



Solano Community College

Academic Senate

Student Equity and Success Council—meeting notes

Friday 9/13/19, 12:00-1:30pm, Board Room

Voting Members: Josh Scott (Student Equity and Success Coordinator, co-chair), Dwayne Hunt (Administration, co-chair), Jose Cortes (English Success Coordinator), Sarah Donovan (Math Success Coordinator), Candace Roe (DSP), Maria Isip-Bautista- (ASTC), Michael Wylly (Pathways), Melissa Reeve (FYE), Isabel Anderson (Puente), Kimberly Ramos (Counseling), Jocelyn Mouton (TAP), Danielle Widemann (Math/Science), Vacant (Social and Behavioral Science), Atticus Frey (Library), Terri Pearson-Bloom (Health Sciences), Dawn Carpenter (CTE), Claudia Tenty (Institutional Research), Erica Beam (DE), Bella Lopez (Student Representative).

Advisory Members/Guests: David Williams, Lisa Neely, Joseph Ryan, Kristin Conner, Neil Glines, Sarah McKinnon, Pei-Lin Van't Hul, Heather Watson-Perez, LaNae Jaimez, Rachel Purdie, Lauren Taylor, Antionette Troupe, Oanh Lam, Mauricio Avello Quiroz; Carolyn Moore; Rebecca LaCount, Bryan Stewart

1. **Call to order** – Josh Scott & Dwayne Hunt, co-chairs
2. **Comments from the public.** Picking up on Brian's idea of bringing student success stories/moments into the start of each meeting
 - a. Melissa shared story of student enrolled in FYE
3. **Presentation of tentative schedule for academic year, updated list of voting members.** Josh Scott & Dwayne Hunt will present a tentative schedule and updated list of voting members for the upcoming year. After discussion, the SESC will vote to approve or modify. Josh will then submit both to the Senate for approval.
 - a. Each meeting features a topic based on previous brainstorming session
 - b. JS hands out sign-up sheet to indicate interest in a particular upcoming session
 - c. Question raised: how do we ensure the calendar allows enough time to complete the Equity Framework project – how do we ensure it gets enough time on the calendar?
 - d. Suggestion that the 'working group' DH recently assembled could be the team that moves the project forward on alternative weeks, feeding back into the main group
 - e. It's about finding a balance so important topics are given space for discussion
- **Project Funding**
 - Acknowledgement that process last year was an imperfect process
 - Need for clearer guidelines and process, clearer focus on DI groups
 - Not enough transparency, budget and financial controls
 - Will there be a proposal process for funding this year?
 - Have we adequately evaluated this year's funded projects? If not, why not?
 - Question raised: how can the SESC be more involved in key decisions affecting equity or DI groups on campus, e.g. change in Foster Youth program, decision to eliminate TRIO, etc.

- New SEA guidelines are more restrictive – doesn't mean currently funded projects can continue to get funding without more information and research
 - Maybe spend 15 minutes per meeting with updates on funded programs – to keep information flowing
 - Maybe this committee should facilitate the funding, budget, etc. rather than only speaking to the choir
 - How do we broaden the conversation?
- **Small Group Discussion Feedback / Thoughts**
 - While we want to broaden the discussion, what is the purpose. Why are we inviting everyone into the room...to do what?
 - Suggestion that the alternative meetings each month could be an open forum discussion on a specific topic for a wider audience
 - Be more intentional about DI populations – and looking at concrete methods to move the needle and impact the equity gaps
 - CT asked how we can better measure, focus on the key targets, issues and challenges
 - Needs to be more concrete – in terms of outcomes, measures and ways of looking at what works and connecting it with real student success indicators
 - How to celebrate the wins – even small ones create a momentum and tempo – sense of what's possible
 - Shift in thinking and culture; JC mentioned that we each have it in us to shift the culture and impact the student experience.
 - Identify key priorities – walk and chew gum at the same time
 - How can we be part of the larger community? What does this mean and look like?
 - How do we deal with food/housing insecurity, or family educational attainment backgrounds?
 - Can we do a better job of balancing academic and CTE pathways?
 - Where is the narrative (or evidence) that we are a safe space for students? There is no visible messaging that we are a sanctuary college
 - How can we cascade information better?
4. **Creating an Equity Framework, continued.** Dwayne Hunt will update the council on the results of the first meeting of the Equity Framework workgroup and will then lead us in an activity.

Conversation for Equity Framework, based on Dwayne's guiding questions (lead by Lisa Neeley):

1. What problems exist at Solano that are related to disparities and inequality (e.g., communities our students live, K-12 system, and general society). What protective factors exist at Solano that can be used to offset these risk factors?
2. What exist that prohibits us really addressing the disparities at Solano? What are the root causes? Who benefits and who does not? What do we hope to accomplish? Will it reduce disparities or equity gaps
3. What factors may be producing and perpetuating racial inequities associated with college completion? How did the inequities arise? Are they expanding or narrowing? Does the work (e.g., SESC, Academic Senate, Staff, ASSC, Facilities, and Management) address root causes? If not, how can they?
4. We know most of us are engaged in closing these gaps. But ask yourself these questions: have

you as an individual contributed to a system that has created obstacles for any group at the college? How so?

- How do we create a mentoring culture...recruit mentors. People who can mentor students in the academic community
- Support AA students, more mentors, especially in M.E.N.
- Building Solano College community
- Build Relationships with larger Solano community.
- Support for study skills
- Food and housing insecurity
- Overemphasis on academics, under emphasis on trades, good paying jobs,
- We don't message who we are, what we're doing (no messaging re sanctuary college, for example)
- Understand that college is a scary space (maybe physically but also the academic culture) and address this
- Heartbeat of college: you are seen, you can be successful, we are here to help you.

5. **Begin planning for 10/8 FLEX half-day retreat.** The SESC has reserved 12-4pm on 10/8 for a SESC half-day retreat (open to all faculty and staff). We will then brainstorm how best to bring the conversation of equity to the larger campus community. As you prepare for this conversation, be thinking about our focus—how can we most help our colleagues support, engage, and empower our most vulnerable students? We have discussed this at some length last semester (including an opportunity for individual instructors to dive into their own success data), but this will be a chance, given all that we have learned and discussed in the last few months, to bring the conversation to the larger campus community. All hands on deck!

- a. HW-P – idea – teaching /activity demos – how can we replicate this?
 - i. Rotating mini sessions to engage more meaningful discussion and concrete take-aways?
- b. Undocumented Students Week of Action – Oct 14 – some sort of combined activity?
- c. Pot of money for the best equity oriented idea?
- d. How to write effective funding proposals, etc.?
- e. 10/14-18 undocumented student week of action
- f. 1 hr. Safe space—what does this mean, how do we get the word out, how do we make sure this is true?
- g. 1 hr. Create multiple groups/conversations (20 min) (informational equity workshops) What does equity mean on X part of campus? What are resources available? Or maybe what programs are we offering? What's working? What's not?
- h. Come back to equity framework Qs
 - i. What resources are available?
- j. Final 30 min: How can we be allies to DI groups on campus? How can we support students?
- k.

6. Adjourn.

Meeting Discussion Notes – 09/13/19

- Introductions – few new faces
- Picking up on Brian's idea of bringing student success stories/moments into the start of each meeting
 - Melissa shared story of student enrolled in FYE
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Upcoming Flex – Oct 8th