee Goals (1:30pm to 1:50pm)
 - a. Overarching Committee Charge
 - i. Process: How do we operate and make changes? (operations, processes, etc.)
 1. How should we operate?
 - ii. Campus Community: Relationship to the campus?
 - b. Small group feedback:
 - i. Clear goal setting: ensure goals are realistic, achievable, and reflect interests of all constituencies; communication and transparency
 - ii. Increase awareness of EEC on campus
 - iii. Look at Canada EAPC as an idea/model
 - iv. Annual goal setting process
 - v. Form sub-groups to work on specific goals
 - vi. Identify/review EEC funding and partnerships
 - vii. Remove expectation that students and POC lead all equity discussions
 - viii. Compile data

- ix. Establish channel of communication for collecting info on campus on equity issues: establish clear pathway for equity issues to get to us as we are the ONLY committee on campus with a focus on equity
- x. Review data annually for equity gaps
- xi. Provide IPC with actionable steps
- xii. Have clear understanding of SEAP budget

How EEC should connect to campus/district community:

- Connection to ARC (Anti-Racism Council)
 - Intentional partnerships with the goal of giving feedback, ensuring that equity issues are considered
 - Partnerships with: PRIE (data), Professional Development/Flex Days (Susan), ASCSM, Academic Senate, Classified Senate
 - Integration into specific on-campus processes: resource request process, program review process, hiring processes, onboarding processes
 - Create programming (flex day presentations, speakers, events, etc – some may need \$\$ to accomplish)
 - Intentional student engagement
 - Host regular student forums to solicit feedback
 - Have specific EEC meetings identified for student participation
- IV. Equity issues of interest (1:50pm to 2:15pm)
- a. Topics to dive into for the academic year
 - b. Small group feedback:
 - i. Establish EEC rep on Exec Cabinet (David G) - open to how that takes place, expectation that there is a liaison for work happening in EEC
 - ii. Anti-racism survey results: Equity review of student surveys, suggest actionable change goals based on anti-racism survey results
 - iii. Policy and Procedure review/revision
 - 1. Hiring committees: integrate students into the hiring process, integrate EEC member into hiring process, create required training for participant(s) that focus on understanding and evaluation of equity components (how to evaluate a diversity statement from an equity lens, for ex)
 - 2. Hiring practices (*more clarification needed)
 - 3. Revise non-payment of fees threshold so students are not automatically dropped
 - 4. Matriculation - ensure equitable access (project change students for ex)
 - 5. General review of existing policies/procedures for equity implications
 - iv. Process involvement:
 - 1. Program review - focus on instruction, not staff; student services (*more clarification needed)
 - 2. Student hiring
 - 3. Onboarding

4. Student complaint process
5. Resource requests: ensuring equity is considered in prioritization/approval process; involvement of EEC in some way?
6. Infusing equity into institutional CSM goals and goal planning
- v. Identifying needed resources:
 1. General counseling student retention resources
- vi. Supporting Employee Retention and Success: start during onboarding; identify retention strategies; possibly looking at hiring processes
 1. Create affinity groups (community for retention)
 2. Leadership support and development
- vii. Flex day input - suggest sessions and/or present at sessions on equity annually
- viii. Land and labor acknowledgments (Community engagement): create one for the institution, student input, input from local indigenous community; how to create relationships with native partners, helping them - what impact are we trying to have; have flex day presenter focused on this, pipeline to recruit students to CSM, find ways to engage remotely with those students
- ix. Restructure Village LC: equity issues with physical space (structural racism that is prevalent in onboarding processes of students in LCs), challenges that the village LC team (staff, faculty, coordinators) with institution in getting own needs addressed specifically; support in backing in numbers for needs that are not being met; beautification of the space; budget and funding challenges
- x. AB 1705 - equity informed approach: identifying and mapping interventions, budgetary needs and current funding sources
- xi. Transparency in grant processes: there are times in which grants come to campus but its not clear why they are housed where they are, questions about how money appears and who gets a say in how that money is spent/used; create institutional process that is followed for information to be shared with campus
- xii. Infusing equity into institutional CSM goals and goal planning: ensuring equity and anti-racism stay in district strategic plan; identifying needed resources for the whole group

- V. Announcements & Closing (2:15pm to 2:30pm)
 - a. EEC moving forward (meeting times)
 - b. Membership suggestions?