



Diversity Equity & Inclusion Committee Minutes

4/26/19 10:30am-12pm

ST 107

***Present:** Ammanda Moore, Abraham Melgarejo, Ana Hernandez, Araceli Covarrubias, Azadeh Iglesias, Bernice Delgado, Edwin Romero, Eric Betancourt, Dr. Gustavo Ocegüera, Stan Tyler, Toren Wallace, Dallas Carter, Hortencia Cuevas.*

○ **Meeting called to order: 10:37am**

● **Approval of 3/22/19 minutes:** Approved as submitted

● **Equity Plan 2019-2022**

- Committee reviewed timeline.
- Chancellor's office agreed to submit a request for an extension, if approved due date would be 9/30/19.
- Electronic copies will be sent to groups ahead of time for review.
- The opportunity to provide feedback is welcomed, via sharepoint or word document.
- Plan will always be public and available on a website.
- Five metrics are being used to determine disproportionate impact student access, fall to spring retention for all students, transfer, completion of transfer level English and Math in one year, degrees/certificates within 4 years. (A plan is needed to address support for all students)
- Learning Resource Center is preparing for study space, tutors, and learning modules.
- Data reports will be needed regularly to see if plan is reducing or increasing equity gaps in the classroom.
- It is important to address behavioral, study skills, and college prep skills as well.
- There is a disconnect between planning and understanding our student population.
- Equity: Treat groups differently, on purpose, and use resources to assist with success. Guided Pathways is an overall path for all students. It is important to look at Equity by race and disproportionate impacted students.
- An evaluator/consultant is needed for focus groups, collect data and report outcomes. Accountability is needed for the support programs on campus.
- Abraham- A support system is very important, joining organizations, being involved, having people to relate to and rely on.
- Committee reviewed Six Success Factors and Five Principles for Creating Equity by Design worksheet.
- Having a mechanism on campus to reconcile a student and professor issue is important.
- The importance of understanding different learning styles, all students learn differently. Customizing our services to each individual student.

● **Spring 2019 Events:**

- Cesar Chavez Breakfast 4/4/19: Well attended due to classroom participation. Outside of college hour will help with attendance. Students were able to connect with speaker. Students found it relatable and connected. Continue to partner with faculty, invite more speakers from different backgrounds. (Female, male, different ethnic backgrounds)
- Poll students of traditional marginalized groups to see what they would like to see on campus.
- Perhaps a survey after the event would be helpful.
- Partner with Read to Succeed for future events, Claude Steele is coming to campus to speak on stereotypes.
- Mental Illness is an important topic that should be talked about.
- 19-20 Planning Retreat- we will schedule themes and assign leads to each event to help with logistics and planning.
- A campus wide calendar would help to plan events, District is working on using 25live to its full advantage for future use.

- **Other:**

Committee Planning Retreat: 5/31/19 10am-2pm

Student Equity Plan: electronic vote is needed from committee by 5/10/19.

Adjourned: 12:05pm

Next Meeting: 5/31/19

Statement of Purpose

The Diversity, Equity & Inclusion Committee is focused on advocating for people from all cultures, backgrounds, and experiences for the enrichment of our Norco College community.