# MEETING MINUTES

Date: June 12, 2020

Time: 11:00 a.m.-1:00 p.m.

Loc: President’s Conference Room

## MEMBERS PRESENT

### Voting

Tri-Chairs: Ram Subramaniam, Carolyn Holcroft, Andre Meggerson

Administrator: Debbie Lee

Classified Staff: Chris Chavez

Faculty: Donna Frankel, Patrick Morriss, Hilary Gomes

### Non-Voting

Ex-Officio: Melissa Cervantes, Thuy Nguyen, Kristy Lisle, Elias Regalado, Simon Pennington

Facilitator: Leticia Maldonado

Recorder: Jessica Alarcon  
Guests: Adrienne Hypolite, Mike Mohebbi, Vanessa Smith, Lene Whitley-Putz, Adiel Velasquez, Janie Garcia, Kathryn Maurer, Rick Edwards, Julie Ceballos, Abhiraj Muhar, Phuong Tran, Nick Muntean, Priya Vasu, Chris Frye, Martin Solorio, Amber La Piana, Alex Favela, Elizabeth Hunter, Valerie Fong, Patricia Meza Parada, Amber La Plana, Katherine H. Lee

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## NOTES BY TOPIC

| **ITEM** | **TOPIC** | **DISCUSSION** | **OUTCOME AND NEXT STEPS** | **\*RESP** |
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| 1 | Approval of Agenda | Agenda approved by voting members of the Equity & Education Governance Committee. |  |  |
| 2 | Land Acknowledgement | Land acknowledgement made by Faculty Patrick Morriss. Stated that it is important to recognize that Foothill College is on the unceded land of the Ohlone people. It is necessary to acknowledge this as well as the names of the people. Added that even the people in this meeting continue to benefit from the erasure of those names. |  |  |
| 3 | Public Comment | President Thuy Nguyen shared the President’s Report. First shared that the Academic Senate requested enrollment committee because of concerns and need for engagement. Thought is to create a standing group that will be reporting to E&E committee. President Thuy Nguyen will be sending out a memo. Second, she requested that E&E guide and lead from an equity stand point. Third she requested for the possibility to meet during the summer. Added that there will be resources to support faculty in light of continuing in the summer. Executive Vice President Kristy Lisle added that pay will be at Step 1 on Schedule G. |  |  |
| 4 | Disproportionate Impact | Faculty Patrick Morriss stated that last week there was a question made to the council. Added that with the choices we were given, it wasn’t clear that we were making policy for the college. Felt that the way that it happened reinforced the whiteness in the system. Tri Chair Andre Meggerson added that he felt a similar way. Understanding this now, he would like to give a vote of a no to the three options that were presented. Felt that all the information was not presented in the best form. Executive Vice President Kristi Lisle added that at this point we would need to have more resources to help the Institutional Research team. Tri-Chair Carolyn Holcroft summarized that the committee was not happy with the way things went at the last meeting. Faculty Donna Frankel added that she felt like the last meeting was very rushed and that there was a lot of important information that needed more time. President Thuy Nguyen added that equity has to guide the entire college. That is the notion of how we make ourselves accountable with the use of quantitative and qualitative data. |  |  |
| 5 | Equity Strategic Plan (request 30 min): The next draft of the ESP is due on June 30th. As the body that has engaged most with the Office of Equity in conversation and input on the plan, how does E&E see itself reviewing, providing feedback, thought-partnering on the next draft? A summer study group? Asking the Equity Team take the lead and present at Opening Day? | See item 6.  (Items 5 and 6 were part of the same discussion) |  |  |
| 6 | Racial Equity and Unrest at Foothill | Dean of Equity, Melissa Cervantes stated that the reason why this was somewhat of an urgent request was because the equity strategic plan is due on June 30th. Added that her ask to the committee is: What can we work on and what can we plan for as action items to prepare for the Fall. Continued by sharing an email written by group of students to our leadership, which outlined multiple requests. In regards to the first request. Classified Staff,  Chris Chavez, added that this is an excellent email, especially because we’ve been discussing this in bits and pieces throughout the year. The email highlights what we’ve been working on, in the best way and words of our students. Student Priya Vasu added that she and her peers would like these requests to be reflected in the equity 2.0 plan and not just seen as words. Faculty Patrick Morriss share that the email was a vital and important statement especially in calling out STEM. Continuing with the second request, Program Supervisor, Adrienne Hypolite commented that she loved the statement. She believes it cuts to the heart of the idea that teaching about and appreciating the experiences of black and brown students can only be done through the participation of these students. Faculty Donna Frankel suggested that maybe during Opening Day we have break out sessions by discipline where all departments have a common discussion. Executive Vice President, Kristyl Lisle took a moment to acknowledge what is being done. Shared that Faculty Jeff Schinske has been wprking on a certificate in Bio-Health Diversity and Inclusion Leadership.  Program Coordinator, Janie Garcia added that there is evidence that cross-disciplinary learning is beneficial.  Faculty Hilary Gomes had a couple of suggestions. First, maybe faculty could change their course outlines and include discussing systemic racism. Second, we could have specific questions on each program review regarding these topics. Dean Debbie Lee, thanked Priya for bringing this forward to us. Added that it is important for this to be addressed in the classroom, but also to be addressed in how students are placed. Continuing with the third request, Student Priya Vasu added that we need to make sure that we are holding our professors accountable. Especially because when these topics are touched in class, they are watered down, which really just reinforces white supremacy. In regards to request 4, Dean Debbie Lee mentioned that she had brought the topic of ethnic studies back in November. Student Priya Vasu added that De Anza, our sister school has an ethnic studies department and we don’t. Associate Vice President, Teresa Ong added that ethnic studies is particulary different because it is taught by the perspective of self instead of being taught from the perspective of other. She is point this out to say that we really don’t have ethnic studies at Foothill. Executive Vice President Kristy Lisle added that Debbie said something profound in addressing the barriers. It’s important to challenge ourselves to dig in and talk about these issues. Dean Debbie Lee add that that is exactly what she’s getting at. She wants to know, what are the roadblocks and how to get through them. Continued by saying that she has gone to various places on our campus and just hears that they will get back to her with a response. Executive Vice President, Kristy Lisle pointed out the Honors Program changes. Said that Debbie, Voltaire and Susie had been requesting and pushing for changes. It wasn’t until Faculty Scott Lankford pushed for it, that they were heard. Faculty Hilary Gomes acknowledged the work that Debbie and Voltaire did. Added that it did take some time to discuss and took some time to get feedback. Does believe that equity needs to be discussed more at the community college level.  