

Minutes of Stewardship for Equity, Equal Employment, and Diversity (SEED)
April 17, 2018
Room 6-203

Chairs:

Lasana Hotep, Lucia Lachmayr

Members Present: Leon Babaev, Wissem Bennani, Serena Chu-Mraz, Kristen Ersando, Nina Floro, Jon Freedman, Nathan Jones, Chad Thompson

Members Absent: Luis Escobar, Ricardo Flores, Jacqueline Honda, Margarita Jimenez, Raymond Jones, Lucy Jovel, Soledad McCarthy, Patricia Mendoza, Nathaniel Nevado, Tammy Robinson, Michael Stokes, Kirstie Stramler, Nadia Tariq, Marisa Thigpen, Andrea Vizenor

Guest(s): Alfredo Olguin Jr.

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

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

For the equity activity, the committee read and analyzed the Cultural Proficiency Continuum. There were six terms laid out from bottom to top: Cultural Destructiveness, Cultural Incapacity, Cultural Blindness, Cultural Pre-Competence, Cultural Competence, and Cultural Proficiency. The committee examined the definitions and examples, discussing what it meant to go higher on the scale. They applied the continuum to Skyline College and ways that Skyline College can improve.

2.2 USC – Equity in Faculty Hiring Training

Thirteen people attended the Institute for Equity in Faculty Hiring at Community Colleges by the Center for Urban Education in Sacramento. The questions that were

addressed regarding what Skyline College can do as an institution to better serve underprivileged students?

During one of the workshops, Skyline College—amongst many other colleges—was asked to analyze and critique job descriptions. The process was to add or take out any phrases to make the description more equity-minded; ultimately, the goal is to have equity-minded teachers for students to succeed, not necessarily experts in their field.

Using the Cultural Proficiency Continuum in the Equity Activity, Skyline College was rated within the committee to review its progress on hiring. The committee then critiqued the current job hiring process and what can be done to transform that. Rubrics, questions, and job postings will be evaluated in the future in an effort to diversify and bring in more equity-minded people.

2.3 Comprehensive Diversity Framework

The Comprehensive Diversity Framework is in the process of being reorganized and reworded. The committee was divided into groups, each with an area within the former document, and was asked to review the core principles of their section. The purpose is to highlight the essence of piece and to reapply that in the new document. This will take out any unnecessary narrative from the old document.

Next Meeting:

Tuesday, May 15th @ 2:10pm in Room 6-203

Adjournment:

Motion to Adjourn: Jon Freedman, seconded by Nina Floro at 3:55pm