

 FOOTHILL COLLEGE

GOVERNANCE | **EQUITY & EDUCATION**

MEETING MINUTES

Date: June 5, 2020

Time: 1:30-3:30 p.m.

Loc: President's Conference Room

MEMBERS PRESENT

Voting

Tri-Chairs: Ram Subramaniam, Carolyn Holcroft, Andre Meggerson

Administrator: Debbie Lee

Classified Staff: Catalina Rodriguez, Chris Chavez

Faculty: Donna Frankel, Patrick Morriss, Hilary Gomes

Non-Voting

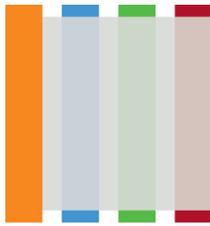
Ex-Officio: Lisa Ly, Melissa Cervantes, Thuy Nguyen, Kristy Lisle, Bret Watson, Elias Regalado, Simon Pennington

Facilitator: Leticia Maldonado

Recorder: Jessica Alarcon

Guests: Adrienne Hypolite, Karen Smith, Mike Mohebbi, Vanessa Smith, Lene Whitley-Putz, Craig Gawlick, Doreen Finkelstein, Michelle Schukraft, Josh Pelletier, Jennifer Sinclair, Adiel Velasquez, Janie Garcia, Kathryn Maurer, Rick Edwards, Julie Ceballos

Prepared by:

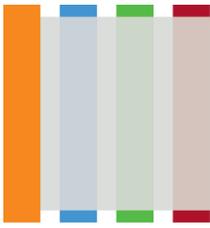


NOTES BY TOPIC

ITEM	TOPIC	DISCUSSION	OUTCOME AND NEXT STEPS	*RESP
1	Approval of Agenda	<p>Agenda approved by voting members of the Equity & Education Governance Committee.</p> <p>Facilitator, Dean Letica Maldonado took the time and safe space to acknowledge all that is happening in our society in regards to the death of George Floyd.</p>		
2	Land Acknowledgement	<p>Land acknowledgement made by Tri-Chair Carolyn Holcroft. Began by taking the time and safe space to acknowledge all that is happening in our society in regards to the death of George Floyd. Continued by stating that the purpose of our land acknowledgement is to honor the sacrifice and stewardship of those before us, without whom we would not be here today. We want to acknowledge that Foothill College is on the ancestral land of the Ohlone people.</p>		
3	Public Comment	<p>Dean Debbie Lee provided feedback form joint R&R governance committee and advisory council. Shared that they had asked that E&E be consulted for feedback for this committee. Joint committee was created to look at the budget situation that we will be going into and some of the decisions that would be made and recommendations that will be passed on to the president. Requested input from E&E. It is particularly important, in regard to how our college resources can be used with equity in mind. Dean Debbie Lee, continued public comment by sharing that the joint committee recommended that all faculty positions will go through the hiring process. Dean Debbie Lee also attended administrative meeting. Reported that our Chancellor wants to look at the budget in a different way,</p>		

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		<p>which means looking at it with an equity lens. Encouraged E&E to take a greater stance on equity. Faculty Donna Frankel thanked Dean Leticia Maldonado and Tri-Chair Carolyn Holcroft for their words and acknowledgment. Added that she would like to underscore that we stole this land from the indigenous people and that we built this country off the backs of slaves. President Thuy Nguyen added that equity is our first driver and it is what is necessary to insure the success of students of color – specifically African Americans, Latinx, and Pacific Islanders. Stated that we should be challenging ourselves regarding how E&E can have a greater stance on budget reduction but also in the general conversations on campus. Ended her comment by stating that she looked forward to the council's deliberations.</p>		
4	<p>Disconnected Student Populations and Equity Approaches to Inclusion</p>	<p>Program Supervisor, Adrienne Hypolite led discussion by asking larger question about leading with an equity perspective. Stated that it is important to consider questions such as - How do we know what questions to ask? How do we know what things to consider? We should be finding ways to include our most vulnerable population. To help with this, the first piece is answering who the students that we're teaching are and identifying our vulnerable students. The second piece is answering what we know about the community. The answer to this could include, cultural factors, social challenges, educational challenges, myths and misunderstandings, success. It is important to emphasize that if we aren't certain of the answers to these questions, then we need to ask! The third piece is thinking about the questions - What are FH's underlying assumptions about its students? Who is best served by the way we currently run our institution? - It is important to frame the assumption from the college perspective. Program Supervisor, Adrienne Hypolite added that the fourth piece is to flip the assumption to lead with equity. To do this we need to ask what actions are needed to take to actually serve our students. Program</p>		

