DIVERSITY, EQUITY, INCLUSION, and ACCESSIBILITY (DEIA) COMMITTEE

AGENDA
February 14, 2024
LRC 250, 3:00 pm – 5:00 pm

Please note: agenda, minutes, and meeting documents will be archived in MS Teams

COMMITTEE MEMBERS: Adrienne Burton, ~~Erin Craig~~, Cecelia Galassi, Sheryl Hathaway, ~~Damien Jordan~~, Nancy Nguyen, ~~Christina Oja~~, Ben Olague, Jorge Quiroz Moreno, Jason Sheley, ~~Gisela Verduzco,~~ Jonathan Dao, Matt Blake, Alissa, Dr Meredith Randall, Dr Claudia.Lee

Chair: Christina Ryan Rodriguez
Co-CHAIR: Jeannette Jaramillo, Yvonne Portillo
RECORDER: Logan Shreve
Guests: Alyssa Brown

Please Bring: Laptop
Please Read/Prepare: [Draft Internal Student Equity Plan](#)

Purpose: Primary resource for diversity, equity, inclusion, and accessibility planning that originates from other college committees. This committee serves as the primary body responsible for reviewing and discussing outcomes of DEIA plans and/or initiatives as well as integrating results into future DEIA planning. DEIA Committee discusses equity gaps and challenges to identify equity-minded practices and interventions that remove barriers in the student journey. These discussions can include, but are not limited to, the following topics and programs: AB705, Guided Pathways, Puente, Umoja, Basic Needs, DSPS, Veterans, EOPS Student Populations, Financial Aid.

Responsibilities: (1) Clear, non-duplicative responsibilities. (2) Incorporate equity-minded decision making to create, promote, and maintain activities, programs and instruction that welcome, celebrate, and promote respect for all. This includes creating equity among disproportionately impacted students across age, ethnicity, race, national origins, gender, gender expression, sexual orientation, mental/physical abilities, family status, religion, and socioeconomic status.

AGENDA ITEMS

1. Re-Introductions –
   i. The committee went around the room and introduced themselves.
   b. Meeting Norms – CRR Discussed Meeting Norms including not using abbreviations, how to access teams, student access to files sending the documents via emails, owl or zoom alternative, communication, transparency, accountability,
2. Student Report out – CRR - allow student 10 minutes each week to report out and give their perspective on the students. Matt – bring the perspective on what can be improved from the DSPS Aspect. Johnathan – Member of ASGWC – Student Council is the voice of the students to create a larger impact. Student Council and clubs need more engagement to strengthen their voice.

3. Review of spring goals:
   a. Assisting HR with the creation of Employee Resource Groups (ERGs)
      i. Jeannette – Employee Resource groups came out of the Campus Climate and Pace employee surveys.
      ii. Review of College Mission, Vision, Values in development of Anti-racism statement – need to review the mission and goal to better reflect the diverse student demographics. Revise and make recommendation to make changes to the mission statement.

<u>Next Meeting</u>: February 28, 2024

b. ISEP – finalize and disseminate. Almost completed. Equity walk and chairs presented the plan. Last meeting the comments and recommendations were reviewed.
   i. 3/12 to Academic Senate for vote followed by Planning Council then moves to president's cabinet.
c. Campus climate plan based on HEDS – due this spring (February-March)
d. Assessing projects funded by Equity funds (April) – equity funded projects must provide data to the DEIA committee.

