



Student Equity and Achievement Committee Minutes

November 21, 2024; 2:00-3:15pm

Recorder: Jennie Graham and Kristy Woods

LPC Mission Statement	LPC Planning Priorities 2024		
<p>Las Positas College is an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting life-long learning.</p>	<p>Equity: Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.</p>	<p>Student Success: Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.</p>	<p>Health & Wellness: Establish a knowledge base and appreciation for health and wellness in the workplace; create a sense of urgency about wellness; prioritize wellness in decision-making, assessment and accountability; and build capacity to support wellness.</p>
Co-Chairs/Non-voting	Administrators (3 of 4)	Classified Professionals (3 of 5)	
<p><input checked="" type="checkbox"/> Jennie Graham (Co-Chair) <input type="checkbox"/> Vacant (Co-Chair) <input checked="" type="checkbox"/> Rajinder Samra (Director of IR)</p> <p><input checked="" type="checkbox"/> Kristine Woods <input type="checkbox"/> Cassandra Reinsel <input checked="" type="checkbox"/> Christopher Crone</p>	<p><input checked="" type="checkbox"/> Jeannie Wilson (VP Student Services) <input checked="" type="checkbox"/> Joel Gagnon (Student Services) <input type="checkbox"/> Amy Mattern (Academic Services) <input type="checkbox"/> Vacant (Academic Services)</p>	<p><input checked="" type="checkbox"/> Lilibeth Juarez (Academic Services) <input checked="" type="checkbox"/> Yvette Inahinu (Student Services) <input checked="" type="checkbox"/> Evelyn Andrews (Student Services) <input type="checkbox"/> Vacant (Academic Services) <input type="checkbox"/> Vacant (At Large)</p>	
Student Representative (0 of 2)	Faculty (3 of 5)	Guests	
<p><input type="checkbox"/> Vacant <input type="checkbox"/> Vacant</p>	<p><input checked="" type="checkbox"/> Justin Garoupa (A&H) <input checked="" type="checkbox"/> Jin Tsubota (BSSL) <input checked="" type="checkbox"/> Jill Oliveira (Counseling) <input type="checkbox"/> Vacant (STEM) <input type="checkbox"/> Vacant (PATH)</p>	<p>Michelle Gonzalez Nadiyah Taylor Savannah Richardson</p>	

Attendance: 9 (Quorum = 5)

Agenda Item	Information/Discussion	Action/Assigned To
1.	Call to Order: 2:00pm	
2.	Review & Approve Agenda <i>Joel Gagnon Motioned; Yvette Nahinu Seconded</i>	
3.	Review & Approve Prior Minutes <i>Lilibeth Juarez Motioned; Yvette Nahinu Seconded</i>	
4.	Action Items SEA Term End Expenditure Report - Submitted	
5.	Old Business Review of Equity Plan: Are we on track to meet the goals set? <ul style="list-style-type: none"> • Review Equity Plan • All of the Action Steps are ones that are in NOVA that we said we were going to do to meet the metric being measured. We reviewed the Equity Plan and Activities to see what we said we were going to do and what we have done. Notes were made in the spreadsheet. <ul style="list-style-type: none"> ○ We had to stop our conversations mid report to shift to other agenda items. Everyone encouraged to enter what they know is happening or has happened. Participants were encouraged to look at the different tabs too. 	
6.	New Business <ul style="list-style-type: none"> a) <i>EBCAN Annual Convening – Focus on Through the Gate and Tipping Point Study, LPC & Chabot data</i> <ul style="list-style-type: none"> a. <i>Highlights from the Convening were shared that related to the overall college feedback and in MLEA subcommittee the information more specific to Math and English will be shared. Recommendations follow the LPC and District data that was shared.</i> b) <i>Professional Development with a DEI focus - Michelle Gonzales, DEIA co-Coordinator</i> <ul style="list-style-type: none"> a. <i>District is moving forward with updating the Standards for DEIA and is being negotiated to be included in our evaluations. The District would like to move forward with our professional development on DEIA regardless of whether our evaluations reflect our commitment.</i> b. <i>Dr Hannah Lawler of Santa Monica Community College and RP Group is going to come and talk to LPC</i> 	

	<p>during our February Town Hall with an equity lens at our data. The goal will be to have us understand the data from an equity lens that is void of a deficit mindset. We hope this can inform how we look at our Program Review and own classroom data to see how we can make changes in the classroom and out to improve success and retention.</p> <ul style="list-style-type: none"> i. Some things LPC is doing: Linguistic Justice main focus is anti racist bias and reducing micro-aggressions based on language. Language bias goes so deep that even in a study of video with a black person speaking but a white voice dubbed on top people still only heard the white influence come through. ii. Link to survey about the new Standards: https://forms.office.com/r/cAFYAXiJ4W iii. Professional Development needs to be effective, across all programs and employees (full time and full time). We are all overworked and we need to do the right thing and evolve and improve our supports of students. We need to provide funds and time to do this real work. We can do this in a kind way by freeing up time for folks and providing some financial incentives around this work. iv. Jennie shared that we have noticed that unless there is a report out as part of the professional development and activities that we do around DEIA, there needs to be some sort of carrot and responsibility to share. <p>c) Podcast - support of students and how they perceive microaggressions. Whenever students are hurting and not doing well on our campus, and put them into probation. Desire a grey area that ideally asks students what is happening and what they need and then adjust support as a result..</p> <ul style="list-style-type: none"> a. District wide and hard coded into banner. b. Where does this change start - it could be an agenda item with our Vice Chancellor. c. Discussion around can we have a workgroup from both colleges to work on the Probation improvements d. Discussion around how we can post employment opportunities on a widely viewed sites to increase diversity in our employees. There was an EEOO plan that was submitted to the State. Melina Trammell at District is part of this work. Justin's recommendation was to also create more connections with local feeder programs to get a rich applicant pool. e. Workshop coming up for anyone interested in applying to our College for employment to help with applicants to understand and address our local Mission and Values at LPC to improve their application/interviews. <p>d) Review SEA Charge and Committee Make-up This has been tabled for this meeting due to time.</p>	
7.	<p>Information Items None</p>	None
8.	<p>Updates</p> <ul style="list-style-type: none"> • Dean of Special Programs, Student Success & Equity • Date for 2022-2025 Equity Plan is TBD 	None

9.	Good of the Order <i>None</i>	
10.	Future Agenda Items <i>Continued Review of Equity Plan</i> <i>Review of Membership and Charge</i>	

Meeting adjourned at 3:15pm

Next meeting: December 19, 2024