Educational Equity Committee
Agenda
Tuesday, October 1, 2024, 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, Derek Vargas, Luis Padilla, Heidi Pereira, Melissa Manuofetoa, Bryan Swartout, Jennifer Howze-Owens, Mercedes Teuntor, Susan Khan, Olivia Viveros, Derek Vargas,Guillermo Garcia Zacarias, Alicia Frangos, Nathan Low

Agenda

I.   Welcome & Introductions (1:00pm to 1:15pm)
    a.   Agenda Overview

II.   EEC Recommendations for 24-25 (1:15pm to 1:30pm)
    a.   EEC Recommendations for 24-25
        i.   Goals
            1.   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
            2.   Compile data
            3.   Provide IPC with actionable steps
            4.   Remove expectation that students and POC lead equity discussions, including LCs
            5.   identify/review EEC funding and partnerships - have dedicated funding, know what funding sources there are for equity work, use this for partnerships for events/initiatives as well as partnerships for getting work done
            6.   Realistic , achievable goals (reflect interests of all constituencies)
            7.   Communication and transparency
            8.   Annual goal setting process
            9.   Increase awareness of EEC on campus
            10. Form sub-groups to work on goals
            11. Look at Canada EPAC as an idea/model
                a.   Combined equity PD focused committee with equity planning group, room to have a planning council on par with IPC that centers equity that has direct line of comm to the president; representation from all constituencies to vote on issues, bring forth issues for discussion; equity group that brings things to budget meetings
        ii. Connection to District and Campus
            1.   Connection to ARC (Anti-Racism Council) - 4 members are already part of ARC, need more clarity from ARC about their charge/structure
            2.   Intentional partnerships with the goal of giving feedback, ensuring that equity issues are considered

a. Partnerships with: PRIE (data), Professional Development/Flex Days (Susan), ASCSM, Academic Senate, Classified Senate
3. Integration into specific on-campus processes: resource request process, program review process, hiring processes, onboarding processes
4. Create programming (flex day presentations, speakers, events, etc – some may need $$ to accomplish)
5. Intentional student engagement
   a. Host regular student forums to solicit feedback
   b. Have specific EEC meetings identified for student participation

iii. Issues/Priorities
1. 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
2. Anti-racism survey results: Equity review of student surveys, suggest actionable change goals based on anti-racism survey results
3. Policy and Procedure review/revision
   a. 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)
   b. Hiring practices (*more clarification needed)
   c. Revise non-payment of fees threshold so students are not automatically dropped
   d. Matriculation - ensure equitable access (project change students for ex)
   e. General review of existing policies/procedures for equity implications
4. Process involvement:
   a. Program review - focus on instruction, not staff; student services (*more clarification needed)
   b. Student hiring
   c. Onboarding
   d. Student complaint process
   e. Resource requests: ensuring equity is considered in prioritization/approval process; involvement of EEC in some way?
   f. Infusing equity into institutional CSM goals and goal planning
5. Identifying needed resources:
   a. General counseling student retention resources
6. Supporting Employee Retention and Success: start during onboarding; identify retention strategies; possibly looking at hiring processes
   a. Create affinity groups (community for retention)
   b. Leadership support and development
7. Flex day input - suggest sessions and/or present at sessions on equity annually

8. 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

9. 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

10. AB 1705 - equity informed approach: identifying and mapping interventions, budgetary needs and current funding sources

11. 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

12. 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

13. Website updates

14. FAFSA support

III. EEC Priorities 2024-2025 (1:30pm to 2:10pm)
   a. EEC Questions and Feedback:
      i. Any questions/concerns/additional information about any of the recommended topics/priorities from group members.
      ii. Considerations for identifying an EEC topic/priority for 24-25?
         1. Is it related to your core work?
         2. Is it an opportunity to assess *and* advance educational and/or racial equity?
         3. Is it a collective organizational choice you can engage others in?
         4. Is it specific (not a general topic)?

IV. Academic Senate Syllabus Equity Statement (2:10pm to 2:20pm)
   a. EEC voted to affirm support for the following language:

The faculty at College of San Mateo affirm that students are entitled to an equitable learning environment that celebrates their voice, fosters their agency, and develops their capacity for self-advocacy, and that is free of unfair practices. If you feel you are in an environment that is not conducive to your learning or if you would like to discuss any issues, the Office of the Ombuds (18-206B) is available as an independent, informal, impartial, and confidential resource. You may visit https://collegeofsanmateo.edu/ombuds/ for more information. If you want to learn more about educational equity, visit www.collegeofsanmateo.edu/equity.

V.   Announcements & Closing (2:20pm to 2:30pm)
    a. Next Steps
    b. Announcements from Group

Ranking results:

	6	Matriculation - ensure equitable access (project change students for ex)
	6	AB 1705 - equity informed approach
	5	Student hiring
	4	Anti-racism survey results: Equity review of student surveys, suggest actionable change goals based on anti-racism survey results
	4	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)
	4	Hiring practices (*more clarification needed)
	4	Resource requests: ensuring equity is considered in prioritization/approval process; involvement of EEC in some way?
	4	Infusing equity into institutional CSM goals and goal planning
	4	Restructure Village LC (*more clarification needed)
	3	Onboarding
	3	Identifying needed resources:
		General counseling student retention resources
	2	Supporting Employee Retention and Success:
		Create affinity groups (community for retention)
		Leadership support and development
	2	Policy and Procedure review/revision
	2	Land and labor acknowledgments (Community engagement)
	2	Website updates
	1	Establish EEC rep on Exec Cabinet (David G)
	1	Revise non-payment of fees threshold so students are not automatically dropped
	1	Program review - focus on instruction, not staff; student services (*more clarification needed)
	1	Student complaint process
	1	Flex day input - suggest sessions and/or present at sessions on equity annually

0	Transparency in grant processes (*more clarification needed)	
0	FAFSA support	