



Equity in Excellence Steering Committee

DECEMBER 15, 2016

9:00 – 10:30 A.M.

SSB 330C

MINUTES

FACILITATOR	Lunden MacDonald; Arlene Sgoutas
NOTE TAKER	Maggie Schaeffer
ATTENDEES	Lunden MacDonald, Arlene Sgoutas, Bridgette Coble, Mark Potter, Sandra Haynes, Esther Rodriguez, Cynthia Baron

Agenda topics

[TIME ALLOTTED]

EQUITY MINDED PEDAGOGY SERIES

LUNDEN/ARLENE

DISCUSSION		
<ul style="list-style-type: none"> Colleen Toomey has two coming up this spring. It was well received in the fall. She is looking at ways she can expand to next year. What kinds of training are actually provided to faculty? Lunden sent an announcement to deans to give to chairs. Colleen and Lunden are presenting at this year's First Year Experience Conference. Colleen has not been working with the Center for Faculty Excellence. We discussed cultural competency training for faculty and staff at the HSI Implementation Team meeting. One of the recommendations is to increase diversity of faculty and staff around campus. That working group has been divided into action teams and this issue is going to Myron Anderson, Josh Mackey, Matt Makley, and maybe one or two others. Mark Potter devoted his full-day Undergraduate Studies retreat to this. If the goal is for expanding and bring uniformity, it is important. Prior to expansion, we need coordination by identifying all of the places where this is taking place. In Pre-K through 12, there are lots of things going on, but we are not fully aware of all of those things. A key component is the coordination of those initiatives. We need to leverage resources that are already happening. Should the Equity in Excellence Steering Committee be that clearing house? A clearing house is very important. Some of that is happening in the Diversity Office. There are issues of coordination and accountability so that people can join and know what's happening. The only way to get faculty on board is to get it into the guidelines, as they are only interested if it is needed for promotion and tenure. As part of HSI, what are those cross-cutting issues and who should be involved? On this issue, joining that group and outlining who needs to take the lead in making those imbedded requirements, as well as being a clearing house and continue that alignment. 		
CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> Esther to connect Lunden with that group. Lunden wants to take this on in the spring and asked Colleen to take on 60% in FYS, and loves that she's doing this. Should it live in FYS? 		

[TIME ALLOTTED]

EIE WEBSITE: STUDENT WORKER? FUNDING?

LUNDEN/ARLENE

DISCUSSION		
<ul style="list-style-type: none"> We have \$15,000 in our budget that we haven't used. We are thinking about hiring a student to help us with the website. Trying to keep a website in good shape is a big job and we think a dedicated resource to send things to is a good idea. The new university website is rolling out next Monday. MarComm doesn't want a website to be repositories of information, but rather be outward facing. We need to bring MarComm into the Undergraduate Studies directors' meeting in January. On HSI, one of the recommendations is to create a website. It helps a lot if MarComm is involved. We need to put up a posting in HR for student workers. We want the message to be "how is this university going to serve me?" Where's the substance behind that? The issue is that all of the things we're doing in HSI is all over the map. We should start thinking about where to better consolidate this? Is there a reason why EIE doesn't live in the Diversity Office? 		

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CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> • Could Vicki or Sandra have a conversation with Myron? Let's wait a month to have that conversation but it is important to revisit. 		

[TIME ALLOTTED] EQUITY ASSISTANT SPECIALIST IN EQUITY ASSISTANCE CENTER LUNDEN/ARLENE

DISCUSSION		
<ul style="list-style-type: none"> • The Equity Assistance Center is grant funded and their office is in a modular. They are external facing, with very little integration with the university. Percy Morehouse is the PI on that grant. They are doing a faculty learning community with Jan Perry Evenstad. The grant is housed here but it covers 10 states, including Guam, and is for districts K through 12. They need consulting help and speakers. Relatively speaking, it is not a lot of money. 		
CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

[TIME ALLOTTED] THE SHIELD LUNDEN MACDONALD

DISCUSSION		
<ul style="list-style-type: none"> • It's hard to be organized when you have a full-time job and the attention to this should be a full-time job. It's a good idea. Is there a chance that there could be a staff position for Equity in Excellence? Any of these coordination things aren't going to happen on borrowed time. We would need to act on it now in order to get it into the budget. • Can EiE be housed in the Diversity Office or Alana? • Maybe a partnership with Myron's area, looking at performance and practices of faculty and staff. • Is The Shield on the Equity Minded Pedagogy series? We need to start walking the talk in our own areas. • Myron Anderson, Greg Sullivan and Christian Solano were working on this. We need to recreate The Shield committee as an integrated marketing device. If it meets certain criteria, it could be eligible to receive The Shield. • If we use it appropriately, it will get out there and hopefully people will become interested. • It's not sustainable with people who already have full-time jobs. Before adding more people or replacing them, we need to set up a very specific meeting to address the issues. There is not a process in place to be sustainable. People send in presentation materials that are circulated through the committee, then Greg determines who receives The Shield. We need to ask Greg, Myron and Christian if they still want to be involved with this. If they say no, we need to restructure. This needs more involvement than just this committee. • In September when we looked at everything that needed to be done, we formed subcommittees. 		
CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> • We don't know what will happen with the new president. • We need definition of outcomes for the Office of Diversity. • We are swirling in so many ways. We need to set up something for next week with the provost, Mark, Sandra, Arlene and Lunden. Where can EiE live? 		

