

FOOTHILL COLLEGE

**GOVERNANCE** | **EQUITY & EDUCATION**

## MEETING MINUTES

Date: November 1, 2019

Time: 1:00-3:00 p.m.

Loc: President's Conference Room

### MEMBERS PRESENT

#### Voting

Tri-Chairs: Ram Subramaniam, Carolyn Holcroft

Administrator: Debbie Lee

Classified Staff: Catalina Rodriguez, Christopher Chavez

Faculty: Donna Frankel, Cleve Freeman, Patrick Morriss

Students: Ashley Dafferner, Andrea Ramirez

#### Non-Voting

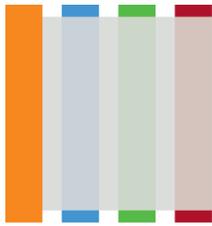
Ex-Officio: Lisa Ly, Lan Truong, Teresa Ong, Melissa Cervantes, Thuy Nguyen, Neelam Agarwal

Recorder: Jessica Alarcon

Facilitator: Leticia Maldonado

Guests: Student – Jimmy Lewis, Faculty – Voltaire Villanueva, Board of Trustees – Patrick J. Ahrens,

Classified Staff – Kennedy Bui

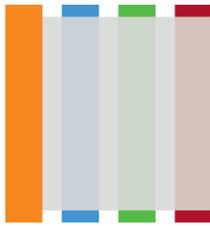


NOTES BY TOPIC

ITEM	TOPIC	DISCUSSION	OUTCOME AND NEXT STEPS	*RESP
1	Land acknowledgement  Norm review, Courageous Conversations protocol review -Attachments 1 & 2	Tri-Chair Carolyn Holcroft led the land acknowledgement stating the purpose is to honor the sacrifice and stewardship of the Ohlone, without whom we would not be here today  Tri-Chair Carolyn Holcroft did a quick run through of the meeting norms and protocols. Reminder to speak your truth, make sure that we hear from everyone in the room as to have the most effective conversation and respect protocol; Tri-Chair Ram Subramaniam emphasized that it is important for all voices to be heard; Dean of Students Leticia Maldonado brought of conversation regarding e-mails reaching all Equity & Education Committee Members. Dean Lan Truong and Ram Subramaniam didn't receive e-mails.	Dean of Students Leticia Maldonado agreed to check the Equity & Education Committee e-mail list. Will add Dean Lan Truong and Dean Ram Subramaniam to list.	Dean of Students Leticia Maldonado
2	Public Comment	Classified Staff Christopher Chavez commented that many students shared that they were affected by the power shut-offs. Suggested that moving forward, E&E should discuss the issues affecting students and consider what if anything the committee can do to help with these issues; Tri-Chair Carolyn Holcroft responded that the Tri-Chairs spoke about the power shut-offs and they decided that it was not E&E's charge; Acting Dean Debbie Lee added that she and Dean Ram Subramaniam did speak to their faculty and asked for them to be mindful about how the power shut offs were affecting students	None	
3	Draft Minutes	Dean of Students Leticia Maldonado began discussion regarding minute meetings. E&E agreed that best efforts should be made for minutes to be emailed within 3 days of meeting and that voting to adopt minutes will be done via e-mail.	Recorder Jessica Alarcon will send draft minutes to E&E Committee Tri-Chairs. They will then send to all members to review. Voting members will vote to adopt.	

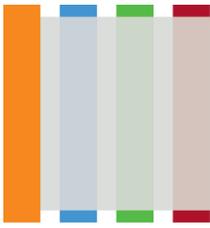
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		Classified Staff Christopher Chavez moved to adopt minutes from E&E meeting on October 25, 2019. Faculty Donna Frankel second.	Minutes from October 25, 2019 meeting: Approved	
4	Draft Equity Plan 2.0	Dean of Equity Melissa Cervantes initiated discussion regarding Equity Plan 2.0. There are 4 areas of impact and there are changes that need to happen (structurally, culturally, and individually). She acknowledged that these changes were not as present as they should have been during College Opening Day. Office of Equity will be holding five Town Hall meetings, with the goal of hearing input and insight from the campus. 3 have already been held. The next one will be on Thursday, November 7 <sup>th</sup> at 11 am in the President's Conference Room (1901). For anyone who can't attend Melissa and her team are open and willing to "come to you"; Student Jimmy Lewis commented that he attended the October 31 <sup>st</sup> Town Hall and has invited more students to be present at the next ones.	None	
5	Ethnic Studies opportunities for Foothill students – Attachment 3	Acting Dean Debbie Lee presented her proposal to create an Ethnic Studies Department to house Ethnic Studies courses. There needs to be a curriculum process and for new courses to be created. Would like to work with Umoja, Puente and the Honors Institute. She is asking for the support of E&E and for help determining what the process is to create a new department. Tri-Chair Ram Subramaniam stated his support of an Ethnic Studies department, however doesn't know what the process would be; Tri-Chair Carolyn Holcroft echoed her support for the creation of Ethnic Studies department. Knows there is a process, suggests talking to Curriculum Committee and Academic Senate; Student Jimmy Lewis emphasized his support for an Ethnic Studies Department. It is important for students to have a place to learn about others as well as themselves and have instructors who look like them. Stated	No action taken.  Debbie will follow up with the academic senate and the curriculum committee.	No E&E action needed at this time

