



MEETING MINUTES

Date: October 25, 2019
Time: 1:30-3:30 p.m.
Loc: President's Conference Room

MEMBERS PRESENT

Voting

Tri-Chairs: Ram Subramaniam, Andre Meggerson, Carolyn Holcroft
Administrator: Debbie Lee
Classified Staff: Christopher Chavez
Faculty: Donna Frankel (PT), Cleve Freeman (FT), Patrick Morriss (FT)
Students: Jeline Buron, Ashley Dafferner, Andrea Ramirez

Non-Voting

Ex-Officio: Lisa Ly, Lan Truong, Kristy Lisle
Recorder: Leticia Maldonado
Facilitator: vacant
Guests: Jimmy

NOTES BY TOPIC

ITEM	TOPIC	DISCUSSION	OUTCOME AND NEXT STEPS	*RESP
1	Land acknowledgement Norm review, Courageous Conversations protocol review -Attachments 1 & 2	Carolyn Holcroft led acknowledgement stating the purpose: honoring sacrifice and stewardship because without them, the Ohlone, we would not be here today Acting Dean Debbie Lee stated there might be times when closure is needed and expected; Tri-Chair Ram Subramaniam added, operational matters will often	None	

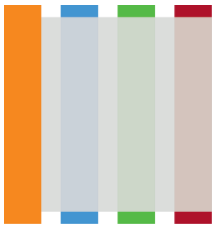
ITEM	TOPIC	DISCUSSION	OUTCOME AND NEXT STEPS	*RESP
		require closure; Faculty Patrick Morriss reminded that the CCAR norms do not prohibit closure		
2	Review of council priorities: <ul style="list-style-type: none"> Working with Guided Pathways Team Supporting Equity Office on EP 2.0 Values Statements around AB 705, Dual Enrollment, Guided Pathways 	<ul style="list-style-type: none"> Associate Vice President Laurie Scolari asked for clarification on the purpose of the Equity & Education Committee. Purpose was defined by committee's charge: <i>to monitor goals for the educational master plan for topic areas listed on the committee's web page.</i> Ram reminded members of the priorities we'd set at the Governance Summit: Guided Pathways, Equity Plan 2.0, and Values Statements for AB 705, Dual Enrollment, and Guided Pathways Carolyn Holcroft explained the current process the tri-chairs use to set E&E agendas: we look first to the tasks assigned to the committee by President Nguyen and to previous meeting minutes for open items needing closure, and as the year progresses we are compelled to address unforeseen issues as they arise Dean of Counseling Lan Truong raised questions concerning the timeline of E&E's priorities and suggested priorities be revisited as the academic year moves forward. Acting Dean Debbie Lee asked what is the process for bringing new items to E&E's agenda. Ram clarified that proposed agenda items should be sent to the committee tri-chairs. President Nguyen also reminded that there is a standing invitation to tell her about items members would like E&E to address so she can add them to the list of her charges to the committee. 	<ul style="list-style-type: none"> Members agreed to proceed with the priorities set at the Governance Summit with the understanding that we can re-evaluate them as the year progresses Debbie Lee requested the topic of creating an Ethnic Studies program be added to an upcoming meeting agenda 	
3	Values Statements and E&E	President Thuy Nguyen initiated a conversation regarding the purpose of values statements for E&E. Specifically, President Nguyen asked what the committee hopes to do with the values statements created. In addition, student Ashley Dafferner asked	None required	

ITEM	TOPIC	DISCUSSION	OUTCOME AND NEXT STEPS	*RESP
		<p>for clarification on why the committee felt it was important to spend time discussing values statements.</p> <ul style="list-style-type: none"> • Tri-chair Holcroft and other committee members clarified that values statements provide a “why” and explicitly surface the underlying intentions behind our implementation actions. Meant to speak to the “spirit” more than the “letter” of our actions. • Patrick Morriss added that E&E has been charged with evaluating many efforts and programs but we cannot evaluate until we’ve first defined the values around which we build our evaluation criteria. • Faculty Cleve Freeman agreed that values statements ensure everyone is on the same page moving forward. • Student Jeline Buron made an analogy with chemistry lab experiments where students are requested to state a purpose before initiating an experiment and how that purpose guides the work of the student. Tri-Chair Subramaniam concurred with the student’s analogy. 		
4	AB 705 Draft Values Statement Update- Attachments 3 and 4	<p>Tri-Chair Subramaniam explained the context that led to the rerouting of the AB705 Values Statement drafting last year. Given the large number of stakeholders, E&E decided to create a draft for review and revision by stakeholders.</p> <p>There was an “AB 705 retreat” held on September 26, 2018 (retreat notes were distributed with today’s agenda). Retreat participants agreed that Valerie Fong and Paul Starer would make revisions based upon retreat discussion, and that the revised draft would be distributed to math, English, and Counseling faculty for review. It was acknowledged that discipline faculty may prefer to table the current draft and write a new values statement from scratch.</p> <p>E&E Feedback on current draft:</p>	AB 705 Values Statement will continue to be worked on by the Math and English departments.	Carolyn to follow up with Paul and Valerie re: current status of draft and distribution

