



Equity in Excellence Steering Committee

NOVEMBER 17, 2016

9:00 – 10:30 A.M.

SSB 330C

MINUTES

FACILITATOR	Arlene Sgoutas
NOTE TAKER	Maggie Schaeffer
ATTENDEES	Arlene Sgoutas, Bridgette Coble, Vicki Golich, Esther Rodriguez, Mark Koester, Mark Potter, Loretta Martinez

Agenda topics

[TIME ALLOTTED]	DISCUSSION: WE PUT THE AGENDA ASIDE AND INSTEAD TALKED ABOUT RESPONSES TO THE PRESIDENTIAL ELECTION	ALL
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DISCUSSION
<ul style="list-style-type: none"> Regarding sanctuary, Vicki looked at what other universities are doing. We can't refuse to comply, but we can resist giving out information. We are counseling undocumented students. Many departments across campus are working on this. We will continue to offer in-state tuition for DACA and undocumented students. If Trump does away with DACA by executive order and students are arrested or imprisoned, we can still offer graduation to them. MSU Denver will still offer in-state tuition to them. Yesterday, when students marched, there was a sign-in sheet and two letters. The president spoke to the group. We do not gather information on DACA students. We do collect data in HR because we hire them as student employees. The federal government already has DACA information. The concept of sanctuary was developed after sanctuary cities; cities that have made pledges regarding the whole spectrum of our law enforcement that they will not aid and assist. Typically has do with law enforcement. The concept of our campus being a sanctuary goes beyond the sanctuary city concept and was developed organically. It is symbolic, and we cannot guarantee that we can do what we are being asked to do the letter. What is their stance on cooperation? Can we do comparisons across the different institutions listed? Everyone is getting the same letter. It is symbolic. This is an organic movement, similar language has been sent to all of these different institutions. Mayor Hancock stated "I have your back", but what does that mean? It would be powerful to do a little bit of comparison of what different institutions are doing to respect a civil environment. It would be helpful to reinforce that we are doing what a dozen other institutions are doing and give strong examples. Are there things we can say to empower students, faculty and staff? The safety pin signifies that we would help people being harassed. We need to feel empowered to encourage students to stay. Yesterday, two students spoke to the fact that they are scared and anxious and contemplating throwing in the towel. The president reinforced that there is no reason right now for you not to be in school. DACA has nothing to do with their ability to receive in-state tuition or philanthropic aid. We need to play it through with students ... what are you going to do? Go into hiding? Students who drop out and go into the shadows with no means for employment. Model our FAQs from the FAQs from DPS. Yesterday's Dreamers event had counselors, lawyers, and other support systems and let students know resources are here. Put a list of resources into FAQs. Our students will probably be marching on downtown Denver. We've already had conversations with Casa Mayan. It was good that the president reaffirmed comments being made in other places. Is there a way to capture a response in Spanish and English so students could see and hear the voice of the institution? The president's initial letter most students didn't see. It was affirming our values not about a sanctuary campus. It doesn't make sense to have a sanctuary campus. We need balance in protection and support of students and not issue our own rhetoric. Don't promise what we can't do. A sanctuary actually shelters students. It would be interesting to know what AHEC campus police can do if ICE shows up. Where are Auraria police on this? Denver and Auraria have a cooperative agreement as well. At yesterday's panel, the Auraria police said they never ask about immigration status, it never comes up, and they have never handed individuals over to ICE. The analogy was made about the Greely meat packing raid that was a high yield for ICE. There are 400 undocumented students at Metro at a campus of 40,000 students. How do we offer something informative to calm student's nerves? FAQs are already doing some of these things and have resources on campus and off campus. What Denver and AHEC police can and will do? The process is more complicated than you think. These are your rights as a student. They still have rights under the constitution, including due process.

