

**Minutes of Stewardship for Equity, Equal Employment, and Diversity (SEEED)**

**March 20, 2018**

**Room 6-203**

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**Chairs:**

Lasana Hotep, Lucia Lachmayr

**Members Present:** Serena Chu-Mraz, Kristen Ersando, Nina Floro, Ricardo Flores, Jacqueline Honda, Nathan Jones, Lucy Jovel, Soledad McCarthy, Chad Thompson

**Members Absent:** Leon Babaev, Wissem Bennani, Luis Escobar, Jon Freedman, Margarita Jimenez, Raymond Jones, Patricia Mendoza, Nathaniel Nevado, Tammy Robinson, Michael Stokes, Kirstie Stramler, Nadia Tariq, Marisa Thigpen, Andrea Vizenor

**Guest(s):** Mary Thomasmeyer, Pia Walawalkar

**Resources:** Belinda Chan, Zahra Mojtahedi, Katrina Pantig (Recorder), Monique Hernandez

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**1. General Functions**

**1.1 Call to Order -**

Dean Hotep calls meeting to order at 2:10pm.

**1.2 Approval of Agenda -**

Due to lack of a quorum, no action was taken.

**1.3 Approval of Minutes -**

Due to lack of a quorum, no action was taken.

**2. Discussion Report**

**2.1 Equity Activity**

Ten district employees will go to Sacramento for the Equity in Faculty Hiring Institute by the Center for Urban Education. The questions that will be addressed will regard what Skyline College can do as an institution to better serve underprivileged students?

For the equity activity, the committee analyzed a set of five pictures from the Center for Urban Education. The first picture displays equality by having three students at the bottom of ladders, starting their path to success. The second picture analyzes how the world is not equitable. Depending on the statuses of the person climbing the ladder, they can have more or less resources to help them attain their goal. The third picture communicates the biases and systemic racisms (microaggression, implicit bias, etc.) that underprivileged students encounter. The fourth picture depicts *another* perception towards diversity: bringing *more* students that are underprivileged into an

unequal pathway. Lastly, the fifth picture shows someone fixing the ladder through equitable practices to assist the student's journey.

## 2.2 Sustainability Plan

Mary Thomasmeyer, Skyline College's Sustainability Coordinator, brought the newest draft of the Sustainability Plan to receive feedback from the committee before the plan is sent to the board of trustees.

Questions and Statements:

- What does the money behind the Sustainability Plan look like? How sustainable is the funding within the plan?
  - This will be addressed on March 22 with SPARK.
- What are the qualifications for the Permanent Sustainability Coordinator?
- There is no current partnership addressed between CTTL and SP.
- How will students from underrepresented communities be recruited into the sustainability plan?
- Are there any courses that do not have sustainability integrated that are obvious and work smoothly?
- The plan must have more student input (ASSC) ◦ There will be a campus wide forum on April 10 in Building 6.
- Instead of having a shuttle from campus to campus, what about a shuttle from Skyline College to San Bruno Bart?
- Can the Sustainability Plan be numbered to look more organized?

## 2.3 Accreditation

The committee grouped with one another to discuss the ways we approach these topics: *How does our college demonstrate a sustained, substantive and collegial dialog about student outcomes, and student equity.* There were multiple answers, ranging from Learning Communities to Department Meetings all the way to the DREAM Center.

## 2.4 Comprehensive Diversity Framework

All plans feed into the Skyline College Strategic Plan. Everything that expired in 2012 has been updated into a 2018-2022 plan as initiatives. The CDF's goals will be redone on Friday; an equity goal will be cemented into the list. The goals will then be connected to resources and funds.



The CDF needs to still put in the eight domains, as it will be a living document. Division of Student Equity and Support Programs will do a streamlined version with Lucia Lachmayr. The initial meeting will be planned soon.

There will be a Strategic Planning Forum for the whole campus on March 23 from 12:30pm-2:00pm.

### **Announcements:**

Online: Student Voice Survey and Employee Voice Survey

March 23: Strategic Planning Forum 12:30pm-2:00pm

April 10: Campus Wide Forum for the Sustainability Plan in Building 6

April 12: College Lecture Series with Rosa Clemente 11:00am-1:00pm

April 17: CTTL Queering Pedagogy in the Classroom (Brown Bag) 1:00pm-2:00pm

Next Semester: Book Circle (Engaging the “Race Question”: Accountability and Equity in U.S. Higher Education), Advertising before the semester begins **Next Meeting:**

Tuesday, April 17<sup>th</sup> at 2:10pm in Room 6-203 **Adjournment:**

Motion to Adjourn: Kristen Ersando, seconded by Soledad McCarthy at 4:10pm