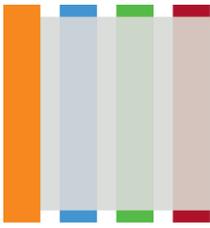
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		<p>Supervisor Adrienne Hypolite's final comment was to have the committee consider how to always do this in all ways. Dean Leticia Maldonado asked Adrienne what she would like from E&E. Program Supervisor Adrienne Hypolite answered that she didn't know and was open to feedback as at the moment her presentation was just a collection of ideas. Tri-Chair Ram Subramaniam commented that a Part 2 of the conversation was definitely necessary. Suggested committee members think about and prepare ideas of an assumption they would like to flip. Faculty Hilary Gomes, suggested surveying Foothill faculty on special tools that they use, and maybe ask about what assumptions they have and how to flip them. Classified Staff, Chris Chavez would like to continue the conversation and suggested that this could be something that is included with guided pathways.</p>		
5	Disproportionate Impact	<p>Ex-Officio Lisa Ly began discussion regarding the student equity achievement plan. Stated that Foothill decided to use the percentage point gap with margin of error. Posed question - If the state already identified the DI method, why do we need to discuss it? College decided on DI method for the state plan submission but hasn't picked one of the local plan. There are three different methodologies. She then had two questions for committee to consider - What meaning do we want to bring to the DI conversation? What method is easier to understand and dialogue about? Dean Leticia Maldonado asked if we could use multiple methodologies. Ex-Officio Lisa Ly responded that we didn't have to committee to one methodology but she could see the benefit of doing so. Tri-Chair Carolyn Holcroft added that she is an advocate of using the highest performance group as a reference point. Ex-Officio Lisa Ly clarified that what she is hearing from Tri-Chair Carolyn, was that any difference needs to be discussed regardless of statistical significance. Tri-Chair Carolyn Holcroft added, that she wanted to point out that requiring statistical significance is another tool of</p>	<p>Recommendation made by committee stating that: Institutional Research will calculate using all three methods. A disproportionate impact (DI) in any one would be interpreted as DI overall, and this would be communicated to the faculty/administrator/staff. Data and calculations available upon request.</p>	



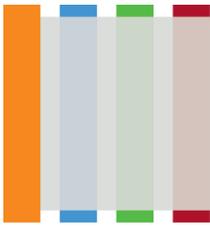
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		<p>white supremacy. Faculty Patrick Morris asked - What are we using these methodologies for? Added that he is concerned that if we're going to use this to tell us what is going on, then that is an issue. Wants to echo what Carolyn was saying regarding how these asks can uphold white supremacy values.</p> <p>Dean Leticia Maldonado added that an option would be to use different data points. Tri-Chair Ram Subramaniam shared the concerns of Tri-Chair Carolyn Holcroft and Faculty Patrick Morriss. Added that he did have questions regarding the methodologies. On the percentage point difference, is it true that the size of groups doesn't matter? Ex Officio Lisa Lee added that the choosing the reference groups is a local decision and that she wants to be mindful of the perspective the state is using to look at us. Dean Melissa Cervantes mentioned that she is asking for a recommendation from the council because it's an opportunity for us to make the choice of how we do things at Foothill. She added that the state is giving us the opportunity to make that choice for ourselves, so it is an opportunity for us to not have the something imposed on us by the state. This will also impact how we are calculating DI and it will inform how we state it on the colleges Equity Plan. Tri-Chair Carolyn Holcroft called a motion stating the following: Would like to use all three methodologies and if any one of the methods states there is disproportional impact, then we address it. Tri-Chair Ram Subramaniam shared that he wasn't sure how these methodologies would impact and most benefit the students. Ex Officio Lisa Ly added that we should be mindful of the methodology that the state wants us to employ. Dean Debbie Lee added that it is massivley confusing to look at all three sets of data if it will be used for multiple. Don't have enough information to make a recommendation. Tri-Chair Carolyn Holcroft modified motion to state: Institutional Research will calculate using</p>		

