

**FOOTHILL COLLEGE**  
**Student Equity Workgroup (SEW)**  
**Tuesday, December 08, 2015**  
**MEETING MINUTES**

**LOCATION:** Room 6507  
**TIME:** 2:00 PM – 4:00 PM

ITEM	TOPICS	LEADERS	EXPECTED OUTCOME
1	Minutes – November 10, 2015	SEW Tri-Chairs	Approval
2	Academic Academy	Carolyn Holcroft	Discussion
3	White People – Jose Antonio Vargas	Carolyn Holcroft	Discussion
4	Stanback-Stroud Diversity Award	Carolyn Holcroft	Discussion
5	Dr. Frances Kendall	Roberto Sias	Discussion
6	Funding Request for Calculator - Data Presentation	Elaine Kuo	
7	Academic Calendar	Debbie Lee	Discussion
8	Updated Funding Request Form	Justin Schultz	Discussion
9	Student Equity Plan Updates	Andrew LaManque	
10	Book Vouchers @ FH Bookstore	Andrew LaManque; Paul Starer	
11	Student Equity Plan Subgroups	Andrew LaManque; Hilda Fernandez	
12	Social Justice AD-T	Hilda Fernandez	
13	Hiring Updates	Andrew LaManque	
14	Winter Calendar	Paul Starer	

**PRESENT:**

Paul Starer, Roberto Sias, Debbie Lee, April Henderson, Teresa Ong, Micaela Agyare, Liz Leiserson, Justin Schultz, Carolyn Holcroft, Sarah Cooper, Katie Ha, Lori Silverman, John Fox, Andrew LaManque, Richard Mills, Hilda Fernandez

**1. APPROVAL OF MINUTES**

The minutes from November 10, 2015 were approved by consensus.

**2. ACADEMIC ACADEMY**

Carolyn Holcroft presented on the Academic Senate for California Community College's (ASCCC) 2016 Academic Academy, scheduled for March 18, 2016 at the Sheraton Sacramento in Sacramento, CA. The call for proposals is still open. The deadline to register is February 20, 2016. Deadline for proposals (submitted online) is February 15, 2016. She noted that we think it would be a good idea from some of the members of the Student Equity Workgroup to present some of the work being done on campus. Equity funds would be available to attend the conference.

From the 2016 Academic Academy website:

*Equity and diversity are primary values of the community college system. The 2015 Academic Academy focused on the Student Success and Support Program and Student Equity Plans. This year's institute will again explore issues of equity and diversity, this time including not only further development of student equity plans and programs but also on broader issues such as faculty hiring and professional development. Join us in Sacramento for what promises to be an exciting conference.*

Additional information can be found at: <http://www.asccc.org/events/2016-03-18-150000-2016-03-20-000000/2016-academic-academy>

### **3. WHITE PEOPLE – JOSE ANTONIO VARGAS**

Carolyn Holcroft announced that Jose Antonio Vargas will be on campus on Thursday, January 14, 2016 for a special screening of 'White People', a documentary that explores white privilege in the United States. The screening will be followed by a panel discussion; admission is free. The event will be from 1:00PM-4:00PM on Appreciation Hall. All are invited to attend.

### **4. STANBACK-STROUD DIVERSITY AWARD**

Carolyn Holcroft announced the Academic Senate of California Community College's (ASCCC) Stanback-Stroud Diversity Award. She noted that there are a number of excellent candidates to consider nominating; there is also room for individual and group submissions. Each college may nominate 1 faculty member or a group of faculty (full-time or adjunct). Individuals are asked to submit their nominations to the Academic Senate officers no later than January 31, 2016. The College nominee(s) must be submitted to the ASCCC by February 8, 2016.

From the 2016 Stanback-Stroud Diversity Award website:

*The Stanback-Stroud Diversity Award, named for former Senate President Regina Stanback-Stroud, honors faculty who have made special contributions addressing issues involving diversity. One person receives a cash award of \$5,000 and a plaque. A call for nominations goes out in December with an announcement letter, application, criteria, and scoring rubric. This is a Senate award, is sponsored by the Foundation for California Community Colleges for \$5,000, and is presented at the Spring Academic Senate Plenary Session each year. The award winner is invited to attend a dinner with the Senate President on Thursday night before the award ceremony and to receive the award the next day.*

Additional information can be found at: <http://www.asccc.org/events/stanback-stroud-diversity-award-0>

### **5. DR. FRANCES KENDALL**

Roberto Sias noted that Frances Kendall, Ph.D. conducted the first FHDA district-wide diversity audit and presented last spring at De Anza College. Her specialty is discussing diversity and white privilege. A formal proposal is being developed (for presentation to the Student Equity Workgroup) to invite Dr. Kendall to campus on the February 19 or February 26, as a precursor to Courageous Conversations in May 2016. Format-wise, it would be a three-hour event (1.5 hours in the morning, 1.5 hours in the afternoon).

