



Equity in Excellence Steering Committee

SEPTEMBER 1, 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, Vicki Golich, Ramon Del Castillo, Mark Koester, Mark Potter, Liz Milewski, Morgan Swaney

Agenda topics

[TIME ALLOTTED]	EQUITY GAPS HIGHLIGHTED BY THE GRADUATION REPORT	LUNDEN MACDONALD/MORGAN SWANEY
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DISCUSSION		
<ul style="list-style-type: none"> When we did the Scorecard in 2012, we used data from 2006, full-time, first-time cohort of students and tracked them to 2012. The 2007 – 2011 numbers are from Kristie's report, which are all students. It still shows that disparity. In 2007 we were at -5.34 and in 2011 we're at -3.45; that gap is still accurate. It's a reminder to us that we need to continue our efforts. 2007 – 2013. We took a cohort of first-time freshmen and looked at different times of retention. We looked at the aggregate of those that graduated in 2016. Morgan can drill down further. Can she do by majors? Yes. We would also like the data broken down by gender. Can we break down by financial aid and scholarship? Yes. The big take away is that there is still a gap, particularly with black students, and the gap is getting worse. HSI has a big focus on the Latino community and perhaps this group can focus on black students. These are first-time students from high school; first-time, full-time. Can we look at transfer students? We have the normal transfer students, and the students who come here but graduate in 9 years, after stopping out several times. They are re-admits so they drop off of our data base. We want to avoid having too much data, we want the right data. How do you want Morgan to calculate retention? If they stop out at any point, they are not calculated going forward. They are included in the graduation number but not in retention. She is calculating off of the previous year, and still includes students that stopped out. It is important to count students who have stopped out and come back. Calculate retention and graduation together to see among students who started, who is still here and who has graduated. We should concentrate on the social and emotional perspective of this data, the socio-cultural reason this happens. We can add in some focus group work to help us with the socio-cultural aspect. We can reach out to specific groups who stopped out and came back. Thank your Morgan Swaney for doing this. 		
CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

[TIME ALLOTTED]	BUSINESS, ANNOUNCEMENTS, UPCOMING EVENTS	ALL
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DISCUSSION		
<ul style="list-style-type: none"> We have a budget this year of \$15,000 from the provost, which adds to the legitimacy of this group. Equity-minded Pedagogy Series, is a series of workshops. We should ask our deans to send to their faculty and staff, and AVPs to send to their directors. Ann can send to ASA and Business Intelligence. Being ñ. The ñ generation have moved here, they have Spanish speaking parents but are not Spanish speaking themselves. We are teaming up with CU Denver to show this film on October 5th. The EiE website. We met with Nathan about changes they wanted on the website. They are going to work with us and have some fresh ideas. 		

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- Vicki is working with Myron Anderson and Randi Smith to try and bring Bryan Stevenson to campus for the 1Book/1Project/2 Transform speaker series. His book, Just Mercy, is a compelling read that makes you cry. Myron is going to do the legwork on what the actual cost would be. Bryan's primary goal is to get people off of death row, and he is the founder of The Equal Justice Institute.
- This year's Richard Castro Visiting Professor, Laura Gomez, will be here Oct. 10th, 11th, and 12th. She is the author of Manifest Destinies: The Making of the Mexican American Race. Ramon will send an electronic copy of the poster and we will get it up on our website.
- The week of October 10th SGA is sponsoring Consent is Bae to show students we are very supportive of consent. And the following week is the Take Back the Night march.

CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

[TIME ALLOTTED] WORKSHOP: NEW COMMITTEE STRUCTURE LUNDEN/ARLENE

DISCUSSION		
<ul style="list-style-type: none"> • We will invite a representative from each of the different colleges to participate in each of the working groups. How do we want to do that? We need a representative from this group to take the lead on each subgroup. • Center Support – Mark Potter • Data Collection/Action Research – Mark Koester and Morgan Swaney • Culturally-Responsive Pedagogies and Practices Training – Ramone del Castillo • Diversity Hiring/Retention – Bridgette Coble • They will be recruiting for representation in each subcommittee. • Our meeting schedule for this year is we are meeting monthly the 3rd Thursday of the month. It is very important that this group gives clear direction to the subcommittees. It would be helpful if Lunden and Arlene met with subcommittees. The idea of the subcommittees, for example Center Support, is getting ALANA off the ground. Do we need other centers or are we done? These groups are more like sub task forces. Center Support will be working with centers to infuse equity. Do we have institutional structure within centers? Diversity Hiring report to Center Support. • We have a charge but need to identify goals. • Do we focus on a particular area or do we each have our own and work on our own areas? Maybe initially have the focus on Equity in Excellence and then convey that focus to the subgroups. When are we going to have a conversation about focus? 		
CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

[TIME ALLOTTED] DISCUSSION: NEXT STEPS FOR EXISTING PROJECTS LUNDEN MACDONALD

DISCUSSION		
<ul style="list-style-type: none"> • ALANA is a multicultural center for students. Vicki will send the ALANA proposal to Maggie and she will get out. The proposal is supported by HSI. We need money for a person and a space. We have asked an existing person to add to their work for planning. While we are doing that, we are looking for space. Dr. Jordan doesn't want it in this building. What about the Golda Meier House? • Can we look at outcomes from a very specific place? At Aurora Community College, they are examining outcome by section to section. • All 4,000 courses are offered to first year students. There is a huge achievement gap in biology. • Through increasing faculty cultural competency, it will lead to retention and graduation and achievement gap decreases. • What kind of release time is given to faculty to support this? We are looking at the whole institution. • We have to try and measure outcomes. If we take a lead in establishing culture, we can expect solutions to these problems. • The Shield? It's going to take some pushing out. It should come from Myron's office. Ask Myron to market it. Invite someone to take the lead. Are we using the EiE website to promote events? There needs to be information on The Shield. Ask Greg where he is on this. Liz will take this on. 		

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- Equity Solutions Partnership Grant. We gave them \$10,000. Rachel in CUE is helping. Definitely a student leadership group. Are we going to post that grant again this year? Is this an area where we want to involve this committee? The writing of the proposal is extremely challenging. Only partner schools with CUE participated last year. Check in with Rachel to see if she can offer that kind of support. Check with Lori Kester on the Royall schools. It was widely advertised last year. Contest problem was access equity. Require sophomores and juniors on the team so we don't have to do it every year.

CONCLUSIONS

ACTION ITEMS

PERSON RESPONSIBLE

DEADLINE

- Next steps: Appoint an individual, Cynthia Baron, to begin the work of getting ALANA up and running the first year. What is the primary purpose of ALANA? Where organizationally does it belong? What does a director look like? Going to get something up, we have a provisional space sharing with CUE. The goal is by next summer be able to post a job description for a director. Don't know who the director will report to. Braelin suggested we check-in with original group of proposers to insure there are no objections to this group.
- Now that we've established some things as a steering committee, think about our branding strategy as a committee and how do we infuse attention on campus to some of these efforts.