

Diablo Valley College

321 Golf Club Road Pleasant Hill, CA 94523

Minutes

October 23, 2020

Student Equity and Success Committee (SES)

COMMITTEE CHARGE:

The Student Equity and Success Committee monitors, evaluates and advances the institutional level progress on achieving the Educational Master Plan outcomes for equitable student success. The committee supports the college's efforts to improve equitable student success. It also makes recommendations on how to improve the student experience, collegewide and community outcomes, providing a holistic framework to understand and improve the conditions impacting student success.

DATE:	Friday, October 23, 2020	LOCATION:	Meeting ID: 968 5598 3961 https://4cd.zoom.us/j/96855983
TIME:	1:30pm – 3:30pm	MEETING TYPE:	Governance
CO-CHAIRS:	Kenyetta Tribble, Sangha Niyogi, Lisa Gwyn	NOTETAKER:	Katie Kreske
COMMITTEE MEMBERS:	Rosa Armendariz, Alicia Brizzi, Kristina Gomez, Beth Hauscarriague, Newin Orante, Sarah Peterson, Mercy Pono, Despina Prapavessi, Ian Thomas-Bignami, Yusuf Bello	MEETING DATES:	Fall 2020: 10/23/2020, 11/20/2020, 12/11/2020 Spring 2021: TBD
PRESENTERS & INVITED GUESTS:	Queen Lee, Lindsey Kong	RELATED DOCUMENTS:	Unapproved minutes from 9/24/2020

Meeting called to order at 1:35pm

AGENDA ITEMS:

	TOPIC	DESIRED OUTCOME	PRESENTER	DISCUSSION
1.	Agenda Review	Approval	All	Ian Thomas-Bignami moved and Despina Prapavessi seconded motion to approve meeting agenda. All in favor.
2.	Approve meeting minutes from September 24, 2020	Approval	All	Corrections on minutes: Word "helped" in item 3 and WooFoo – should be WuFoo. Krista Gomez moved to approve the minutes with these amendments for 9-24-2020. Mercy Pono seconded motion to approve minutes from 9-24-2020. All in favor.

3	Announcements/Check-in	Information	Sangh Niyogi	<ul style="list-style-type: none"> • Reminder about the Social Justice Speaker Series <ul style="list-style-type: none"> ◦ https://www.dvc.edu/campus-life/equity-speaker-series/ • Thinking of a possible way of storing the zoom recordings on our Social Justice website. Lots of requests for viewing again at a later date. • Events have been well attended. • Upcoming Social Justice day planned that for November 19,2020. <ul style="list-style-type: none"> ◦ Community leader panel from Human Impact and the Rainbow Community Center ◦ Student panel – Including a few students from St. Mary's. ◦ Art Reveal – Working with Toni Fannin's department to gather art submissions from students, faculty and staff. • Hard Conversations Session: Created from a faculty member who needed guidance on how to address a possible hard situation with a student that had a flag behind them that could be offensive to other students. <ul style="list-style-type: none"> ◦ Part 1 was two weeks ago. Lots of other colleges were a part of this. DVC had at least 25 participants. ◦ Part 2 was to have a conversation, specifically with DVC with several other presenters. Some felt the information wasn't the best due to the fact the DVC is further along than a lot of other colleges. Math faculty pointed out that the advice they were giving didn't quite apply to how we conduct ourselves DVC. We've always included stem folks in social justice conversations. The more forums, we can create the better, but important to clarify for folks who are planning to participate the level of training so they have a clear sense of what they are getting into. ◦ General concern: This PD did not really give-us the learning outcomes that they had promised. We weren't getting tangible strategies to de-escalate highly volatile situations related to the elections. • SES is starting to partner with Guided Pathways initiatives. <ul style="list-style-type: none"> ◦ We need to see what the different phases of these big changes that are coming are and how do we intentionally operationalize equity in each of those phases. ◦ Second most important thing is setting up a research framework so that we can measure the equity impact of Guided Pathways because it can potentially widen the gaps. This needs to have that assessment framework in place to know the impact of all these new initiatives.
			Lisa Gwyn Newin Orante	<ul style="list-style-type: none"> • Announcement on behalf of Kristina and Mercy: There's been updates to the DREAMer's webpage. It's been redesigned and presented at College Council, Academic Senate and Classified Senate. They are finalizing the draft for the student equity contact list as requested by the Pedagogy Inquiry Teams (PIT). This list would consist of people in student and instructional support services who have an equity lens, this would serve as a warm handoff. • Christina and Mercy are also participants in our Caring Campus training. They have both been assigned to the name tag and badges group. The goal of their work with this group is related to being a more caring and inclusive campus. • Equity Speaker Series (ESS). Great turn out for the first speaker, Corrina Gould, on Wednesday, October 21st. Had over 350 in attendance. This event was recorded and is available on the ESS website https://video.ibm.com/playlist/389270/video/128387794 • Next Speaker in on November 18th, 1:00pm – Heather Ponchetti Daly
4.	College Council Update	Information	Kenyetta Tribble	<ul style="list-style-type: none"> • Accreditation team come to the college council meeting. they asked a lot of questions regarding the transparency of our resource allocation process. It seemed like things went well. They gave us a lot of commendations. One being our work on SES and the equity work throughout the college. The areas that need to be worked on were all district related. • Susan has been presenting about the realignment and various different settings academic senate, classified senate, and she's met with the managers. • Susan had the committee review the affinity group draft proposal that she sent out to various groups on campus.