- Colorado Public Radio had a good piece on this a couple of weeks ago. In DPS they have issued a statement if something happens here's some resources for immigration and it provides links to resources.
- The ACLU has been going crazy since the election. They are providing sources specifically protecting vulnerable populations. We have to be careful making blanket statements in our FAQs. Our biggest issues were with the Attorney General's office and the State of Colorado when we got in-state tuition for our undocumented students.
- President Jordan said we will not be releasing anything without a court order.
- The head of the education unit is putting out information without a lot of thought or analysis instead of we're going to look at on a case-by-case basis. The Feds don't have to come to us, they can go to state as they have all of the information.
- It is so mean spirited that even Trump would have an issue with it to justify going after this very sympathetic group. Fear factor is what they're outlining. DACA may be abolished and would have a significant effect on our students who can't risk being the face of immigration or even going to school. If DACA students are deported, it will be done quietly. They will not be self-deporting.
- Esther talked to Gregor, and although they brought up ASSET, students can pay in-state tuition but are struggling with the financial aid piece.
- Students are asking if they are still going to have employment on campus. We need to place our efforts and attention on the fact that a segment of our student body are not going to be able to work on our campus. Say DACA is eliminated, do we have to discharge students? We may not be able to employ them.
- There are different ways to revoke an executive order. There are no new applications for DACA. Is there another status for students? Internship status? Is there another way? All students are bound to the same employment verification. Students that are currently employed, could they continue employment? How many of our 400 DACA students are engaged in campus employment? The Denver Scholarship Foundation is committed to raising funds for these students. The DSF is not collecting information on DACA students.
- COSI dollars don't go to undocumented students but COF does.
- DSF's message to current scholars; they have 370 students here and will continue to work with their scholars to complete their education.
- We have 298 Latino ASSET students.
- Colorado will continue to have their laws. This group won't be able to change immigration laws but could provide resources for undocumented students to complete their education.
- Esther is trying to collect information on all of our aid; how is it being distributed and who is gaining access. This creates a strategy to go after private donor dollars.
- When DACA goes away, how am I going to be able to make money? 54% of our students have unmet need. The vast amount of our students are not in this group. There is an assumption that we are putting undocumented students into the most favored status, prioritizing them over the traditionally underserved community.
- Yesterday the president said "I want to see all of you again in March when the legislature is asking for money for higher education". The underlying issue is making people aware of how this works and getting more people participating. No one is looking at what's really going on and are misinterpreting policies. How do help educate and empower people to participate in policy? He wants to see 200 students showing up on the steps of the Capitol. Students tell compelling stories and people listen to them. The legislature only has a certain pot of money and we have a broken tax structure. In DPS, there is never a cycle where they are not proposing a bond initiative that goes to the voters. We have to become engaged citizens.
- We need to have some sense of where AHEC's at. Harassment will go up and the president talked about this yesterday. An individual can hold up a sign, but if they target individuals we're going to do something about that, as it then becomes a hate issue. We want to report incidents that target individuals.
- Braelin Pantel can help with FAQs, as well as Gregor. Braelin put together an outline series of steps and Vicki will forward to this group. We need to get a document going and all work on it.
- Title IX has been used as a tool to get schools to comply with federal regulations.
- At this week's ALANA meeting we discussed the man with the sign and that a lot of students want to say or do something, but we don't want students to get into a situation where they will get into trouble. Are there ways to be peaceful and still have your voice heard? Can the university provide messaging? There are ways to support peaceful protests. We discussed creative resistance and ways you can use art to counter.
- We are going to have a lot of what if scenarios. The first amendment rights are broad rights.
- Faculty wants guidance on what are appropriate steps. We want to support students and at the same time have respectful classrooms.
- We should be preparing our students for citizenship and help teach students to adhere to principles while effecting change.
- Any of this organic training and conversation should be voluntary in general. We are getting complaints from students and parents that they were in class today and their teacher was in a rage over the election and hosted a one-sided conversation that made students uncomfortable. We need training for faculty and staff. UndocuPeers does training. Students can't learn if they are under tremendous stress from a civic perspective. The issue is the sense of helplessness people are feeling. This is why we need an ALANA center.

CONCLUSIONS

- We will work on FAQs with Braelin and Gregor. We all need to have the experts. We could have 100 questions, but what 10 are the right ones and where do you go? The FAQs should be: What are we doing? What are the resources? What are your rights? And include links to various resources. It might be helpful to lay out what we know what we don't know. We do know our students are definitely feeling the stress and risk.

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- What about the educational piece? Undergraduate Studies wants to offer support to our community. Talk to Gregor about at what point do we start to spread out the support? Student government has already outlined a poster. We need to create a FAQ sheet. The language people are using is very similar.
- What about faculty development and Faculty Senate? Vicki meeting with Matt Makley this afternoon.
- The most important thing is that we get it out there and let students know we're not going away and remain steadfast at supporting these students.
- We want to create resources for students, not just about immigration, but also Title IX. When DACA goes away, here's how I can keep you employed. We won't know until that happens.
- United We Dream has also put out some information. They may also have FAQs.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE