

FOOTHILL COLLEGE
Student Equity Workgroup (SEW)
Tuesday, April 26, 2016
MEETING MINUTES

LOCATION: Room 6501
TIME: 2:00 PM – 4:00 PM

ITEM	TIME	TOPICS	LEADERS	OUTCOME
1	2:00-2:05	Approval of Minutes – March 22, 2016	Trichairs	Approval
2	2:05-2:15	District Equity Policy Revision	Messina / Holcroft	Discussion
3	2:15-2:25	Succession Planning for Student Equity Workgroup	Starer	Discussion
4	2:25-2:40	Umoja Funding Request	White / Starer	Approval
5	2:40-3:00	Equity Planning for Next Year	LaManque / Starer	Discussion
6	3:00-3:10	Social Justice AD-T	Fernandez	Discussion
7	3:10-3:20	Equity Funding Summary	LaManque	Discussion
8	3:20-3:30	Faculty Teaching and Learning Academy (FTLA)	Fernandez	Discussion
9	3:30-3:40	Equity Positions	Starer	Discussion
10	3:40-3:50	Courageous Conversation Collaboration	Fernandez	Discussion
11	3:50-3:55	Cultural Competence Conference	Fernandez	Discussion
12	3:55-4:00	Support for Undocumented Students	Fernandez	Discussion

PRESENT: Adrienne Hypolite, Micaela Agyara, Paul Starer, Hilda Fernandez, Sarah Cooper, Lan Truong, Justin Schultz, Andrew LaManque, Carolyn Holcroft, Katie Ha, Samuel White, Angel Tzeng, Kelaiah Harris, Kimberlee Messina, Roberto Sias, April Henderson, Kurt Hueg, Bill Ziegenhorn, Sofia Abad

(1) APPROVAL OF MINUTES – MARCH 22, 2016

April Henderson to be added to the list of attendees. Meeting minutes were approved by consensus.

(2) DISTRICT EQUITY POLICY REVISION

The Academic & Professional Matters Committee and the Chancellor’s Advisory Council are both supportive of the Open Educational Resources encouraged by students. There is concern on how to promote the proposal in formal language. Kimberlee Messina drafted a revised policy for consideration and discussion. Please see below; top insertion for old policy and bottom insertion for new policy. The Language was altered to convey the sense that equity is more than just a plan; it is a request for academic senate to be sensitive to student resources. The proposal will encourage sensitivity without jeopardizing academic freedom. The committee notes that it is important to move the proposal forward as it is a “cultural shift” and “threads the needle between a prescriptive, micromanaged policy vs. an umbrella approach policy.” The policy will be reviewed for any necessary corrections. The committee voted approval to bring the policy revision back to the Academic & Professional Matters Committee for further discussion.

OLD POLICY

Board Policy 5600 reads: The Board is committed to assuring student equity in all of the District’s educational programs and college services in order to close the achievement gap between targeted groups of students and other groups for the purpose of increasing educational opportunity and success for all students. The chancellor shall assure that each college establishes and implements a student equity plan that

meets the Title 5 standards for such a plan. (Title 5, Section 54220, Education Code Sections 66030, 66250 et seq., and 72010 et seq.)

PROPOSED NEW LANGUAGE

Board Policy 5600 reads: The Board is committed to assuring student equity in all of the District's educational programs and college services in order to increase student equity and success for all students in their educational opportunities including course completion, graduation, transfer and all other offerings at our colleges. Acknowledging that community college students, especially our underserved and underrepresented students, face many barriers to success, the district is committed to providing as many interventions as possible and appropriate, including support for diverse pedagogical strategies, affordable text book and learning materials, open source materials, targeted support services, and other strategies as defined in each college's Student Equity Plan. The chancellor shall assure that each college establishes and implements a student equity plan that meets the Title 5 standards for such a plan and incorporates this district policy. (Title 5, Section 54220, Education Code Sections 66030, 66250 et seq., and 72010 et seq.)

(3) SUCCESSION PLANNING FOR STUDENT EQUITY WORKGROUP

Classified staff and Faculty Tri-Chairs are appointed by Senates for 2 year stints. Current Senates are Hilda Fernandez and Roberto Sias who are both in their 2nd year, which will expire at the end of June. The committee encourages members who are interest to become involved and Hilda is willing to mentor and train him or her. The Senate position does require involvement in the campus governance structure and attending meetings such as PaRC, and Classified Senate, etc. If interested contact Carolyn Holcroft and/or Karen Smith/Erin Ortiz.

(4) UMOJA FUNDING REQUEST

UMOJA is a learning community that combines academic, counseling, and mentoring support with a curriculum that focuses on the culture, history, literature and social issues of African American students at Foothill college. Currently the achievement gap for UMOJA students at Foothill is 37% success rate for basic skills and 62% completion rate. Requirements of UMOJA include 50% release time to dedicated counselors, student club, and mandatory attendance to summer program. UMOJA requests funding to attend Summer Institute Learning program for approximately 6 members. The program will be held in San Diego from June 22-June 26 and requires colleges to have an established chapter on campus. Members who have confirmed attendance are Kimberly Escamilla and Sam White. Committee is awaiting confirmation from Tracee Cunningham, Kamara Tramble, Adrienne Hypolite, and Dokesha Meacham. UMOJA plans to launch curriculum in 2016-2017 academic year. Counselors have not yet committed to supporting UMOJA full time, yet allies from other learning communities can be sent to summer institute in support of UMOJA. UMOJA will meet with FYE and Early Alert in search of counseling support. There are concerns that the funding request does not match the budget requests in regards to the 50% release time dedicated to counselors. The option to pick and choose counselors to attend the summer program is not feasible. The process for selection must be followed appropriately. Counselors attending the conference are not locked into their position of service, and therefore the selection will be considered upon those who show great interest. The estimated invoice will be \$2,000 per person. Committee voted in favor of funding summer program. Justin will update Equity Budget to reflect the expenditure and connect with Sam offline to review the payment process. Sam will bring the complete UMOJA proposal to the next Equity meeting.