4. Time to review Internal Student Equity Plan recommendations -group work.
5. Adjourn

Matt Blake – teams access
Take a look at the budget, determine if there is any additional money to be allocated to these projects, recommending body vs

DIVERSITY, EQUITY, INCLUSION, and ACCESSIBILITY (DEIA) COMMITTEE
AGENDA
March 13, 2024
LRC 250, 3:00 pm – 5:00 pm

Please note: agenda, minutes, and meeting documents will be archived in MS Teams

COMMITTEE MEMBERS:	Erin Craig, Cecelia Galassi, Danny Johnson, April Millikan, Nancy Nguyen, Christina Oja, Ben Olague, Jorge Quiroz Moreno, Jason Sheley, Gisela Verduzco, Jonathan Dao, Matt Blake.
Chair:	Christina Ryan Rodriguez
Co-CHAIR:	Jeannette Jaramillo, Yvonne Portillo
RECORDER:	Logan Shreve
Guests:	Hilda Friend, Meridith Randall, Claudia Lee, Kay Nguyen, Rick HIcks, Alyssa Brown
Please Bring:	Laptop
Please Read/Prepare:	

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AGENDA ITEMS

1. Opening – Christina Ryan Rodriguez (5 Minutes)

2. Student update – Matt & Jonathan (10 Minutes)

   a. Christina gave an update on Accessibility efforts. The Academic Success Center will be working with dsps to hire tutors that have a focus on disability. Training is done each semester on how tutors can better work with students.

   b. Amplifying Access in DEIA Efforts virtual event Wednesday, April 3, 2024, from 11:00 a.m. - 12:00 p.m. hosted by: CCCO & DSPS Register using this link

3. Equity Self-Evaluation Update – Planning for Submission Review (5 Minutes)

Next Meeting: April 10, 2024

  a. Self Evaluation requirements – sessions with each project have occurred and feedback was given.

  b.

4. **Anti-racism statement- Small Group: Fact-finding mission (55 Minutes)**

  a. **Each groups findings are in the DEIA Committee 3/13 Meeting Folder**

5. **Share Out each group (15 Minutes)**

6. **Large Group Debrief (10 Minutes)**

  a. **Each group shared out their findings and created a list of suggestions or things to include in the statement. This file is included in the 3/13 Teams Meeting folder**

7. **Adjourn review Parking lot items – (5 mins).**

Financial Aid and Parental Status

Meeting Date	Topic
April 10th, 2024	• Draft anti-racism statement
April 24th, 2024	• ISEP implementation of Next Steps • Subgroup review: Self-Evaluation Submission
May 8th, 2024	• Self-Evaluation Submission Results/Discussion
May 22nd, 2024	• Goals for next academic year- Implementation of next steps ISEP

PROFESSIONAL DEVELOPMENT OPPORTUNITIES:

Amplifying Access in DEIA Efforts virtual event **Wednesday, April 3, 2024,** from **11:00 a.m. - 12:00 p.m.** hosted by: CCCO & DSPS Register using this link

Next Meeting: April 10, 2024

DIVERSITY, EQUITY, INCLUSION, And
ACCESSABILITY COMMITTEE MEETING
Minutes

September 11, 2024	3:00 – 5:00 pm	LRC 250

ATTENDEES	Jason Sheeley, Gisela Verduzco, Hailey White, Armondo Gracia, Jennette Adame, David Cisneros, Adrienne Burton, Carla Santoyo, April Miliken, Christina Oja, Sheryl Hathaway, Yvonne Portillo
CHAIR(S)	Christina Ryan Rodriguez, Jeannette Jaramillo Hernandez, Jason Sheley
RECORDER	Logan Shreve
PLEASE READ/ PREPARE	
GUESTS	Hilda Friend, Meridith Randall, Claudia Lee, Jennifer Kalfsbeek-Goetz, Rick Hicks, Alyssa Brown, LeeAn Gomez
PLEASE BRING	

Agenda Items

TOPIC	PRESENTER	ACTION NOTES
DISCUSSION ITEMS		
Introductions and Constituent Group Representation	Christina Ryan Rodriguez and Jeannette Jaramillo Hernandez	• The Group went around the room and introduced themselves, who they represent and what they are hoping to contribute this year.

