STUDENT EQUITY & ACHIEVEMENT COMMITTEE MEETING MINUTES

LPC Mission Statement

Las Positas College provides an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting life-long learning.

Equity Mission Statement

Las Positas College will achieve equity by changing the impacts of structural racism, ableism, homophobia, and systematic poverty on student success and access to higher education, achieved through continuous evaluation and improvement of all services. We believe in a high-quality education focused on learning and an inclusive, culturally-relevant environment that meets the diverse needs of all our students.

Equity Operational Definition

Equity is parity in student educational outcomes. It places student success and belonging for students of color and disproportionately impacted students at center focus.

Committee Membership: 17   Quorum: 9

5 – Administrators

- TBD
- Amy Mattern
- Nan Ho
- TBD
- Dr. Jeanne Wilson

5 – Faculty

- Julia McGurk
- Brian Hagopian
- Jill Oliveira
- Kristy Woods
- Library Representative Vacant
- Jin Tsubota

5 – Classified Professionals

- Ana Del Aguila
- Terrance Thompson
- Rifka Several
- Amanda Ingold
- Liz McWhorter

2 – LPCSG Representatives

- Jacky Carrillo
- Nezrin Hasanly

3 – Non-Voting Members

- Catherine Eagan (co-chair)
- Rajinder Samra
- Shawn Taylor (co-chair)

1. Student Equity Plan 2022-2025

2. Priorities AY 22-23 (See Attachment)

- Priority 1: Student Access
– Simplified, more equitable student hiring practices (including eliminating student employee/intern parking fees). Hiring simply takes too long, and we lose students in the midst of the process.
– A comprehensive registration support mechanism. Registration support could look like a one-stop shop, offered two weeks ahead. This year's support, offered in the Assessment Center, was very helpful to students. Mike Alvarez commented that all types of students participated, including ESL students. ESL students most often need help with their W number and uploading their vaccination.
– Consistent online service center staffing (computer room next to A&R)
– Partnership with an organization to create a "Career Closet" to help struggling students get professional clothing for job interviews, etc. We want a partnership because we don't want to become a Goodwill.

- Priority 2: Student Skills
– Teaching students best practices for navigating content across multiple platforms. Jin commented that students who come in for tutoring often take a very long time to do a simple thing like access their homework and the technology needed to complete it. If we offered a student "Flex Day" of some kind, what would it look like? What support would faculty, staff, and tutors want to offer? When should this happen?
– Offering skills-building/academic coaching and increasing student participation in same. Could our Guided Pathways Success Teams can serve all/part of this function? How do we have that baseline conversation with students to foster their autonomy? How do we reduce stigma around getting help with academics? What messaging is out there that we can use to destigmatize help?

- Looking at all the systems (aside from hiring) our students interact with and audit them for ease of user experience.
- Finding multiple ways to re/emphasize the "big why" of their education. Once language is found for this, it should be repeated on all websites.
- Providing smaller, bite-sized skills offered in Smart Shops so that students can get the lesson and skill build. The challenge is continuing to drive attendance in actual Smart Shops, which provide an interactive learning experience, but also reach students who might not always have time for this. One way, for example, might be to enhance the RAW website with short videos on various topics offered in Smart Shops (Academic Honesty, Commas, Identity in Academic Writing, etc.) and follow those with promotion of longer Smart Shops.
- Priority 3: Student Connection and Belonging
  - More efficient and relevant communications to students (connecting with them via multiple channels: social media, the screens in the common areas, etc.)
  - More effective advertising for Umoja, Puente, and the BCRC
  - Student listening sessions to hear, directly from the students, what they need from us
  - SEA eLetter for staff to better shift us all

3. **Good of the order**
4. **Adjourn**

Fall Semester 2022 Meetings
- September 15
- October 20
- November 17
- December 15 (tentative)

Priority 1: Student Access

- Simplified, more equitable student hiring practices (including eliminating student employee/intern parking fees)
- A comprehensive registration support mechanism
- Consistent online service center staffing (computer room next to A&R)
- Partnership with an organization to create a "Career Closet" to help struggling students get professional clothing for job interviews, etc. We want a partnership because we don't want become a Goodwill.

Priority 2: Student Skills

- Teaching students best practices for navigating content across multiple platforms. Possibly a student "Flex Day"
- Skills-building/Academic coaching (maybe our Guided Pathways Success Teams can serve all/part of this function?)
- Looking at all the systems (aside from hiring) our students interact with and audit them for ease of user experience.
- Find multiple ways to re/emphasize the "big why" of their education.
- Possibly recording Smart Shops in bite-sized "fast food" portions so students can get the lesson and skill build, even if they did not attend a particular smart shop session.

Priority 3: Student Connection and Belonging

- More efficient and relevant communications to students (connecting with them via multiple channels: social media, the screens in the common areas, etc.)
- More effective advertising for Umoja, Puente, and the BCRC
- Student listening sessions to hear, directly from the students, what they need from us
- SEA eLetter for staff to better shift us all