



FOOTHILL COLLEGE
Professional Development Committee Meeting

MINUTES

Date: 05/12/15 **Time:** 9:00 a.m. – 10:00 a.m. **Location:** Room 3202

Attending

Jeff Anderson, Judy Baker, Carolyn Holcroft, Nicole Ramsey, Roberto Sias, Paul Starer, Ben Stefonik, Elaine Quo

Discussion Items

Agenda PDC + SEW Opening Day Brainstorming

1. **Update from SEW – what type of professional development would best serve the college's equity goals?**
2. **Workshop ideas**
3. **Keynote speaker ideas**
4. **Integration of educational master plan**

Agenda PDC + SEW Opening Day Brainstorming

1. **Update from SEW** – what type of professional development would best serve the college's equity goals?
 - a. Hilda Fernandez sent a note in her absence from today's meeting, for the reference of PDC & SEW members. See attached.
 - b. SEW members expanded on her notes and discussed bringing the Courageous Conversations event forward into the Opening Day (OD) theme on Equity related issues. Various ideas were reviewed about how to invite Courageous Conversations (CC) event participants to OD as representatives to help integrate the CC topics into one of the OD breakout sessions.
 - c. The structure of OD was reviewed, with traditional elements of the schedule highlighted. In planning this year's event, members considered having just one round of break-out sessions.
2. **Workshop ideas:**
 - a. Allowing CC participants to assist with discussions on their experiences, to carry on momentum rather than summarizing and repeating the CC event discussions.
 - b. Look at how to "operationalize" the CC event experiences for the Foothill campus.
 - c. Designate CC participants to highlight particular ideas and directions from the event to share at OD.
 - d. Identify what the next steps are for CC concepts that can be carried forward into daily activities at Foothill.

- e. A book club has been initiated and will review District Equity issues, with Hilda's assistance.
- f. Working on an OD workshop about mentorship, using campus leaders paired with students, peer-to-peer mentoring, or some combination of these.
- g. Determining if a mentorship plan would necessitate training for mentors as part of an OD workshop. The "Inside Track" program was mentioned as an option for a group of 8-10 people: <https://www.hfcc.edu/current-students/inside-track> . Further details on this will be reviewed by the Equity Coordinator.
- h. The scope of a mentorship program might encompass support from faculty or staff to students on achievement gaps. It was advised that representatives from the Counseling Dept. would be important for consultations on mentoring programs, particularly if mentors assist students with issues that are commonly part of the Academic Counseling function at Foothill.

3. **Keynote discussion:**

a. **Speaker suggestions**

- Kimberly Papillon, Judicial Professor, Lecturer on Neuroscience
- Mahzarin Banaji, author of "Blindspot: Hidden Biases of Good People"
- Evelyn Waiwaiole, Director of Center for Community College Student Engagement
- Jennifer A. Yee, Ph.D., Assistant Professor, Asian American Studies Program

b. **Theme ideas**

- i. "Equity in Practice" – how the Equity concept can be applied daily at Foothill. In order to help faculty and staff take the CC discussions beyond theory, this theme would focus on finding concrete and meaningful ways to practice Equity throughout the college curriculum and culture.
- ii. "Institutionalizing the Courageous Conversations" – the CC discussions could be elevated to departmental, program, and administrative level applications. The institutional goals that are developed could then be formed with Equity as a key element.
- iii. "Equity in Program Review" – It was suggested that those on campus who have demonstrated Equity practices particularly well in program reviews and beyond, could lead as examples and/or instructors for others at Foothill.

4. **Integration of educational master plan:** there was some brief discussion on ideas of bringing the Educational Master Plan (EMP) into OD planning and themes. It was suggested that the EMP might not fit into this year's OD event, so the discussion was paused.