



**Minutes of Stewardship for Equity, Equal Employment and Diversity (SEED) Committee
Held on November 22, 2016
Held in Room 6-203**

Chairs:

Lasana Hotep, Lucia Lachmayr

Members Present:

Wissem Bennani, Amory Cariadus, Cesar Chavez, Ricardo Flores, Cassandra Gutierrez, Cheri Jones, Raymond Jones, Jessica Lopez, Soledad McCarthy, Nate Nevado, Kristy Nguyen, David Reed, Tammy Robinson, Michael Stokes, Marisa Thigpen, Chad Thompson, Andrea Vizenor

Members Absent:

Serena Chu-Mraz, Luis Escobar, Nina Floro, Lucy Jovel, Patricia Mendoza, Nadia Tariq, Phillip Williams, Rob Williams

Guests:

Dr. Jeremiah Sims (Director of Equity, College of San Mateo), Anna Nguyen (Counselor Intern, Skyline College), Ivan Silva (Counselor Intern, Skyline College)

Resource:

Belinda Chan, (Recorder), Monique Hernandez, Zahra Mojtahedi, Karen Wong

1. GENERAL FUNCTIONS

1.1. Call or Order

Lasana Hotep called the regular meeting to order at 2:10 p.m.

1.2. Approval of Agenda

A motion was made by Amory Cariadus and seconded by Soledad McCarthy to approve the November 22, 2016 agenda as written. No changes made. Motion carried unanimously.

1.3. Approval of Minutes

A motion was made by David Reed and seconded by Michael Stokes to approve the October 26, 2016 minutes as written. No changes made. Motion carried unanimously with four abstention votes.

1.4. Unfinished Business – ANAPISI Grant and HSI Grant Follow-up

Lucia Lachmayr provided an update on ANAPISA Grant and HSI Grant Follow-up. Four members (Lucia Lachmayr, David Reed, Luis Escobar, and Ricardo Flores) are interested to work on the HSI Grants, thus Lucia Lachmayr proposed to move forward to applying the grants. The Committee will be introduced to the 3 HSI Grants and each of the eligibilities. Information will be presented in the next meeting.

2. DISCUSSION/ REPORT

2.1. Equity Activity

Dr. Jeremiah Sims, Director of Equity at College of San Mateo, joined the SEEED and led the Equity Activity. See Appendix I for the “Education Equity Matters” slides presented.

Members and guests in attendance were divided into groups of 4 to 5 to build the tallest free standing paper tower within 7 minutes. Each group was given 5 pieces of tapes and 4 pieces of paper but all groups received different size and length. Additionally, each group was constrained with one criteria. For example, one group can only use one hand to build the tower, one group can only stand, etc.

Feedback: With the statistics in mind, participants tended to believe in the statistics and began to struggle. The stereotype impacted participants’ collaboration and the negative comments also discouraged the participants. This reflects students’ struggle and students’ make-believe with discouragement. Pointing out errors to students can be both encouragement and discouragement depending on how students perceive the information.

Lasana Hotep thanked Dr. Sims for joining the SEEED and presenting the equity information the Committee.

2.2. SEP Discussion

Skyline college Student Equity Plan SEP Update Workgroups worksheet was tabled. See Appendix II.

Lasana Hotep provided an overview and budget update pertaining to Student Equity Plan (SEP). The SEP, a 3-year plan administered by the governance body, consists of 5 success indicators: Access, Course Completion, ESL & Basic Skills, Degree & Certificate Completion, and Transfer. There will 2 to 3 reports per meeting relating to each topic.

Divisions and Departments Funding through SEP is based on the previous request. CIPHER will not be listed separately on SEP but will be listed with Brothers & Sisters Conference.

Sub-committee workgroups ideas were introduced. Workgroups will be decided on the next meeting. An example outcome draft will also be provided in the next meeting.

2.3. STEM Latino Initiative

Lucia Lachmayr informed that Committee that no update on the topic as the contact person was not reachable prior to this meeting, but ideas on STEM Latinos were proposed, which included more Chromebooks and resources for students, and providing books, etc.

2.4. Comprehensive Diversity Framework (Overview/ Sub-committees)

The SEEED Committee will re-examine the eight domains of Comprehensive Diversity Framework and make it actionable. Skyline College’s Comprehensive Diversity Framework was created based on Minnesota’s Comprehensive Diversity Framework with the assistance of hired consultant.

One example feedback in the past: Students believed that they had to have a minimum GPA to be qualified for scholarships. The investigation found out that adjunct faculty did not pass along the



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information to students. Once the miscommunication was resolved, there was a huge increase in the scholarship application pool.

The eight domains will be sent to Members for review and decide on the 2 to 3 domains to review. Members may choose to join between SEP and 8 domains subcommittees.

3. NEXT MEETING

Next regular meeting will be held on Tuesday, January 31, 2017 at 2:10 p.m. in Room 6-203.

4. ADJOURNMENT

There being no further business. Michael Stokes made a motion, which was seconded by Nate Nevado, to adjourn the meeting at 3:57 p.m.

Minutes were approved by Members on January 31, 2017.