ITEM	TOPIC	DISCUSSION	OUTCOME AND NEXT STEPS	*RESP
		<p>Values statement is intended to go further than specifying how we will comply with the letter of the law. It's intended to explicitly speak to the spirit of the law, which is to have a positive impact on educational outcomes based on race</p> <p>Using the term "demographic groups" does not capture the true nature of what the assembly bill is trying to accomplish (racially disparate outcomes). Suggestion that we identify race explicitly.</p> <p>Including "ample support system in transfer level math and English" is appreciated, but perhaps reconsidering "within first year" to give the college more time to accomplish this</p>		
5	Guided Pathway Notes Review- attachment 5	<p>Tri-Chair Subramaniam reviewed new Guided Pathways implementation structure proposed at Governance Retreat. Guided Pathways "study groups" were formed and they will periodically report to E&E for feedback. The three study groups are Meta-majors, Onboarding, and Communication.</p> <p>E&E discussed the proposed outcomes the GP study groups developed for the 2019-2020 academic year and offered questions to the teams:</p> <p>Meta Majors- Lorrie Scolari clarified that we cannot create meta-majors until we have completed our program mapping. Dean of Counseling Truong proposed that a decision be made about how many pathways we want to have as a college adding that having too many options for students causes confusion. Another issue, according Dean Truong is when students are advised to take courses that are not offered.</p>	<p>Communicate E&E's questions and feedback to the GP teams.</p> <p>Increase communication about need for faculty and student participation.</p>	Ram

ITEM	TOPIC	DISCUSSION	OUTCOME AND NEXT STEPS	*RESP
		<p>Onboarding-How will students decide what will be their pathway? What are the problems we're trying to solve with onboarding? Is the issue how to get students to stay through the end of their first year (i.e. to improve retention?)</p> <p>How were the proposed student populations identified, i.e. how were these categories selected as opposed to using other demographic groupings? Are there DI student populations that are not served with the current groupings? Perhaps First Gen, Low-income? Will onboarding look the same for all majors? Can we consider tailoring onboarding efforts to increase retention for student demographic groups that traditionally experience low retention? (E.g. women and students of color in STEM?)</p> <p>Who's involved in program mapping?</p> <p>Communication-What outreach efforts are in place to get more faculty involvement? Some faculty are confused about how to get involved. How can we ensure more people are involved? Clarification that current recruitment efforts have been included with other general calls for faculty service in academic senate. Suggestion that we ask academic senate to spotlight need for faculty input and possibly invite the GP team leaders to recruit in an upcoming senate meeting. GP team meetings to be announced as broadly as possible.</p> <p>General feedback: What are the Guided Pathways study group milestones? If this year's goals are accomplished, what are next year's goals?</p> <p>President Nguyen emphasized the importance of ensuring student voices are part of the Guided Pathways discussion at the operational level.</p>		

ITEM	TOPIC	DISCUSSION	OUTCOME AND NEXT STEPS	*RESP
6	New Program Proposals- Role and Process	<p>Tri-Chair Holcroft initiated discussion regarding the role of E&E in providing feedback on program plans scheduled for review and approval clarifying that the role of E&E is not to “approve” or “not approve” a plan. Our role is to offer feedback “from an equity perspective” for consideration by program authors. Executive Vice President Kristy Lisle highlighted that in previous quarters, programs waited to receive shared governance committee feedback, delaying the process.</p> <p>Should E&E send a designated representative to the curriculum committee to offer feedback rather than requiring proposals to come to us? Holcroft opined that there is value in the diversity of opinions around equity in E&E.</p>	<p>Communicate E&E’s role so that program authors do not suspend development process while they wait for our feedback</p>	Tri-chairs
7	New Program Proposals: Environmental Biology and Digital Marketing- Attachments 6, 7, 8, and 9	<p>Re: digital marketing program proposal: Faculty Patrick Morris raised concerns over current controversies surrounding Facebook and the implications of Foothill’s Digital Marketing partnership with the company. Is a partnership with Facebook consistent with our stated values around equity? An elaborate discussion followed concerning the topic of whether Foothill College should partner with certain companies. President Nguyen welcomed feedback on the subject and encouraged the committee to continue the conversation.</p> <p>Faculty Morris and Tri-Chair Holcroft added that despite E&E’s limitations, it was within the committee’s role to ask questions from an “equity lens” for programs to consider as they develop their plans. Holcroft stated she believes E&E has faith and confidence in discipline faculty and our intent is not to derail but rather to prompt reflection around program goals and equity values.</p>		



ITEM	TOPIC	DISCUSSION	OUTCOME AND NEXT STEPS	*RESP
8	Evaluation of meeting outcomes, CCAR Protocol, and norms	Committee members did a thumb vote (up, down or neutral) to evaluate how well we upheld each of our norms. All agreed that we did well on each.		
9	Good of the Order			

*Include the person(s) and or group responsible for next steps.