Tri-Chair Representation	Christina Ryan Rodriguez	• The committee discussed the chair positions and responsibilities and held elections.
		• There are three chairs to the committee: One Manager, One Classified and One Faculty.
		• The Following were elected
		   o Manager – Christina Ryan Rodriguez
		   o Classified – Jeannette Jaramillo Hernandez
		   o Faculty – Jason Sheley

Committee Norms and Expectations	Christina Ryan Rodriguez	• The group discussed the attached norms and expectations
		• The following were discussed
		   ○ Fully engaged and participate in the conversation
		   ○ Regular attendance be here, be present and carry the load
		   ○ Report out, and get feedback/share out to other areas
		   ○ Committee members can always add items to the agenda
		   ○ Open meeting – if there are topics, please invite others who may be applicable to the conversation
		   ○ Explain the history and background
		   ○ Have a critical lens, funding is tied to projects, difficult decisions may need to be made
		   ○ Student Perspective – Continue Student spotlight speakers
		   ○ One conversation at a time
		   ○ Be respectful, be comfortable, have an open conversation
		   ○ Keep Goals in mind, give historical background of committee and memberships

Student Update	Christina Ryan Rodriguez	• Each week students will be given space to talk about different issues and topics – be the voice for the student body
DEIA Committee History	Jeannette Jaramillo Hernandez	• 3rd year of the committee • DEIA Committee was created after overhaul of the committee structure • ISEP conversation started in fall 2022, campus needed more than what was required by the CCCC. More focused than state plan at identifying and closing equity gaps • Fall 2023 held Equity walks to give feedback to the ISEP plan • Plan was finalized and adopted in Spring 2024 • Parts of the plan have already been implemented including ○ Golden Future nights

		- Informal first year experience is in progress (Puente formal) - English with counseling courses (pilot grouping) - Math with counseling course - Planning to expand in future years - Self-Evaluation for Equity funded programs - Required by programs funded by equity - Are they closing gaps - Template required to be filled out after second year - Are they being intentional with the funding - If results are positive – keep funding - If negative – program improve plan - New Programs need to be submitted through program review - Hold programs accountable - Budget overview for Fall 2024

| DEIA Committee Goals | Jeannette Jaramillo Hernandez | [Fall 2023_Committee Goals and Actions Report 2023-2024_DEIA.docx](#) Jeannette reviewed the goals and progress made toward meeting the goals listed in the Fall 2023 action report [Fall 2024_Committee Report 2024-2025_DEIA.docx](#) Campus climate plan was goal, but members of committee are now on a taskforce Form was updated at the end of the spring 2024 semester ISEP develop annual progress report template for different areas New Goals: Greater Accessibility – Canvas shell translation to other languages Language shift from academic probation to academic warning Preferred to Affirmed Name Evaluation What is our threshold for showing improvement Holding programs accountable Building in space where the committee can give feedback to the program Accountability Offering Evening services? (removing barriers for students) Look at this from a research lens Some services may not benefit from additional hours All the time or specific times of the year Student services syllabi Student handbook – planners that do not have all information being given out |
| Announcements | Christina Ryan Rodriguez | Multicultural Center (previously known as Ally Center) Jeanette Adame leading effort Umoja Mixer The Stand Grand Opening September 19th 10-11am Hispanic Heritage Month Coming Out Day Undocumented Week of Action |

<u>Future Meetings (2nd and 4th Wednesdays of the month)</u>: 9/25/2024, 10/9/2024, 10/23,2024, 11/13,2024, 12/11/2024

GOLDEN WEST COLLEGE
HUNTINGTON BEACH, CA

DIVERSITY, EQUITY, INCLUSION, And
ACCESSABILITY COMMITTEE MEETING
Minutes

October 9, 2024	3:00 – 5:00 pm	LRC 250

ATTENDEES	Adrienne Burton, April Miliken, Armando Gracia, Carla Santoyo, Cecilia Galassi, Christina Oja, David Cisneros, Dorsie Brooks, Erin Craig, Gisela Verduzco, Hailey White, Jason Sheley, Jennette Adame, Sheryl Hathaway, Yvonne Portillo
CHAIR(S)	Christina Ryan Rodriguez, Jeannette Jaramillo Hernandez, Jason Sheley
RECORDER	LeeAn Gomez
PLEASE READ/ PREPARE	Fall 2024_Committee Report 2024-2025_DEIA.docx
GUESTS	Alyssa Brown, Amberly Truong, Claudia Lee, Hilda Friend, Jennifer Kalfsbeek-Goetz, LeeAn Gomez, Meridith Randall, Rick Hicks
PLEASE BRING	Laptop

