



**Minutes of Stewardship for Equity, Equal Employment and Diversity (SEEED) Committee
Held on April 26, 2016
Held in Building 6, Room 6-203**

Tri-Chairpersons:

Angélica Garcia, Lucia Lachmayr, Aaron McVean

Members Present:

Wissem Bennani, Serena Chu-Mraz, Luis Escobar, Nina Floro, Ricardo Flores, Marlon Gaytan, Raymond Jones, Jessica Lopez, Miku Mendoza, Joe Morello, Nathaniel Nevado, David Reed, Tammy Robinson, Nadia Tariq, Marisa Thigpen, Chad Thompson, Phillip Williams, Karen Wong

Members Absent:

Amory Cariadus, Victoria Goncalvez, Nathan Jones, Patricia Mendoza, Michael Stokes, Rob Williams, Lavinia Zanassi

Resource:

Belinda Chan (Recorder), Zahra Mojtahedi

1. GENERAL FUNCTIONS

1.1 Call to Order

Lucia Lachmayr called the meeting to order at 2:15 p.m.

1.2 Approval of Agenda

A motion was made by Aaron McVean and seconded by David Reed to approve the April 26, 2016 agenda. No changes made. Motion carried unanimously.

1.3 Approval of Minutes

Angélica Garcia commented a misspelled guest's name under 3.4. A motion was made by Karen Wong and seconded by Raymond Jones to approve the February 23, 2016 minutes with the suggested correction. Motion carried unanimously.

2. DISCUSSION/ REPORT

2.1 SEEED Retreat Debrief and Next Steps

The SEEED Diversity Retreat was held on Friday, March 4, 2016. Due to no meeting was held in March, Angélica Garcia led an open floor discussion for members to provide comments and feedback. Some of the comments included:

- Grouping activities were powerful. It gave moments of discomfort, which reflected how students feel.
- The workshop was eye-opening: it helped synchronized the definition about diversity framework
- Members suggested to have another half-day workshop.
 - o Garcia commented that The SEEED Diversity Retreat was originally planned to be a two-day workshop. However, due to uncertainty of attendance for a two-day workshop, the retreat was shorten for one day. With the great interest from the members, similar workshop will be held again.

Angélica Garcia continued in leading an open floor discussion to collect comments for Next Steps:

Some of the comments included:

- The workshop helped Garcia to formulate the description for the Dean of SSSP.
- To facilitate better discussion, sub-groups are recommended to have diverse representation.
- To help bring forward issues discussed, it is recommended to train the trainers to help facilitate.

2.2 SEEED and CSI Alignment

Serena Chu-Mraz, SEEED representative as CSI members, provided an update on the budget plan for 2016/17. CSI estimated to have an estimated amount of \$175K (\$90K from 2015/16 budget and \$85K carry-over) available on the some of the projects:

- To hire a new full-time retention special (approximately \$87K per year)
- To fund ESOL related projects
- To fund instructional aids at the learning center
- To fund ELI projects and activities
- To support faculty who teaches Basic Skills courses in order to increase success rates
 - o e.g. Reading apprenticeship, tutors for ESOL lab

2.3 Joint Divisional Meeting Debrief: Skyline College Promise

Aaron McVean invited members to share their comments about the Joint Divisional Meeting as SEEED members. Below were some of the invaluable comments from members as attendees:

- Part-time/ adjunct faculty felt promising that the College took effort working collaboratively evaluating ways to improve.
- Attendees felt thankful of having a space for discussion and sharing their thoughts.
- The meeting was very powerful that it would be great having same structured meeting regularly.
- Skyline College Scholarship suggested to have a refined criteria in the future.
- The meta-major pathway session were divided into diverse groups. Many great questions were addressed.
- Some concerns were raised if the meta-majors will be replacing the General Education. Sarah Perkins responded that meta-majors will not be replacing the general education.
- A question was raised about the number of Skyline College Scholarship to have. Angélica Garcia commented that there will be roughly 200 – 300 Skyline College Promise Scholarship recipients. Students ought to apply through FAFSA but need not to be financial aid recipients.

2.4 Title III AANAPSI and Title V HSI Grant Work Teams

The Title III AANAPSI and Title V HSI Grant applications are available to apply annual and the deadlines for both applications are fast approaching. However, Skyline College will not apply for this cycle, as Aaron McVean explained that colleges need an entire academic year to work toward the grant to receive the funding. Skyline College is aiming toward to apply for both grants in Spring 2017.

3. STANDING ITEMS – COMMITTEES UPDATES

3.1 District EEO Committee

SMCCCD Equal Employment Opportunity (EEO) Committee helps to promote equal employment opportunity, nondiscrimination, retention & diversity in staffing practices. David Reed, one of the SEEED representatives for the committee, provided an update:

1. Faculty Diversity Internship Program (FDIP) is launching. At the District EEO meeting, he was shared with the information that institutions with higher diverse faculty population has higher student success rates.



Approved Minutes

2. Comprehensive training for faculty and staff serving on the hiring committee.
3. Demographic data submission. The District EEO Committee will encourage the employees' participation to demographic survey.

3.2 Academic Senate

Jessica Lopez is the SEEED representative for the Academic Senate. No meeting was held last week, April 21, 2016 and Jessica Lopez was unable to attend the meeting prior, thus, no update was available.

4. NEXT REGULAR MEETING

Next meeting will tentatively be held in September 2016.

5. ADJOURNMENT

There being no further business, the meeting was adjourned at 3:53 p.m.

Minutes were approved by Members on October 25, 2016.