5.	USC Race and Equity Partnership Updates	Discussion	Tri-Chairs	<ul style="list-style-type: none"> NACCC 1062 students complete the survey, they're still about 600 in progress. The college decided to extend the date to give those students, who are in progress, a chance to complete the survey. We have two USC Institute's going on right now. Leadership (Thursdays) & Pedagogy (Fridays) <ul style="list-style-type: none"> Pedagogy: Good discussion amongst the faculty, particularly around identity. Identity negotiation power and social context, they will be working on three projects equitable syllabus, equitable grading, and self-observation activity. Leadership: I don't feel like we have a project yet others might see it differently. We have been doing a kind of grounding and framework to hopefully lead us to a project. Benefit of being a part of the USC on raising equity group is that we were part of the alliance project. 12 workshops, once a month. We can send up to 5 different people to each of the workshops. List of Workshops https://email4cd.sharepoint.com/:b/s/USCRacialEquityAlliance/EVrfGBfnpNdEnlyV8JvJoiMBdQeMpmGOWGiuwTzT7cSyOA?e=NCU0SR <ul style="list-style-type: none"> First workshop was on culturally responsive pedagogy. Minutes from last meeting summarizes this workshop – Sangha Next workshop is November 12th for 1-4pm. Understanding and confronting anti-black racism. Email Kenyetta with recommendations of people you would like to see be invited to participate in each of these workshops. Would like to expand the engagement of people in these workshops. Clear intent needs to be communicated about what is expected from these workshops. Concerns around how this first workshop was communicated and followed up on from USC with requested materials and resources. Kenyetta will talk to Mark Akiyama about concerns.
6.	SES Thematic & Workgroups (3SP/Dev	Discussion	All	
	<ul style="list-style-type: none"> Research-RPEC and SES 2020-2021 <ul style="list-style-type: none"> AB705 Research Update (3SP/Dev Ed) Hiring – District and College Efforts <p>MOVE TO ADD 20 minutes</p>	Data Project(s)	<p>Lisa G.</p> <p>Rosa, Alicia & Despina</p> <p>Kenyetta</p>	<p>Discussion around “Research-RPEC”-</p> <ul style="list-style-type: none"> Kenyetta, Sangha and Lisa met with Becky Opsata. RPEC is working on a research plan for this academic year. SES plans to attend RPEC meetings to discuss bringing an equity lens to the work. A design model that would get at some of our data needs and examine what we have available, what's needed, and who are the stakeholders. They are going to pilot this model by looking at retention from fall to spring. SES is hoping to bring to RPEC an activity from our Equity Plan (EP) (https://www.dvc.edu/about/governance/college-plans/pdfs/SEP%20Appendix%20A%20for%20Website%20Final%202019.6.17) and start thinking about what data do we want around these activities. Look at how well or how well we are not doing, along with how we're meeting the needs of our students all with an equity lens. We will start by picking one or two that we could work with RPEC on to try to get data on those activities. Queen Lee asked “Is there a matrix that shows the different equity programs on campus with their target or focuses to see where there may be some discrepancies? A Matrix or a collection of data that shows when you're looking at those five areas in the EP, what programs are covering and focusing on, so we can see where the discrepancies are and kind of vote to aim and fill that gap.” Data work will focus on completion of math and English within the first year. SES committee recommends looking at the data around the activities that help students complete transfer level Math and English. All agreed. <p>Discussion around hiring – Hiring is an area that recommends more support.</p> <ul style="list-style-type: none"> November 19th is a district wide DEEOC meeting. SES as a group of the people who are interested, need to know that we're interested in hiring a more diverse faculty group, but where do we need to direct those efforts to, where are the departments, that have clear under representation? Discussion around hiring committees - Training on being on a hiring committee is not adequate. We do have access to the ethnic breakdown by classification managers and faculty and part time and full-time faculty and classified hourly and full time or classified. We have that data as a starting point. Discussion of hiring goals: <ul style="list-style-type: none"> EEOA Cultural Competency in Hiring Research diverse posting list Equitable language in hiring posts <p>Motion to add 20 minutes. All agree.</p>

