

**Minutes of Stewardship for Equity, Equal Employment, and Diversity (SEED) Committee
Held on November 7, 2017 in Room 4-301**

Chairs:

Lasana Hotep, Lucia Lachmayr

Members Present: Leon Babaev, Wissem Bennani, Kristen Ersando, Nina Floro, Jon Freedman, Margarita Jimenez, Nathan Jones, Soledad McCarthy, Patricia Mendoza, Nathaniel Nevado, Kirstie Stramler, Chad Thompson

Members Absent: Serena Chu-Mraz, Luis Escobar, Ricardo Flores, Jacqueline Honda, Raymond Jones, Lucy Jovel, Tammy Robinson, Michael Stokes, Nadia Tariq, Marisa Thigpen, Andrea Vizenor

Resources: Katrina Pantig, Monique Hernandez (Recorder)

1. General Functions

1.1. Call to Order

Dean Hotep calls meeting to order at 2:10pm

1.2. Approval of Agenda

A motion made by Soledad McCarthy and seconded by Nina Floro to approve the October 10, 2017 agenda. Motion carried unanimously.

1.3. Approval of Minutes

A motion to approve minutes from September 19, 2017 and October 10, 2017 by Nate Nevado, seconded by Soledad McCarthy. Motion carried unanimously.

2. Discussion Report

2.1. Equity Activity

A video on Microaggressions was introduced during the activity. Dr. Derald Wing Su defines “ Microaggressions are along a continuum from being very deliberate and conscious to being outside one’s conscious behavior.” He went to describe the three types: Microaggression, Microinsult and Microinvalidation.

Skyline, as a community, must recognize verbal and non-verbal microaggression triggers. The importance of acknowledging them is to prevent them from happening in a classroom environment. The discussions followed with personal experiences with microaggressions. Later, the committee discussed strategies to alleviate microaggressions in classroom settings.

2.2. BSI, SSSP and SE Integrated Budget Plan

Integrated Budget due date has changed, it is now December 15, 2017. This plan will be in use until 2019. After, there is a possibility that the funding will be collaborated or

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will reduce/increase. The new plans is more concise, and limits the amount of paperwork sent to the state. Plan will go before Board for approval on November 29, 2017.

2.3. Comprehensive Diversity Framework

In preparation for accreditation, Skyline will be reviewing the Strategic Plan. Accrediting Commission for Community and Junior Colleges (ACCJC) will visiting during October of 2019. All the various documents will feed into the strategic plan. Currently, Skyline College does not have a standalone diversity plan. Therefore, Skyline College will create an umbrella diversity plan, which CDF will follow. This is how Skyline is making the efforts to approach diversity. SEED will be closely connected with the development of the Comprehensive Diversity Framework.

2.4. Book Circle

Committee members have created a Book Circle, which can be another opportunity to engage with equity besides the events and programs held by SESP. It is open to anyone on campus, but will remain a small group. This will take place in 2018. Communication regarding the book club will happen Spring semester.

2.5.EEOC (Equal Opportunity Commission)

EEOC will be offering grants up to \$7,500 to a faculty, staff, or student in the district to do a program or initiative around diversity, equity, and inclusion. The commission is still drafting the research plan. There will be more information regarding timelines in 2018

Announcements:

November 14: Part One of Bringing “Blackness into White Spaces
November 28: Part Two of Bringing “Blackness” into White Spaces
December 7: Racism without Racists: Discussing Race in the Era of Trump
January 12: Two Hour Campus-wide Equity Training by CTTL/SESP

Next Meeting:

Tuesday, January 23rd at 2:10pm to 4:00p, in Room 6-203

Adjournment:

Motion to Adjourn: Kristen Ersando, seconded by Nina Floro
at 3:34pm