### **6. LIBRARY CALCULATORS LOAN ACCESS – SPRING 2015**

Elaine Kuo presented on the student demographic data collected regarding the calculator loan program in the Library. The presentation highlighted that the majority of the students borrowing calculators are not from populations identified as experiencing disproportionate impact (28% targeted, 72% non-targeted). Among targeted students, Latino/a represented the largest population group (58%; 38% of which were low income). An electronic copy of the full presentation, in PDF format, can be found on the Student Equity Workgroup website: <http://www.foothill.edu/president/equity.php>

It was noted that students are able to check out calculators from the Library, STEM Center, and the EOPS Office. A Student ID is required to check out a calculator (specifically in the Library). Moving forward, it was suggested that the type of calculators (scientific vs. graphing) being loaned out be tracked. An additional request for funding, to buy more calculators (approximately 90-100), is because the data does indicate that a percentage of the students being served by this program are from the disproportionately impacted student groups. The Student Equity Workgroup agreed to funding additional purchases

of calculators, with the understanding that data collection must continue (as this is a requirement of the Student Equity Plan).

## **7. ACADEMIC CALENDAR**

Debbie Lee presented her concerns regarding the scheduling of several holidays on the Foothill College / District calendar.

### *VETERANS DAY*

- Veterans Day is on November 11; Foothill College observed this holiday on November 09
- This can be seen as disrespectful to veterans, as childcare issues may arise when the student must choose between attending classes or attending events honoring his/her service.

### *CESAR CHAVEZ DAY*

- Cesar Chavez Day is a CA holiday observed on March 31; Foothill College observed this holiday in September (Friday before Labor Day).
- We want our students, faculty and staff to feel welcome on campus; we do not want to trivialize important cultural events or marginalize any groups or individuals – we want to create a campus environment of inclusivity.

It was proposed that a resolution be drafted in support of observing these holidays on the actual calendar dates. This would also encourage dialogue between students, faculty and staff – this information would also be shared with the bargaining units for continued discussion. Support would also be needed from De Anza College and the District Offices. It was noted that the Faculty Association could use a survey to determine campus-wide faculty opinions on this issue.

## **8. UPDATED STUDENT EQUITY FUNDING REQUEST FORM**

Justin Schultz presented a proposed revision to the current Basic Skills and Student Equity funding request (proposal) form. The group provided feedback and suggestions on aligning certain areas of the form with the equity proposal evaluation rubric as well as providing greater context/instructions for the requestor(s). One of the major changes to the proposal form is the inclusion of the disproportionately impacted groups and associated activities across the five key areas (Access, Course Completion, Basic Skills & ESL Completion, Transfer, Degree & Certificate Completion), as detailed in the Student Equity Plan. It was agreed that the detailed nature of the revised form warrants creation of a separate Basic Skills proposal/request form (that aligns with the Basic Skills Report). A revised version, taking into account feedback received, will be presented at the next SEW meeting.

## **9. STUDENT EQUITY PLAN UPDATES**

The FH Student Equity 2014-2015 fund will be closed out by December 31, 2015. All expenses and proposals moving forward will use the FH Student Equity 2015-2016 fund. The Student Equity Plan is approved and will be emailed and mailed to the State Chancellor's Office no later than December 18, 2015. The Board of Trustees also expressed interest in learning more about the College's Student Equity efforts at the February 2016 board study session.

## **10. FOOTHILL BOOKSTORE BOOK VOUCHERS**

Using Student Equity funds, \$70,000 was spent on book vouchers for the Foothill Bookstore (in \$500 increments). As of right now, no strategy has been decided regarding dispersal criteria or methodology. It was suggested that a subgroup from the Student Equity Workgroup meet prior to the holiday break to discuss strategies for dispersal and implementation of a book voucher program (and possibility of piloting a student loan program).

## **11. STUDENT EQUITY PLAN SUBGROUPS**

It was suggested that the Student Equity Plan be broken into smaller groups based on the major areas/initiatives. This would capitalize on the involvement of the various individuals in the Student Equity Workgroup and facilitate two-way communication and effective internal collaboration across the various projects. The Tri-Chairs will develop a more formal proposal and present that to the larger group. Micaela Agyare volunteered to serve on a book voucher subgroup. Debbie Lee proposed putting together an academic calendar resolution subgroup. First Year Experience (FYE) also exists as a subgroup.

Subgroup participation could be based on people's interests (as some of the activities will need championships to drive things forward).

## **12. SOCIAL JUSTICE AD-T**

Hilda Fernandez (representing the collective work of Bernie Day, Stephanie Tran, Dolores Davison, Teresa Ong, Ben Armerding, Valerie Fong) presented on the campus interest in and feasibility of a Social Justice AD-T. It was emphasized that students are interested in taking classes that speak to their day-to-day lives and experiences. There is the possibility of localizing the social justice discussion within the curriculum. The application for new programs is out in February 2016, but one area still pending is 'Area 5 – Major Preparation'. Right now, discussion has revolved around promoting the AD-T (learning communities, aligning with Summer Bridge, capstone projects) and generating + assessing interest. There is also the concern of where to house the program – which department would assume responsibility. As it is traditionally B.S.S., John Fox noted that he would be willing to do Program Review for the AD-T and does not think it would be an issue housing it within the Sociology Department.

## **13. EQUITY-FUNDED HIRING UPDATES**

Paul Starer is chairing the search committee for the Director of Equity Programs and the Administrative Assistant to support the Director of Equity Programs. The plan is to start the process in January 2016 with hopes of hiring by the Spring 2016 quarter. The Instructional Services Coordinator (Equity) search is underway and candidates are currently being interviewed. The search for the Instructional Services Technician (STEM Center) is also underway.

## **14. WINTER CALENDAR**

The Student Equity Workgroup (SEW) meetings are tentatively scheduled for Tuesdays from 2:00PM-4:00PM for the Winter 2016 quarter. Any changes to this proposed scheduling will be emailed out to members of the workgroup.