	<ul style="list-style-type: none"> • Pedagogy- Pedagogy Inquiry Team (PIT) (Dev Ed) and Ethnic Studies Updates <ul style="list-style-type: none"> ○ Equity Speaker Series – SEW • Student Leadership Updates 		<p>Ian & Sangha Sangha & Rosa</p> <p>Kenyetta</p>	<ul style="list-style-type: none"> • Working on protocol document. • Ethnic Studies Program: Working on list of courses. Need to submit the curriculum requirements. Working on who will teach these courses. <ul style="list-style-type: none"> ○ As mentioned earlier, we want to put the Speaker Series on the website for people to listen to at a later time. • SES Student Leadership workgroup still in the development phase. Students cannot be paid for attending meetings. Would like to pay them for their Student Advisory work using SEAP funding. When Kenyetta asked how the Student Advisory Council (SAC) student employees for Guided Pathways can get paid but SES Student Leadership cannot? A: It was written in the GP grant. That's how SAC was approved to be funded out of GP. The SES Tri-Chairs classify the Students Leadership as "Innovation" which is in the EP as part of the SEAP budget.-Newin supports this. Working on getting approval from Todd as the VP of Business and Administrative Services. Hopefully SP2021.
7.	Equity Timeline Project	Discussion	Lisa	<ul style="list-style-type: none"> • RJTF is working on an interactive timeline project with eJae Design consultant that chronicles all the equity work DVC has done and is doing on campus. Link to an example of what the timeline will look like: https://www.annefrank.org/en/anne-frank/the-timeline/ <ul style="list-style-type: none"> ○ PRT grant is funding this. As of now SES will maintain the site but there are some concerns about this. We need a dedicated person to help maintain this site once up and running.
8.	SEAP Budget 2020-2021	Information	Kenyetta	<ul style="list-style-type: none"> • Discussion around the allocation of about \$5.5 million SEAP budget and setting the SES goals. <ul style="list-style-type: none"> ○ 3SP= \$3.3M ○ Dev Ed= \$490K ○ SES= \$1.4M • Working on setting up the SEAP-budget plans for the year. • Budget amount is the same as last year but there will probably be a 10% cut for 21/22 AY. • Over 70% of the SEAP 20/21 budget is supporting full-time positions.

- Next meeting tentatively scheduled for November 20th 1:30pm – 3:30 pm
- Meeting adjourned: 3:32 pm, October 23, 2020