



Stewardship for Equity, Equal Employment and Diversity (SEED)

Minutes

Held on Tuesday, March 21

Held via Zoom

Chairs

Cheryl Johnson, Lucia Lachmayr, Roger Perez-Vaughan

Members Present

Megdi Abebe, Rachel Bell, Melanie Espinueva, Cheryl Johnson, Lucia Lachmayr, Joshua Lindo, Melissa Matthews, Allen Ocampo, Roger Perez-Vaughan, Michael Stokes, Chad Thompson, Gavin Townsley, Ingrid Vargas

Members Absent

Luis Escobar, Zahra Mojtahedi, Felicia Mazzi, Eureka Soriano

Guest(s)

None

DISCUSSION/REPORTS

SEED Committee Composition

Continued conversation from our last meeting focusing on SEED members' declined participation and attendance, and the need to determine the committee's composition.

In defining SEED's composition, the goal is to replenish membership (with many perspectives and voices), reestablish SEED's constituent committee status, able to develop task groups and make recommendations to College Governance Council.

Analysis of SEED's current composition showed that 4 out of the 11 college divisions are represented. When considering SEED's membership by program, service and/or department, the following are represented ASSC, Counseling, Educational Access Center, English, EOPS, ESOL, Library, Learning Commons, SparkPoint, TRiO, PRIE and Equity Institute. In addition, SEED needs official representatives from Associated Students, Academic Senate, Classified Senate and Management Council.

Encouraging instructional faculty to join SEED, from divisions underrepresented, was suggested in an attempt to increase instructional faculty presence and collaboration. Due to teaching at the time of the meetings, it was mentioned that attracting instructional faculty may be challenging; however, it was also mentioned that the least number of classes is offered during time the committee meets.

The concern of forced participation rather than volunteering to be on SEED was also mentioned to encourage participation of members who are committed to equity work. It was clarified that deans usually request for volunteers rather than forcing instructional faculty to join a committee.

Due to the nature of the work in the committee, it was suggested that it could be an operational work group, which has different rules, rather than a committee. Nonetheless, being a committee raise the importance of the work, and being a constituent committee raises the stature and influence of the group.

It was noted that some committees, perceived to be more impactful on campus, have a high instructional faculty membership since they want to ensure they have the largest number.

SEED's Tri-Chairs recommended having at least two representatives from each division. It was mentioned that due to vacancies in divisions, it may not be possible to get two representatives from each division. It was also stated that due to possible voting situations, and to prevent conflicts of interest, SEED members with multiple roles on campus may only represent one program, service, department, division, or constituency.

Given the nature of what SEED does, its charge and importance, the desire to formalize and restructure SEED to get representation from each division was reiterated.

Formalizing the committee, and defining representation to include at least one member from each division also requires defining the voting process. As such, if a division has more than one representative on SEED, their shared vote would count as one vote.

The importance of including special programs in a functional role, which exist within a division and would also get one vote, like Outreach, SparkPoint, EOPS was stated. Functional roles do not have to be voting members but representatives able to provide input from their specific program.

The possibility of including the VPSS in a non-voting support role was also discussed. Having SEED meetings open to the public, non-voting, was stated.

It was asked whether student assistants could be SEED representatives, to get participation from special programs with limited staffing. It was also indicated that due to budget limitations in certain special programs, having a student assistant be a SEED representative and receive compensation may be an issue.

Consensus was to have division representation, at least one representative, and constituent group representation, with only one vote from counting from each. Special programs in a functional role, either as a voting or non-voting member, included:

- EOPS
- Education Access Center
- Equity Institute
- Promise Scholars Program
- TRiO
- The Learning Center
- Learning Communities
- PRIE
- SparkPoint
- Outreach

Since more time was necessary to adopt SEED's composition, it was determined that each current SEED member would share their ideal SEED composition electronically. SEED's proposed composition will be finalized on April 18.

SEED would present to the College Governance Council at their April 26, meeting, a SEED membership proposal outlining who and/or what group should be represented. Once the College Governance Council approves the proposal, SEED would communicate with division deans, directors and/or managers to request to appoint a representative.

Student Equity Plan Implementation

SEED guided the completion of the 2022-25 Student Equity Plan (SEP) but has not determined its engagement in implementing recommendations from the plan.

Since the SEP overlaps with the Educational Master Plan, it was suggested to meet to discuss and identify overlapping areas to start collaborative efforts that include both plans.

Some members of the SEP writing groups indicated a willingness to work on the recommendations outlined in the plan. They also indicated a desire for thought partners and collaborative effort to address the equity gaps listed in the plan. It was stated that no funding is available to compensate those who work on the recommendations outlined in the SEP.

The importance of connecting with constituency groups and the campus community, to attract additional stakeholders to participate in equity efforts, was mentioned. In addition, adopting a process to update SEED of equity efforts from the SEP is also necessary. The update process may require a specific form or guidelines to ensure consistency in the information conveyed to SEED.

Presenting the SEP at a town hall meeting or as a Flex Day activity was also suggested.

Pride Index for LGBTQIA+ Students

SEED may be asked to lead efforts in the college's Pride Index. The discussion will determine SEED's engagement and necessary strategies to guide the Pride Index.

Due to time limitations, this item was postponed to our next meeting.

UPDATES/ANNOUNCEMENTS

None

NEXT REGULAR MEETING

The next regular meeting will be on Tuesday, April 18, from 2:10 to 3:50 p.m. via Zoom.