



Approved Minutes

Minutes of Stewardship for Equity, Equal Employment and Diversity (SEED) Committee Held on February 20, 2018 Held in Room 6-202

Chairs:

Lasana Hotep, Lucia Lachmayr

Members Present:

Leon Babaev, Serena Chu-Mraz, Nina Floro, Ricardo Flores, Jon Freedman, Nathan Jones, Soledad McCarthy, Patricia Mendoza

Members Absent:

Lucia Lachmayr, Wissem Bennani, Kristen Ersando, Luis Escobar, Jacqueline Honda, Margarita Jimenez, Raymond Jones, Lucy Jovel, Nathaniel Nevado, Tammy Robinson, Michael Stokes, Kirstie Stampler, Nadia Tariq, Marisa Thigpen, Chad Thompson, Andrea Vizenor

Guest(s):

Rasheed Shabazz

Resources:

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

1. General Functions**1.1. Call to Order**

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

1.2. Approval of Agenda

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

1.3. Approval of Minutes

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

2. Discussion/Report**2.1. Equity Activity**

For the equity activity, the committee watched “How Does Self-Interest Shape Today’s Narratives” by Ibram X. Kendi. The video talked about how economic and political self-interest lead to racist policies on the federal level. After the video, there was a brief discussion about narratives and how racism is composed

of particular interests that can be used for an agenda. The committee also discussed how to view racism as more than just an interpersonal connection, but as an institutional and systemic barrier. Narratives relate to Skyline College by the interpersonal connections between staff and faculty towards students. The idea of reframing negative narratives about students lead to a positive environment.

“...[To] manipulate history is to manipulate consciousness; to manipulate consciousness is to manipulate possibilities; to manipulate possibilities is to manipulate power.”

- Dr. Amos Wilson

2.2. Campus Climate Survey | Student Voice

The Campus Climate Survey is now called the Student Voice because it is a survey looking at student’s perspectives at particular phenomenons instead of administrators, faculty, and staff. The survey is a direct way for students to tell what kind of environment they would like to be in. The survey is completely online and will be administered in the second week of March by setting aside class time for students to complete the 10-15 minute survey. The survey has a wide spectrum of questions, ranging from student perspectives about classes to sensitive questions like housing and food insecurity. To acquire more participation, there will be a raffle for gift cards to the bookstore and a grand prize of \$150 for those who complete the survey.

The committee discussed the three ways to gather participation from students. The first phase is to go into classrooms and ask students to do the survey onsite. The second phase is to broadcast an email to all students to remind them to do the survey. The third phase is to have computers on campus and go directly to students, asking them to do the survey. The goal is to have 4,000 responses.

2.3. EEOC IDEAL

Equal Employment Opportunity launched a diversity grant opportunity for an individual to earn up to \$5000 or a group to earn up to \$7500. Applications will be due on April 2nd and the decision on who will be funded will happen on May 25th. The district-wide cultural competency experience, similar to the Equity Training Series, is now named IDEAL (Inclusion, Diversity, Education, and Leadership).

There are three levels to completely the whole experience. The first (foundation)

level consists of four to five workshops that must be completed within a 6-Month to a 1-Year timeframe. The second (specialty) level consists of three workshops out of six options. The third (practitioner) level consists of two to three electives out of six options. Once completed, the person will be certified through the district.

There will be ongoing discussion in the next meetings about when workshops will be offered, who the instructors will be, and how frequent these workshops will happen. Board of trustees agreed that more faculty should go through this experience.

2.4. Equity at Cañada

Lasana Hotep and Dr. Jeremiah Sims went to Cañada to help the Academic Committee for Equity and Success (ACES) approach equity as they currently do not have an overseeing director or dean. Questions like “What does our work look like?”, “What do the positions look like?”, and “Why do you address issues of equity in the first place?” were discussed in the meeting. As ACES discusses more ways to assess equity, they are closer to making a decision.

3. Announcements

- District Wide EEOC Grant - Proposals due April 2, 2018
- NCORE - Applications due March 5, 2018
- Equity Summit - November 2, 2018

4. Next Regular Meeting:

March 20, 2018 in Building 6, 6-203 at 2:10pm to 4:00pm