Agenda Items

TOPIC	PRESENTER	ACTION NOTES
DISCUSSION ITEMS		
Ice Breaker	Jeanette Jaramillo Hernandez	• Hispanic Heritage Month Celebration ○ Review of 2023-2024 statistics of GWC students that identify as Hispanic/Latine ○ Gaps in course completion and course success rate were observed. ○ Gaps in data showing the exact breakdown of types of degrees and certificates were observed, as well as the total number of students who earned degrees and/or certificates.

Student Update	Carla Santoyo and Amberly Truong	• Review of one week of ASGWC Instagram posts, stories, and reels to obtain engagement stats.
		○ On campus study locations were surveyed.
		○ Overall, more engagement was observed when students were incentivized by giveaways. Yes or No questions received more responses than open-ended comments.
		   ▪ Total Followers: 831
		   ▪ Post (No Giveaway): 1646 views

		- Post (Giveaway) 14.1k views, 575 interactions (i.e. sharing post) - Story 1 (Cafeteria opened after 5pm): 275 views, 64-Yes/10-No - Story 2 (LRC opened after 5pm): 264 views, 81-Yes/5-No - Story 3 (Open Comments about GWC night class resources): 257 views, 3 comments - Campus feels dead at night - Lights after dusk - Wished everything was open
Student Update (Q&A)	Carla Antonio and Amberly Truong	- The following ideas and questions were proposed from attendees: - Look at more extensive polling and qualitative data. - What does "study area" mean? With electronics? Or just open space? - Who else can this information be presented to? - Language Arts and STEM buildings are open until 11pm. - Meet with Safety for chaperones. - Offer routes with more lights. - STEM Center is open until 7pm. STEM building is open until 11pm.
DEIA Campus Climate Update	Jeannette Jaramillo Hernandez and Christina Oja	- Anti-racism statement approved by President's Cabinet and sent in an email on Monday, added to GWC website, and published in newsletter. - The Pay Survey was administered to employees, administrators, faculty, and classified professionals. Will be administered again. One section of standard questions. One section of 20 custom questions for Task Force to select. Survey will be administered district wide to all colleges at the same time. - Carla Antonio asked if tutors or work-study assistants would also receive the survey. Jeannette Jaramillo Hernandez will follow-up.

| Student Update (Survey for Night Students) | Carla Antonio and Amberly Truong | • A survey to acknowledge which resources are most important to night students.
• Survey Questions as follows:
    ○ What days are you on campus? (M-Su)
    ○ What time(s) are you on campus? (4-11pm, select by hour)
    ○ Which student services are you familiar with? (list resources closed by 5pm)
    ○ Which student services would you utilize if they were open past 5pm?
    ○ Which services would you want access to?
    ○ How is your experience as a night-student?
    ○ What can GWC do to make your experience as a night-student better?
    ○ If you have any other questions, comments, or concerns, please leave a comment.
    ○ Student ID (if you want further assistance)
• Survey Feedback as follows:
    ○ Post to ASGWC Instagram and link from webpage. GWC App and link in IG Bio.
    ○ For the library, a librarian would have to be there to be opened. Perhaps just the building.
    ○ Add the question for how often they would utilize the services opened past 5pm. (daily, weekly, monthly, during mid-terms)
    ○ Opportunity for marketing currently available resources.
    ○ Include list of overall current services (with hours).
    ○ Coordinate to send survey link to all PM faculty.
    ○ Add question – why are you a night student?
• Next Student Council Meeting is Friday 10/18/2024. |
| DEIA Committee Goals | Jeannette Jaramillo Hernandez | • Fall 2024_Committee Report 2024-2025_DEIA.docx
• Upcoming meeting dates: 10/23/24, 11/13/24, 12/11/24 and Spring 2025
• Have 5 proposed goals narrowing down to 4 goals
    ○ Academic Probation language
    ○ Promote accessibility
    ○ PD funding requests and CIL guided framework |