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		<p>that if it wasn't for programs like Umoja, he would not be at Foothill or even interested in his education; Classified Staff Christopher Chavez suggested reaching out to R&amp;R Committee to how feasible the creation of a new department is; Faculty Voltaire Villanueva shared his experience which echoed his support of the creation of an Ethnic Studies Department. Shared that the approach in Ethnic Studies is different as it has a lens of oppression and touches on the questions of where we are, where we came from and where can we be in the future; Dean of Equity Melissa Cervantes shared that she knows we are in the spirit of compliance when it comes to the issue of ethnic studies. As an office she and her team are beginning to discuss what that means and ask questions; E&amp;E committee is mindful that although they are in support of the creation of an Ethnic Studies department, this is faculty purview; Suggested this be brought to Academic Senate, Curriculum Committee and BSS Curriculum Committee.</p>		
6	Industry Partnerships – Attachment 4	<p>Dean Ram Subramaniam began general discussion. Posed the question of what E&amp;E's position should be regarding Foothill's partnership with businesses and industry? How do we decide who to partner with and are we transparent about our partnerships; Associate VP Teresa Ong brought up the fact that it is sometimes unavoidable to work with some companies so sometimes in order for change to happen it has to be on the inside; in our partnerships we should want to work with companies who are looking to make changes in equity and diversity and teach them instead of excluding them. Classified Staff Christopher Chavez commented that not only should we think about what companies we are sending our students to, but also what vendors we have a partnership with; Faculty Patrick Morriss stated that the question he was hearing was if we are teaching our students how to navigate an oppressive system instead of changing it. Suggested recommending curriculum authors include how to</p>	<p>Members agreed to continue the discussion during the next meeting.</p> <p>Question to consider: How will we know if the partnerships are helping us reach our equity goals? What metrics could help us gauge? Are we going about it the wrong way?</p> <p>When we have the opportunity to provide feedback on new programs or curriculum, we'd like to ask authors to</p>	



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		<p>approach their disciplines and future careers with an equity lens; President Thuy Nguyen asked the committee what the basic and fundamental things are in any guided pathway that students need that will teach them how to navigate the issues of racism in the world; Tri-Chair Carolyn mentioned that as a college it is important to recognize that every single discipline will have to encounter issues of ethics and race; Student Ashley Dafferner added that there should be a focus on those who are not interested in these issues as they may need help understanding a new perspective. Faculty have an important role in this; Faculty Patrick Morriss agreed that the environment in the classroom is what will make students feel welcome. Culturally relevant teaching is important; Student Andrea Ramirez concurred that acknowledgement of equity differences by instructors is very impactful; Committee decided that this discussion is an example of being comfortable with non-closure.</p>	<p>consider incorporating equity in their discipline/career field into the curriculum</p>	

7	Dual Enrollment	<p>Dean Ram Subramaniam began the discussion posing the question: What does equitable dual-enrollment look like? There is research that dual-enrollment helps close the equity gap, but is there data to show whether or not Foothill's dual-enrollment is closing the equity gap at Foothill; Ex-Officio Lisa Ly asked for specific clarification of student groups considered as is dual-enrollment students; Acting Dean Debbie Lee emphasized that it is important to know the difference between the different kinds of dual-enrollment students; Committee decided that for the purpose of this conversation dual-enrollment indicates any</p>	<p>Acting Dean Debbie Lee made official request for current data on dual enrollment. Committee emphasized that the data</p>	<p>Lisa Ly will work on the data. Her point of contact for dual-enrollment will be Josh Pelletier</p>
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		<p>current high school student who is also enrolled in Foothill classes; Classified Staff Christopher Chavez added that with the new funding formula, it is important for underserved and low-income students to be part of dual-enrollment; Associate VP Teresa Ong added that regional data should be considered because there is a large pot of high school students in the region who are not being served. Would like to come to another meeting with more data, to share with the committee; Faculty Patrick Morriss posed the question of whether or not the dual-enrollment partnerships that Foothill has are actually impacting the students that we want to serve; Student Ashley Dafferner added that as a former student of Mountain View High School, the dual-enrollment partnership they had with Foothill did not feel like it was targeted to underserved students;</p> <p>E&amp;E committee would also like to know if underserved student groups are being reached and if they are, are they succeeding?</p>	<p>they want to see should show what the racial distribution is.</p>	
8	Evaluation of meeting outcomes, CCAR Protocol, and norms	<p>Committee members did a thumb vote (up, down, or neutral) to evaluate how well the meeting norms were upheld. Most agreed that there could be improvement with starting on time, making sure all voices were heard, staying engaged, and normalizing social constructs of race and multiple perspectives.</p>	None	
9	Good of the Order			