In talking about the fifth request, Associate Vice President,  Teresa Ong, asked what is to stop us from just opening a C3MS shell? Tri-Chair Carolyn Holcroft added that she recognizes that the power lives in the faculty and that they are who we need to engage. Advocate and reach out with a collaborative approach. Faculty Hilary Gomes added that she agrees that it does need to be from the faculty. This can begin by talking to the chairs of curriculum committees. Associate Vice President Teresa Ong added that we keep saying the system is broken yet we still have to go through the system. Executive Vice President Kristy Lisle added that she knows the rules and knows that she can’t push curriculum. Feels like when speaking her truth at E&E she is shut down which is really a conversation ender. Added that she has felt uncomfortable continuously when it comes to speaking her truth in E&E.  Classified Staff, Christine Mangiameli added that it is important and necessary to make sure that our students are being represented. President Thuy Nguyen added that there are other elements, which are the structure and culture. Said there is something deeper. Added that three faculty of color are expressing challenges of not getting recognized for the efforts they’re making. It felt that possibly it had to take a white person to make it happen. Concluded by adding that that is deep and we have to address those deep issues and really hopes that E&E unpacks that. Student Priya Vasu added that she thinks it is important to challenge the systems that are in place, in order to be able to create effective change in the future.  Classified Staff, Chris Chavez commented that the function of education is to produce and inform electorates. It isn’t just make sure our students are ready for a job. Instead we want to prepare them to gain skills, have their agency, and be informed. Deab Debbie Lee added that Ethnic studies is a transformational experience yet we’ve taken that away by not offering it. In regards to request six it was stated that there is a specific lens of gentrification, therefore one must be mindful that we have to address our community needs.  Moving forward with request 7, Faculty Donna Frankel added that the training has always been optional but she truly believes that it should be required for every faculty member and staff. Executive Vice President Kristy Lisle added that we have the ability to bring this to the table and make a request to have the mandatory training. Faculty Kathryn Maurer mentioned diverse hiring and stated that she wanted to validate how essential that is and a priority. It is a strategy that has been shown with a lot of evidence, to be successful. Dean of Student Affairs, Leticia Maldonado shared that the USC Center for Urban Education is doing great work demystifying the idea that there are not enough applicants of color. Tri-Chair  Carolyn Holcroft mentioned the retention of faculty of color and feels like that should be addressed in the Equity 2.0 Plan. Tri-Chair Andre Meggerson mentioned that the white fragility that is presented bothers him because he doesn’t get to feel sorry for myself when he hears a no. Added that it is baffling that in this space white privilege is still demonstrated. Shared that he really tries to process and think through when and how he uses his voice, because he wants to make sure to he’s conveying his message in the way that he means to. Especially because he knows that if he fails, his failure is going to hit him twice as hard then it would hit his counterparts. Tri-Chair Ram Subramaniam added that we should really consider added students to our hiring committees. Student Priya Vasu added that for students it is very important to diversify faculty and staff on campus. The final issue had to do with defunding the police. Tri-Chair Ram Subramaniam mentioned that it is important to have a stance on what that means. Student Priya Vasu mentioned that she noticed that 1.5 million dollars go back to the police department and she feels like it is important to address that. Janie Garcia added that we need to make sure that we are holding our police accountable based on multiple measures. To conclude, the final ask was whether or not to continue having summer meetings in order to be able to continue engaging with E&E in the drafting of the plan. Tri-Chair Ram Subramaniam made a motion to continue meetings in the summer. Faculty Donna Frankel seconded that motion. The motion passed. | Consult with Simon regarding schedule for summer meetings. | Ram Subramaniam |
| 7 | R&R/AC Memo | Dean Debbie Lee shared that in the memo to President Thuy, it was recommended that the college move forward with all faculty hiring. Added that she believes we need to hire across the board in order to fulfill our equitable duties. Tri-Chair Ram Subramaniam added that based on joint council meeting from this morning, it sounds like there will be new information. Dean Debbie Lee stated that there needs to be an agreement on the guidelines regarding equity. Dean Debbie Lee made a motion stating guiding principles for the budget decisions need to be developed. (not a standing item). Motion seconded by Faculty Donna Frankel. Motion passed. Faculty Donna Frankel added that she was thankful that part time faculty was included in these discussions. Stated that we really need to make an effort to continue including our community and those who are affected. |  |  |
| 8 | Dual Enrollment Draft Memo | N/A |  |  |
| 9 | Guided Pathways Update | No updates |  |  |
| 10 | Evaluation of meeting outcomes and norms | N/A |  |  |
| 11 | Good of the Order | Student Priya Vasu stated that she was thankfully to the committee for welcoming these discussions to happen in the first place. Added that it means a lot to have the support of faculty, staff and leadership. But with that being said, support isn’t enough to enact real change. Hopes the committee can follow their words with action. |  |  |