[TIME ALLOTTED] UPDATE ON ALANA CYNTHIA BARON

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DISCUSSION		
<ul style="list-style-type: none"> Progress being made. Cynthia has been meeting with various individuals on campus as well as the Alana committee that Bridgette and Esther are also on. They met in November to talk about where we were just following the election results. They had to do a lot of crisis response. There is a budget request for staffing for the Alana Multicultural Center. It is important that it is seen as a priority. The Board approved the proposal for the budget request. Where is this going to live? We need to do further research but it can't live anywhere without budget and staffing. She made the proposal under the larger umbrella of ASA and we can determine this next semester where it will live. They also talked about temporary space that was identified. Since then, she has met with Carla and Vaughn. The temporary space is in the CUE where there is already shared space. They came up with a plan and will start doing some things in January. They have some temporary furniture and a sponsorship for food from Tony Price. She has some ideas of what to put on the university calendar of events. Carla has also asked for flyers. She met with Sean Nesbitt regarding permanent space. There is no formal proposal process but the Alana Center has moved up on the priority list for the university. We won't have more information until April or May when they know what's going to happen in the AES building. She met with Steve Willich to talk about infrastructure. He shared a lot of insights to think about moving forward. She met with Angela Marquez who did the Campus Climate Survey and she shared that data. She has also been in conversation with Myron but they haven't met. What institutions have a center? A list was sent to her by Myron and she is adding to it. We need to have student perspective on this advisory board, not just student input but ownership. She is soliciting nominations from various student groups. 		
CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> They are doing a field trip today to CU's Education Opportunity Programs office to do a site visit and ask about their program. They are also looking at doing more trips to look at additional Multicultural Centers. 		

[TIME ALLOTTED] EQUITY IN EXCELLENCE MISSION STATEMENT

DISCUSSION		
<ul style="list-style-type: none"> Mark Potter authored the following mission statement: The Equity in Excellence Steering Committee provides campus-wide leadership with the aim of closing equity gaps in achievement. The committee is a source of: <ul style="list-style-type: none"> Education—raising awareness about equity issues and providing solutions; Inquiry—fostering action-research to explore solutions to equity gaps; and Change-leadership—convening conversation, making the case for change, and celebrating successes. 		
CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

[TIME ALLOTTED] COMMITTEE/SUBCOMMITTEE REVIEW

DISCUSSION		
<ul style="list-style-type: none"> What did the Equity Scorecard do? It gave us the foundation. Where we often lose sight in the direction we are going, the power of the Equity Scorecard is the data. If done regularly, it will tell us where the equity gaps are. We recreate the wheel every time because we don't have the data. One of the primary things and most powerful thing of the EiE Steering 		

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Committee, is that on an annual basis they collect specific data on access, retention and completion and post it in a bar chart and have that be the front page of the website. It adds value, as we don't have that information and that goes into our marketing tools.

- Maybe our role is contributing data in a way that encourages departments to be involved. This committee provides leadership. The educational piece for this group is also important. This committee could shine a light for the campus community on why this is important.
- We could highlight where departments have brought in speakers. Not just speakers, but programing and action gets highlighted from this group. The things that faculty value; if you are given visibility maybe others will think "I can do that too in my department". It adds to their dossier and maybe opportunities emerge.
- Do we highlight every program that comes through to see if it could help? Does The Shield become you really did move the needle and becomes important. It could be a big deal to get The Shield and becomes a model for others.
- A National group started with we have to show where there has been access, retention and completion for Latinos. Then examples of excellence, and then added president support for Latino excellence. They haven't moved away from every single thing were doing and are focused on what does the data show us about the success of Latinos in higher education. We should be sharing that information in a very disciplined way and have it be primary on our website and updated all the time.
- The resistance includes how we're going to do this type of work. If we can narrow the time and effort of everyone here, we would fill a gap that currently doesn't exist on this campus. Identify who has access to higher education, who succeeds and who doesn't. Make it a graphic, it would be very powerful.
- The name for the center should be intuitive and should have a functional home. Make sure our faculty are teaching with equity pedagogy.
- Mark has not formed a subcommittee, because he doesn't know how to talk to people about it. Bridgette formed a committee, after talking to Vicki, and should be talking to them in January.

CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE