



**Minutes of Stewardship for Equity, Equal Employment and Diversity (SEED) Committee
Held on February 23, 2016
Building 6, Room 6-203**

Tri-Chairpersons:

Angélica Garcia, Lucia Lachmayr, Aaron McVean

Members Present:

Amory Cariadus, Serena Chu-Mraz, Nina Floro, Ricardo Flores, Marlon Gaytan, Victoria Goncalvez, Nathan Jones, Raymond Jones, Jessica Lopez, Miku Mendoza, Joe Morello, Nathaniel Nevado, David Reed, Michael Stokes, Nadia Tariq, Chad Thompson, Phillip Williams, Rob Williams, Karen Wong

Guest:

Jonathan Paver, Sarah Perkins

Members Absent:

Wissem Bennani, Luis Escobar, Patricia Mendoza, Tammy Robinson, Marisa Thigpen, Lavinia Zanassi

Resource:

Belinda Chan (Recorder), Zahra Mojtahedi

1. GENERAL FUNCTIONS

1.1 Call to Order

Aaron McVean called the meeting to order at 2:16 p.m.

1.2 Approval of Agenda

A motion was made by Amory Cariadus and seconded by Raymond Jones to approve the February 23, 2016 agenda. No changes made. Motion carried unanimously.

1.3 Approval of Minutes

A motion was made by Joe Morello and seconded by Nadia Tariq to approve the January 26, 2016 minutes with a request to delete the last recommendation list under item 2.1 due to it being incomplete. Motion carried unanimously.

2. DISCUSSION/ REPORT

2.1 CSI and SEED Integration Proposal

Jonathan Paver, one of the co-coordinators of College Success Initiative (CSI) Leaders and Dean of Academic Support and Learning Technologies Division, and Serena Chu-Mraz, representative of CSI, proposed integrating CSI with SEED because of overlapping initiatives that pertain to addressing the needs of basic skills students.

Recommendations were not to subsume CSI within SEED but to collaborate by:

- sharing agenda items
- having a good mixture of representatives (faculty/staff/ administrators) with shared roles in both SEED and CSI committees



- increase our knowledge of both the SEP and CSI plans

SEED thanked Paver for his presentation. The SEED Chairs plan to attend the next CSI meeting on March 7, 2016.

2.2 District Study for Armed Public Safety Officer

Chairperson Garcia presented to the committee about the proposal to arm SMCCCD public safety officers that the Board discussed due to the continuous gun shooting tragedies happening in higher education institutions throughout the nation. Data presented to the Board showed that 90% of higher education institutions have armed public safety officers on campus. The discussion has been brought to committees on campus for feedback.

Listed below are some of the comments and concerns:

- The costs, including liability, to have armed PSOs will be high.
- Skyline College does not appear to have a high crime rate.
- What's the response rate of local police officers? Skyline College is not a priority for San Bruno Police. However, Chairperson Garcia responded that if a life threatening situation occurs, the response time is between 4 to 6 minutes.
- Seeing an armed public safety officer (PSO) is intimidating, which may worsen or escalate a situation.
- There is an interest in knowing any non-lethal options as alternatives to armed weapon.
- The statistical data provided may be biased.
- If PSOs are armed, will there be associated training, such as how to de-escalate conflicts and other training that police officers typically undergo?
- The process does not seem to be transparent. Town hall discussion is proposed. Chairperson McVean responded that the Board is planning to schedule a forum in March or April to collect inputs and comments.
- A suggestion of having counseling services and support on various problems is proposed, where concerns and problems can often be de-escalated/ resolved.
- A concern was raised about young children's safety in Building 14 or the Child Development Laboratory Center in regards to how fast the campus can respond to threats there. Vice President Sarah Perkins commented that the building will automatically lock-down in case of emergency.
- To what level will PSOs be armed? One trained person? One weapon under lock and key for all?

Chairperson Garcia will share the findings and comments collected from other committee and presented in the next SEED meeting.

2.3 Student Equity Plan Update: Administrator Position Review

With a recent recommendation of the 2016/17 tentative budget from the Strategic Planning and Allocation of Resources Committee (SPARC) to hire five Full-time Faculty, two Classified Staff, and one and a half Administrator/ Management to the College Governor Council, a new position to hire a Dean of Student Equity and Support Programs was created (as opposed to the originally proposed Director of Student Equity that was cited in the Equity Plan). This new hire will be a member of the SEED Committee likely to play a leadership role. At least two members of the SEED Committee will be involved in the hiring process of this position.



3. ANNOUNCEMENT

- 3.1 The English Department voted to change ENGL 846 to be a Basic Skills course. Thus, more Basic Skills funding will be available.
- 3.2 **Dr. Christopher Emdin**, an Associate Professor in the Department of Mathematics, Science and Technology and Associate Director of the Institute for Urban and Minority Education as well as Director of Science Education at the Center for Health Equity and Urban Science Education at Teachers College, Columbia University, will present “**Stem with No Root Bears No Fruit: Full S.T.E.A.M Ahead in #HIPHOPEd**” on **March 10, 2016 from 9:30 a.m. to 11:30 a.m.** in the **Theater**. Book signing will be available from 11:00 a.m. to 11:30 a.m. More information about the speaker can be found on [TED Talk](#).
- 3.3 **Brian Copeland**, solo performance, will present “**Not a Genuine Black Man**” for African American Heritage Month on **Thursday, February 25, 2016**, from **Noon to 2:00 p.m.** in the **Theater**.
- 3.4 **Jose Antonio Vargas**, a Filipino-American journalist, filmmaker, and immigration right activist, will speak on **Thursday, April 7, 2016 in Building 6**. His film titled “**Documented**” will be shown in the Theater the day before on **Wednesday, April 6, 2016**. Detail to follow.
- 3.5 SEEED Diversity Retreat will held on Flex Day, March 4, 2016, from 8:30 a.m. to 3:30 p.m. in Building 6. Breakfast, lunch, and snack will be provided.

4. NEXT REGULAR MEETING

Next meeting will be held on Tuesday, March 22, 2016 from 2:10 p.m. to 4:00 p.m. in Room 6-203.

5. ADJOURNMENT

There being no further business, the meeting was adjourned at 3:46 p.m.

Minutes were approved on April 26, 2016.