(5) EQUITY PLANNING FOR NEXT YEAR

The Student Equity Plan is due to the State Fall of 2016. The committee will need to begin reviewing the current equity plan and determine goals for the next plan. The review process will begin with mapping out the remaining meetings of this Spring quarter to determine how much time will be devoted to brainstorming. Angel will try to catalog this year with particular attention to FYE, UMOJA, and Early Alert: what was most productive, what have we accomplished, and what has changed? Committee will attempt to build some level of understanding within the next meetings. Paul will create subgroups to parcel out the responsibilities, foster ideas, and identify the role of the new hires. The committee should be

receiving feedback on the current Student Equity Plan within the next few weeks. If the template is received early, then the committee can begin proactively planning for the new plan. Suggestions for future meetings are to dedicate an entire meeting to discuss new goals and possibly a plan to closing the achievement gap. Plan to add a 30 minute update on the creation of subgroups for next meeting.

(6) SOCIAL JUSTICE AD-T

Hilda met with Bernie Day and others regarding Social Justice. Social Justice will remain in the Business and Social Sciences department. There is some discussion regarding which courses could fall under the AD-T and have the UCs approved. The implementation process is being reviewed in order to provide a timeline. A meeting will be scheduled with Mary in curriculum to map everything out for implementation. As we move forward with FYE and the different learning communities, further discussion on how to align the communities to the Social Justice AD-T should take place. This conversation should be reconvened with the larger learning community conversation.

(7) EQUITY FUNDING SUMMARY

Equity holds left over funding that can be spent even with the projected funding and allocations. The additional funding for this year will be extended to December 31, 2016. More detailed update will be available at the next Equity Meeting.

(8) FACULTY TEACHING & LEARNING ACADEMY (FTLA)

The Faculty Teaching and Learning Academy (FTLA) proposal was approved in the Student Equity Plan for Fall '16 to Spring '17. FTLA is an opportunity for professional development and learning. Practices include cultural responsive teaching, cognitive apprenticeship, critical thinking through discipline, and collaborative group work. These practices promote the first two weeks of classes to be student centered and engaging. See Hilda for flyers. FTLA is a cohort of 15 to 20 faculty, counselors, tutoring coordinators, directors, department chairs, and librarians. The workshop is an 8 day commitment to intensive training during the summer with the scheduled dates: Week 1 August 15th to August 18th and Week 2 August 22nd to August 25th. The 8 day workshop is followed by a monthly Saturday meeting from September 2016 to June 2017. Meeting days and hours will be adjusted based on members. Deborah Harrington, Arnita Porter, Hilda Fernandez, and Jessica Cristo will be checking in with members participating in the workshop. All participants will receive a stipend contingent on completing the full project. New hires are strongly encouraged to participate. This project will be proposed to all Faculties, as it is beneficial to campus diversity and the Foothill environment. The dates of the workshop are approved by the committee. FTLA will begin to move forward in the planning process.

(9) EQUITY POSITIONS

Welcome new hires Dokesha Meacham for Early Alert Counselor, Angel Tzeng, Instructional Services Coordinator for Equity Program and Kelaiah Harris, Administrative Assistant or Equity Program. Director of Equity Programs salary did not enable a successful search for the position. The rewriting of the classification for this position will commence and upon completion be sent to the Classification Committee for approval. The position will remain an administrator and not a classified staff. If the Classification Committee agrees with the reclassification, then the position will raise one level. There is a suggestion to hire (externally or internally) an Interim Director for the time being while the search for Director of Equity continues. Committee members will discuss lowering the years of experience and increase the specific types of experience to ensure a successful search. Foothill College is fully committed to hiring a director

(10) COURAGEOUS CONVERSATIONS COLLABORATION

Courageous Conversations Collaboration has confirmed registration of 45 to 47 attendees out of a total capacity of 80. The committee brainstormed how to market and advertise the event in order to meet capacity. At the last event some students, faculty, and staff from De Anza attended. Committee discussed that having De Anza attend could change the dynamic of the event by shifting the focus away from Foothill campus. Current Foothill staff and faculty will be encouraged to attend and Hilda can meet with the marketing department to send out a blast email with the link and invitation. Suggestions are to strongly encourage classified staff and managers to attend the event by contacting each person individually via email or invitation. If any names come to mind of someone who may be interested in attending please notify Carolyn or Hilda. Also, presenting the event at division meetings and college-wide meetings may help increase attendance. Scheduling follow-up conversations throughout the year may be beneficial.

(11) CULTURAL COMPETENCE CONFERENCE

The Cultural Competence Conference was held in San Diego with a total of 8 attendees. The conference centered on teaching participants how to work with SLOs and have meaningful conversations. The participants described the experience as great. Cultural competency will be discussed as part of the SLO conversation on how to collaborate collectively without increasing the workload for those who already participated.

(12) SUPPORT FOR UNDOCUMENTED STUDENTS

UCLA Undocumented Summer Intensive Transfer Experience will take place July 24-July 26. The 3 day program will teach undocumented students how to navigate the college system and successfully transfer to 4 year Universities. Student Equity Workgroup will pair with marketing for support with advertisement. Hilda will provide the flyers to be posted in the library and student center.