Committee Membership: 17   Quorum: 9

5 – Administrators

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

5 – Faculty

- Segal Boaz
- Brian Hagopian
- Jill Oliveira
- Kristy Woods
- Library Representative Vacant
- Jin Tsubota

5 – Classified Professionals

- Vacant
- Vacant
- Rifka Several
- Amanda Ingold
- Liz McWhorter

2 – LPCSG Representatives

- TBD (post elections)
- TBD (post elections)

3 – Non-Voting Members

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

STUDENT EQUITY & ACHIEVEMENT COMMITTEE MEETING MINUTES

Friday, April 29, 2023| 930a to 1030a | Location: https://us06web.zoom.us/j/83767382840

Agenda

9:30 am call to order

1. **Student Equity Plan (Interventions)**

- Equity Plan is certified and is being used as a model for other colleges, especially our interventions. We want to make sure everyone is signed up to work in areas where they are already doing the work. If those interventions don't work, we can reevaluate and write an addendum. We just need replacement interventions in any area where we need adjustments. Doing the most efficient work is important. https://clpccdorg-

my.sharepoint.com/:x:/g/personal/staylor_laspositascollege_edu/EbkrO4lmMY1AiSUnvEdHD1oBGwGVu8vZKIL2uH-A8nxgtA?e=glI9a2&CID=50bb7f9e-9641-50ef-fd37-5685d7d06093

- The plan lasts for five years. They are achieveable goals. We can measure and track it.
- Liz asked what to do after putting their name in an area. Shawn will do a new spreadsheet and send that out.
- Segal signed up but wasn't sure if there was something that she was already doing.
- Shawn responded that this work can be exhausting, and we need to capture the work that we are already doing so that people feel seen for their work and see it not as isolated activities but as part of our "culture."
- Note: Terrance will not be on SEA any longer because he is focusing on A2Mend and BSU. Mike Alvarez will get someone else from Classified Senate.

2. **SEA Budget Impact (Changes)**
   - New paychecks reflect the raise in the lump sum. The SEA budget went from 93%-98.6% for salaries. He is working to get certain positions off SEA and into their own departments. SSSP, matriculation, and equity were combined. We want to make sure that those personnel are paid by departments that make more sense. Anyone who receives payment through equity funds should be doing primarily equity work. This will be coming down from the state, so we need to be ahead of it. Our discretionary budget will be smaller. Negotiations for raises did not take this into account.
   - May revise due in two weeks. Shawn hopes rumors of 5% cut to equity are not true. If we stay static, we will be okay but have less discretionary funding but no one will be in danger of losing a position.
   - Jin asked what anticipated discretionary budget will be next year. Shawn estimated no more than $100,000. He will do a software audit this summer and get rid of subscriptions we are not using. Discretionary budget does not include positions like tutors and student ambassadors.

3. **Equity Best Practices Knowledge Base**
   - He is working with Tim Druley to collapse all SEA website pages into two pages.
     i. Shared governance equity page: agendas, notes, etc.
     ii. Knowledge base and equity plan. He fears no one will read newsletter so plan to highlight one person/activity per month and do best practices links for our 5 disproportionately impacted groups. Information dissemination yes, but also motivation and inspiration. Demystify equity, which can sometimes get lost in taxonomy. If you want to highlight anything, let him know. He will have a vetting system and see if at least 3 other places are actually doing it.
   - Katie suggested uplifting Michelle's sabbatical work with the LJ community of practice (along with Kisha and Karin) and LJ free conference today. Shawn asked for short videos, too.

4. **What is our "Big Reason?" Taking action while avoiding burnout.**
   - Outside of state mandate, what is the reason for this committee to exist?
   - Kristy: if we are not intentional about setting aside time to understand who our students are and what their needs are, we are not doing our jobs. She hopes that GP eventually goes away, and the only thing that remains is intentional looking at students on their pathways, perhaps in SEA.

