



# Equity in Excellence Steering Committee

DECEMBER 17, 2015

9:00 – 10:30 A.M.

SSB 330C

## MINUTES

<b>FACILITATOR</b>	Lunden MacDonald
<b>NOTE TAKER</b>	Maggie Schaeffer
<b>ATTENDEES</b>	Lunden MacDonald, Arlene Sgoutas, Cynthia Armendariz, Greg Sullivan, Winston Grady-Willis, Bridgette Coble, Myron Anderson, Vicki Golich, Perla Gheiler, Ramon Del Castillo,

### Agenda topics

[TIME ALLOTTED]

CO-CHAIR RESPONSIBILITY: VOLUNTEER?

CYNTHIA ARMENDARIZ

<b>DISCUSSION</b>		
	<ul style="list-style-type: none"> <li>Cynthia will be out the end of February and would like a volunteer to co-chair this committee.</li> </ul>	
<b>CONCLUSIONS</b>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

[TIME ALLOTTED]

ALANA PROPOSAL (OTHER POTENTIAL REVIEW GROUPS?)

CYNTHIA ARMENDARIZ

<b>DISCUSSION</b>		
	<ul style="list-style-type: none"> <li>ALANA first asked that recommendations be made by last week, but have now extended the deadline. They will have the proposal out a week before our next meeting January 17<sup>th</sup>.</li> <li>Lisa Grady-Willis sent an email asking the Equity in Excellence Committee to participate. Want to ask someone in the Business College or Leone Schulz to help with a business plan. Most people work with Admin &amp; Finance on a business plan. Add a phase-in piece. Is the \$350,000 to be spent all at once? Will need more funding up front but would like to see how it will be phased in.</li> <li>Maybe broaden the conversation so more people are aware of it. Perhaps take to Faculty Senate. Vicki will ask Sheila today about this.</li> <li>The draft document was an attempt to stop compartmentalizing. Because of the recent emphasis on CHU, no one has updated it since November. It is not a plan.</li> <li>We could bring to SGA, Council of Chairs, and Council of Administrators to broaden the conversation. Instead of forming another group, let's raise awareness. We could say that the Equity in Excellence Steering Committee has reviewed this proposal and endorse it and would like your opinions. We will launch awareness campaign by just talking about it. Is awareness our responsibility or ALANAs? It can be everyone's. The committee has submitted the proposal for the center and this committee has reviewed and endorsed it.</li> <li>Do an @Daily article after the first of the year. It's a point of advocacy. Make it an informal campaign. Push to have proposal done by Jan. 7<sup>th</sup>.</li> </ul>	
<b>CONCLUSIONS</b>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>

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[TIME ALLOTTED]

INCLUSIVE EXCELLENCE SHIELD

PERLA GHEILER

DISCUSSION		
<ul style="list-style-type: none"> <li>We did an @Metro article in March and followed up in August.</li> <li>Working with Lunden to plan an event.</li> <li>We don't want every inclusive event to have the shield so we need to decide how many we should have for the year. The MLK Peace Breakfast is a no brainer, as is Castro and Noel. What should that number be?</li> <li>How much advance notice do we need to approve the event? Should have 30 to 60 days to plan the event. Maybe review each quarter for the next quarter.</li> <li>How many of these annual events will always get the shield? What other events besides MLK?</li> <li>If we've missed something on the criteria, please let us know. Do we need to bring back to this group for approval or can the three of us decide? The decision can be made by the group of three.</li> <li>Look at what institutional events happen each year. The shield doesn't carry over to next year.</li> <li>What is the level of awareness of the shield? Don't think there's enough buzz about this. People are just hearing about this. Could we add Trumba to the calendar?</li> <li>Is it a program or an event? Should we be more specific? Should the language be different? Initially start with event and we could add program with specifics.</li> <li>Open to anyone to participate.</li> <li>It is necessary to pay attention to the range being approved and looking at inclusiveness through many different lenses. Is the shield being used across the board to look at diversity in many ways? Add that a designation for events that promote diversity and inclusiveness across the board are eligible.</li> </ul>		
CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> <li>Perla will refine the document and send to this group by email.</li> <li>She will meet with Chris Mancuso to see when it will be on the website.</li> <li>They want feedback on who they approve.</li> </ul>		

[TIME ALLOTTED]

PRINCETON PRIZE

LUNDEN MACDONALD

DISCUSSION		
<ul style="list-style-type: none"> <li>Lunden wrote a letter and explanation of the Princeton Prize. Esther talked about it at the last advisory committee meeting and has discussed with the principals of Lincoln and MLK. Lunden talked to the Vice Principal at Lincoln.</li> </ul>		
CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> <li>The best thing to do is to award it one year and the word will get out.</li> <li>Nothing to do right now. If Lunden hears something, she will reach out for help.</li> </ul>		

[TIME ALLOTTED]

HOW ARE DECISIONS MADE IN THIS COMMITTEE?

RAMON DEL CASTILLO/ALL

DISCUSSION		
<ul style="list-style-type: none"> <li>What is the process on how we make decisions in this group? We need a process to understand what's happening. For the shield project, it is good to have the subcommittee approve, as we have all approved the criteria. We practice shared governance and we need to know who's making the decisions.</li> <li>For the first meeting next semester, maybe it should be retreat style. Given the work we've done and the importance of what we're doing, we should look at the larger role of the group. We need to return to that as we are in our early stages. What is our role vis-a-vis the entire community? We have tremendous energy and focus and need to look at steps we can take to improve the quality of the work we're doing as an institution in inclusiveness. We feel like we've been out there ahead of curve.</li> <li>Retention Task Force, Equity in Excellence, and HSI all look at the retention of diverse students to help us all retain students better. Does it make sense for Equity in Excellence and HSI to be subcommittees of the Retention Task Force?</li> </ul>		



