

**Minutes of Stewardship for Equity, Equal Employment, and Diversity (SEED)
Committee
Held on January 23, 2018**

Chairs:

Lasana Hotep, Lucia Lachmayr

Members Present: Leon Babaev, Serena Chu-Mraz, Kristen Ersando, Nina Floro, Ricardo Flores, Jacqueline Honda, Nathan Jones, Lucy Jovel, Soledad McCarthy, Patricia Mendoza, Nathaniel Nevado, Michael Stokes,

Members Absent: Wissem Bennani, Luis Escobar, Jon Freedman, Angélica Garcia, Margarita Jimenez, Raymond Jones, Tammy Robinson, Kirstie Stramler, Nadia Teriq, Marisa Thigpen, Chad Thompson, Andrea Vizenor

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

1. General Functions

1.1. Call to Order

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

1.2. Approval of Agenda

A motion was made by Dean Honda, seconded by Ricardo Flores. Motion carried unanimously at 2:46 p.m.

1.3. Approval of Minutes

A motion was made to approve the minutes from November 7, 2017 by Kristen Ersando, seconded by Lucy Jovel. Motion carried unanimously at 2:49 p.m.

2. Discussion Report

2.1. Equity Activity

We serve a diverse student population of first-generation, students of color (Asian, Pacific Islander, Latino, and African Americans), and largely low-income students. Given the students we serve, we need to have a discussion around how to work with our students to de-stigmatize what it means to be “low-income”.

Video Clips

- Interview with Dr. Martin Luther King Jr.
 - MLK largely fought to address issues of the harsh economic conditions of people of color in the United States and its connection to Jim Crow segregation and the Civil Rights Movement. He planned the “Poor People’s Campaign” before he was assassinated in April 4, 1968. Dr.

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MLK stated, “This country has socialism for the rich, rugged individualism for the poor.”

- Town Hall Discussion commentary with Dr. Jelani Cobb (Re: Dylan Roof Shooting)
 - Racism is not simply a result/product of ignorance and hatred. Racism was created intentionally and strategically to exploit human beings for corporate interests/profits.
- House/Red Lining
 - Property values decreased where black families lived. Black families were denied access to purchase land, which means they did not have the same opportunity as white families to accumulate wealth over decades. At the same time, the American government invested millions of dollars creating suburbs for white families who had access to purchase homes with low-interest rates

Articles/Graphs

- Graph of Median and Average Wealth (Black and White Binary) by the Economic Policy Institute
- Fortune, *Blacks and Latinos Will Be Broke in a Few Decades*

In the context of education, we provide students deemed to have certain benefits or financial support (ex. vouchers, tuition waivers, materials, etc.). If we are not providing the context for students to understand WHY they qualify for this resource, we are not doing our jobs.

2.2. BSI, SSSP, and SE Integrated Budget Plan Update

State created a platform to submit report online. We see this as an iteration of change in how funding is provided. For example, it may be a block grant. The committee will receive updates when we receive confirmation. The funding for the Student Equity plan is guaranteed until 2019. The division of SESP will create a PDF document of the plan and post it on the website.

2.3. Campus Climate Survey

SESP collaborated with PRIE about creating a campus-climate survey. This is qualitative and quantitative data that can help inform how to address issues related to

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Student Equity. To acquire a higher response rate, it will be optional for students to provide their G-number. This also means that the survey will ask more demographic-related questions. We will be requesting that folks help us to identify student populations that we can intentionally bring the survey to. Our goal is to receive responses from 3000+ students.

Dean Honda and Zahra presented a draft of the updated Campus Climate Survey. The survey will be distributed online during the Spring Semester of 2018. The categorized questions are of the following: Course History, Course Climate and Equity, Exclusion/Discrimination, Incident of Bias, Educational Goals and Guided Pathways, Financial Insecurity, Physical and Social Safety, Open-Ended Questions, and Demographic and Enrollment Questions.

2.4. CDF/Action Plan

PRIE is currently updating the campus's processes and policies so that we can draft an updated action plan. We need a living action plan that is aligned with our strategic plan and education plan that has a set of metrics on how our programs are meeting our goals and can be improved. There is currently a work team drafting an updated version of the CDF to be more action-focused. Once the draft is ready, it will be emailed to SEED members who can provide feedback.

2.5. District EEOC Grant

The SMCCD Equal Employment Opportunity Committee Created a Diversity Grant Project to support ideas, initiatives, and programs that promote the district's values of diversity. There is a total of three grants that will be distributed to selected projects within the district. When you submit a proposal as an independent project or multiple employees within the same classification (ex. faculty working with faculty), the maximum award amount is \$5,000. If you submit a proposal and work collaboratively with a different campus or an employee with a different classification (ex. staff members working with faculty members, or students working with other students at College of San Mateo), the maximum award amount is \$7,500. Our project is not limited to the examples provided on the project description. If you receive a grant, you have one full academic year to implement the project.



Approved Minutes

**Minutes of Stewardship for Equity, Equal Employment, and Diversity (SEEED)
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2.6. HSI Grant Update

Both grants were not awarded.

3. Announcements:

- The Brothers Achieving Milestones program has a new Retention Specialist, Rasheed Shabazz. There will be an open house event on February 1, 2018.
- Book Circle
- Equity Training Series 2018 will be begin on Friday, January 26, 2018. Some speakers will be utilized to engage with additional audiences and SEEED will be.
- Service Learning CoP will host a Flex-Day workshop on implementing SL activities.

4. Adjournment:

Motion to adjourn: Nina Floro, seconded by Michael Stokes at 3:50 p.m.