



**Minutes of Stewardship for Equity, Equal Employment and Diversity (SEED) Committee  
Held on May 15, 2018  
Held in Room 6-203**

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**Chairs:**

Lasana Hotep, Lucia Lachmayr

**Members Present:**

Leon Babaev, Serena Chu-Mraz, Kristen Ersando, Nina Floro, Ricardo Flores, Jacqueline Honda, Nathan Jones, Lucy Jovel, Patricia Mendoza, Chad Thompson

**Members Absent:**

Wissem Bennani, Luis Escobar, Jon Freedman, Margarita Jimenez, Raymond Jones, Soledad McCarthy, Nathaniel Nevado, Tammy Robinson, Michael Stokes, Kirstie Stramler, Nadia Tariq, Marisa Thigpen, Andrea Vizenor

**Guest(s):**

Pia Walawalkar

**Resources:**

Belinda Chan, Zahra Mojtahedi, Katrina Pantig, Monique Hernandez

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**1. General Functions**

**1.1. Call to Order**

Dean Hotep call meeting to order at 2:10pm.

**1.2. Approval of Agenda**

Due to a lack of a quorum, no action was taken.

**1.3. Approval of Minutes**

Due to a lack of a quorum, no action was taken.

**2. Discussion/Report**

**2.1. Equity Activity**

During the equity activity, the committee watched “Getting Traction in Closing the Inequality Gap” by Karin Fischer with Kati Haycock which focuses on inequality in higher education. The video addresses the strategies colleges can take to heighten their graduation and retention rate. Colleges that act immediately regarding student success during their time at that college have a higher success rate than others.

After the video, the committee discussed their thoughts and opinions on what strategies and inequities Kati Haycock presented. There must be a system that monitors student success throughout the weeks. With this data, colleges can utilize it to be more effective in helping the students achieve their goals. The earlier and consistent that this data can be collected, the earlier and consistent Skyline College can intervene to improve the situation.

There was a suggestion for collecting the data through a system where each service can be “stamped” for each time completed. With this suggestion, other services can see what the student has completed and then recommend or introduce another service. It is a way to keep the student consistently tracked.

## **2.2. Comprehensive Diversity Framework Update**

For the Comprehensive Diversity Framework (CDF) update, the committee joined together and read through the newly-revised CDF. In the last meeting, the committee grouped together and highlighted the most essential part of each domain to be factored in the newly-revised document.

The previous CDF was a sixty page document that needed to be further developed. The new one is a streamlined version that addresses the Eight Domains of Focus: Community Connections, Curricular and Pedagogical Approaches to Equity, Communication/Information Dissemination, Hiring Processes, Student Support, Leadership, Admissions Policies, and Registration Policies. The last four domains have no definitions because there was no prior research behind them.

The next step is to work on the Diversity Action Plan.

## **2.3. Student Voice Survey Findings**

The Student Voice Survey was conducted to view student perspectives regarding an array of topics from housing issues to faculty impact; it allows students to freely express their mind with anonymity to acquire more accurate results. The total responses received proportionally reflected the demographic of Skyline College closely.

With each survey conducted, participants filled out information about their identities to help analyze a relationship between the questions and the specified

demographic. Further analyzing answers with the data acquired, the college can utilize the information to assist students by creating new programs or revising time to open up the lab on the weekend.

**2.4. Book Group Update**

The Book Group is a space to have more dialogue on campus about race. The group is in the process for obtaining funds to support the conversation, but the group will happen even if it doesn't receive the necessary funds. They would like more students tuned into the conversation.

The Book Group would like to bring Dr. Charles Behling to help train faculty.

**3. Announcements**

- Equity Training Series Spring 2018 wrapped up this week with the final presentations.
- NCORE will take place from May 29 to June 2.
- Equity Summit 2018 Applications are still being accepted.
- Last meeting of the semester.

**4. Next Regular Meeting:**

September 18, 2018 in Building 6, 6-203 at 2:10pm to 4:00pm

**5. Adjournment**

Motion to adjourn: Kristen Ersando, seconded by Lucia Lachmayr at 3:52 p.m.