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		all three methods. A DI in any one would be interpreted as DI overall, and this would be communicated to the faculty/administrator/staff. Data and calculations available upon request. Motion was seconded and E&E council voted to pass motion.		
6	Guided Pathways Update	Dean Melissa Cervantes reported that the team is still working on an update and are hoping it will be ready soon.		
7	Racial Equity and Unrest at Foothill	Dean Melissa Cervantes suggested that E&E should have another meeting before the end of the academic school year with so that committee doesn't lose momentum. Faculty Donna Frankel moved to have another meeting before the end of the year. Faculty Patrick Morriss seconded that motion. Motion was passed by voting members. President Thuy suggested meeting on June 12, due to availability. Dean Debbie Lee moved to meet on June 12 from 11am - 1pm. Tri-Chair Andre Meggerson seconded the motion. Motion passed by voting members.	Equity & Education Committee will meet on Friday, June 12 from 11am – 1pm.	

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8	Dual Enrollment: Draft Memo	Faculty Patrick Morriss began conversation by sharing that he had revisions of the current draft. Suggested the following sentences to be included: "We further assert that any such plan to redirect resources contain explicit accountability benchmarks for equity, consistent with the College Equity Plan, with specified periodic review, and provisions to end the resource redirection should the benchmarks not be met. We further assert that the Equity and Education Council be tasked with offering recommendations to Administration concerning whether such benchmarks have, in fact, been met." Supervisor, Josh Pelletier asked - How will the benchmarks be developed and who will develop them? President Thuy Nguyen answered by stating that if these are in the Equity Plan, they require annual review so then dual enrollment would be reviewed using the multiple methods that were just voted upon by the committee. Dean Debbie Lee recommended the following verbiage to be included in the memo: "In determining marginalized student populations, the college will use the date provided by IR in determining the DI populations. Furthermore, the metrics used in determining benchmarks should be used on current dual	Suggested revisions to the memo will be sent to the committee members. Will discuss memo at June 12 meeting.	



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		<p>enrollment partnerships and as guiding principles in creating further dual enrollment partnerships.” Supervisor, Josh Pelletier suggested that if we are going to be creating metrics then they should be discussed with the E&E council. Agree with Janie’s point in the chat box that benchmarks are to measure accountability in implementing the plan. So, plan first then benchmarks. Would also appreciate tighter collaboration between dual-enrollment team and E&E council. Tri-Chair Ram Subramanian emphasized that this was not an evaluation of the dual-enrollment program. Dean Debbie Lee added that we are asking for metrics as a way to measure and look at our dual-enrollment partnership. Tri-Chair Carolyn Holcroft added that we have suggested revisions to the memo which will be sent to the committee. From there we can look at the memo again at next week’s meeting. Program Coordinator Janie Garcia, states that there is always room for improving equity so we are definitely in agreement that there should be an evaluation. Her team just wants to ensure that our support is included and that there is a commitment to a thorough audit with accurate data. Tri-Chair Carolyn Holcroft agreed and reinforced that E&E council value dual-enrollment as an equity strategy. Tri-Chair Andre Meggerson made the final comment that the memo to his understanding is to the ask whether dual enrollment is an enrollment strategy or an equity strategy.</p>		



9	Evaluation of meeting outcomes and norms	Tri-Chair Ram Subramaniam shared that our meeting outcomes and norms weren't successfully met because some of the norms that were set, weren't followed. One of the norms that wasn't followed was all participants having their cameras on. The other norm that wasn't followed was the limited use of the chat box. He shared that it's distracting to have two conversations going on at the same time. Dean Letica Maldonado stated that as Facilitator she committees to sharing norms at the beginning of meeting. Dean Debbie Lee also shared that we need to improve on hearing the voices of POCs.		
10	Good of the Order			