- Segal: if you walk into her classroom, it's clear that this is needed. There is a clear dearth of Black students who enroll in science and matriculate, so that means that there is something we are doing or not doing, and that needs to change.
- Shawn: non-Caribbean or African continent Black students not showing up. Why is this? Any research? Segal says that none of the workshops she attends have ever addressed that. One of her great students who has stuck with it is an international student. She hypothesizes that students who are getting strong science backgrounds are not in urban areas.
- Science-mindedness. He has a friend who has had his kids to go to many hack-a-thons. They are conversant in building apps. When he was Executive Director of Gateway to College, he did workshops for parents. Top reasons students drop out are parents, drugs, absenteeism.
- Could we do a day for Black scientist who could come talk to parents and their children? Then help outreach team relay that invitation when they are going to high schools and out into community.
- Segal will encourage Bionic club to sponsor the speaker. She previously tried to pitch the idea of a Umoja science class, but there are not enough students. Base number for a class to go is at least 17, but recently we've been running classes at lower numbers. However, bio continues to have high drop rates.
- Black Family Day is July 8. Maybe doing something in August? Liz offered to help.
- Kristy suggested that math and science collaborate on this issue, perhaps also with computer science. Math had 5 faculty get Umoja trained, and they can only get 2 math students into their Umoja math program. Jennie and Kristy will start a "cookies and conversation" CoP twice a month. Engineering and physics faculty have come in the past. Jin has offered to help bring student voice to these gatherings.
- Brian Hagopian was sharing the challenge of recruiting women into the auto program.
- Leverage outreach team, give them language to use. Katie noted in the chat that students need to be actively recruited and included on a daily basis. Amanda liked the idea of better integration of community and college so that there is greater representation of our student body that our students can really connect with.
- Jin shared that his reason for SEA membership is wanting to redesign how tutoring can be leveraged to help the most. New building will provide adjacencies and new opportunities. Very few students of color are tutoring. Katie commented that embedded tutoring builds relationships. Kristy noted that concurrent support may need to be redesigned, restructured. Katie mentioned the Treisman model that she and Kristy have discussed, where professor noted that Black students were much more successful when they formed study groups like his Asian students did.
- Even though outreach team is phenomenal, we don't have outreach professionals of color.
- Katie shared that she is here because this isn't something we're supposed to do on our own—doing these things in community and collaborating across departments and within the department is important. We have learned a lot from our two pilots and Michelle's Community of Practice this year. These things will build towards results. This committee could help scale the individual and small group efforts.
- Shawn agreed and shared that many Black students don't feel comfortable going to the BCRC because it feels like a separate place. Change the narrative. How do we get them to feel welcome? Deconstruct psychology that makes them distrust these spaces.

- Amy noted that the honors program will be in the new building. Mentoring, asset-based approaches are important. Research a high-impact practice. How does honors connect to academic programs? Convey flexibility with eligibility requirements. Katie asked if Jeremiah talked to Colin Schatz about equity and internationalizing the honors program. Amy said that figuring out budget piece will help. Connecting with President's scholars?
- Talk with Ken Cooper of LPCF about funding Honors through targeted donations.

5. **College Day activity (K. Woods leading)**
   - Kristy provided a link to "Syllabi and Equity Support Resources for Faculty." The goal is to have support in one place. This is a collaboration with the Academic Senate Subcommittee as well. Take the guesswork about of contract requirements, Academic Senate recommendations for inclusive language, etc.
   - https://docs.google.com/document/d/1CL_YRvajTZ96fEvKWX1ZmyncLTY0D74GL7cqzQgt9PU/edit?usp=sharing
   - Katie asked to add ideas about how to introduce syllabus on the first day, for example with Hypothesis.
   - Scott has done a lot of good work in OCDP, but a lot of faculty don't know about the resources.
     - i. Links to model syllabi and welcome letter will be provided.
     - ii. Add language about safety requirements.
     - iii. Remind people not to directly copy language—customize.
     - iv. Add language about course environment, inclusion.
     - v. Links to Teaching and Learning Center's training
     - vi. Links to professional development opportunities on campus
     - vii. Making syllabi more ADA compliant
     - viii. What is a liquid syllabus
     - ix. Guidelines for addressing disruptive student behavior.
     - x. Equity and persistence resources.
     - xi. Caring campus for faculty
     - xii. Linguistic Justice
     - xiii. Teaching Institute
     - xiv. Vision for Success
     - xv. Etc.
   - For the meeting, we focused on adding to Activity 2, "Language around Course Environment," and Activity 3, "Equity and Persistence Resources."
   - Nan asked how people might engage with this space if it is a list. When looking for resources, what would be the most welcoming way to invite with a space that has feedback? If we give a list or lots of links, it can be overwhelming to navigate.
   - Shawn answered that curation, that a guide helps—fewer bullet points. Contextualizing resources with student testimony…bullet points aren't humanized.
   - Katie suggested that adding the date something has been added might make it feel fresh.
   - Katie also wondered if faculty need more than a list—like students, they need "just-in-time" remediation, whether before class, after class, when working on their syllabus. Nan suggested targeted, bite-sized advice like "if you have 5 minutes only to clean your house, do this!"

- Shawn commented that the support list for students will be an icon on the LPC app. Katie asked if faculty would have a place to go on the app!
- Jin suggested training tutors on how to use Hypothesis. However, he needs to put his resources in the best place. What will have the most leverage? Shawn asked to bring that back to next SEA meeting. Nan suggested training Computer Center people on Hypothesis, and Katie said that they have been trained.

6. Adjourn

10:36 am

Spring 2023 Meetings
- May 18