		○ Identify needs of evening students - Parking lot created for other goals ○ Chromebook challenges – Christina meet with IT Committee and discussed possibility of partnership to help move forward with this goal - Committee goals will be sent to planning. - In Spring 2025, debrief of 4 goals.
Probation Language Introduction and Review	Yvonne Portillo	- Academic Probation Change Language - Academic Language Example CSULB - Comebackers California Report - Destigmatize Academic Probation Language - Reworking Academic Probation - Title V Language ○ Certain regulations exist for GPA thresholds triggering academic warning probation. ▪ GWC catalogue language matches Title V regulations. ▪ A 2.0 GPA is the threshold for probation and student receives probation notice. - Current GWC Language ○ Example of GWC notice reviewed. ○ Use of deficit mindset and punitive language was observed. - GWC Notification Process ○ Warning 1, Warning 2, Notice. Then, registration is placed on hold. - GWC Probation Process ○ Previous process was being placed on probation, stop classes for 1 semester, meet with an academic counselor and sign contract, receive midterm progress reports from professors and bring back to academic counselor. Then, students attended a workshop. ○ Current process is utilizing the Canvas shell. Students self-select modules and quizzes. Better results. Each semester approximately 700-750 students receive a warning letter with approximately 600

| | | students completing the Canvas shell modules. |
| | | • Impact on Students of Current Language
    o Stigmatizing/Deficit Mindset
    o May cause trauma and fear
    o Decrease in self-worth
    o Discourage students seeking help
    o Damage to mental health
    o Traumatic for justice-involved students
• Examples from Other Colleges
    o Mt. San Jacinto has least punitive language
    o Use "Academic Resiliency Contract" vs. "Re-instatement Contract"
    o ASCCC and California Competes recommend changing language to growth mindset and positive outcomes
    o Erin Craig has excellent examples
• Q&A and Feedback
    o Is the GWC catalogue under local control? Yes.
    o The counseling office receives questions about Financial Aid alerts and disqualification. Students don't always understand the distinctions between academic and financial probation. One student had a high GPA and didn't understand why they received a letter.
    o AP/DP hasn't updated language since 2019.
    o Christina has an idea about a possible solution versus only changing internal processes and notification language.
    o Darcy asked if there is data available showing the breakdown of academic probation/warning students by each area of study. Data is skewed because "undecided" was not an available major because it led to people having financial aid removed. Those students were moved to a Liberal Arts: Behavioral & Social Sciences major. |

| | | o Yvonne shared that the Academic Renewal Policy allows students who did poorly to return to GWC with another major. (i.e., STEM major, returned for Marketing Major with A's/B's, could reclassify major to Marketing). |
| | | o LeeAn asked if every student went through an orientation to distinguish between the academic and financial probation/warnings. All new students go through an orientation. Some students (i.e. continuing education) may not because of prior college experience or orientation completion. |

- Financial Aid Probation
  - o Adrienne shared the highlights about the Financial Aid probation and appeal processes.
    - Regulated by Title IV
    - Stricter than Title V
    - Based on 67% cumulative completion versus 51% cumulative completion for academic warning/probation.
    - Probation for financial aid process is only available after an appeal.
    - All appeals require an Ed Plan on file for the student
    - Process: Warning, Still receive financial aid, have 2 semesters to meet requirements, then appeal available, then probation could be granted
    - Per Title IV, colleges have 1 of 2 processes to use for financial aid:
      - Option 1 – check academic progress at the end of Spring Term. Disqualify students if requirements are not met.

		• Option 2 – check academic progress term-by-term.
		         • GWC uses option #2
		         • 99% of community colleges use term-by-term
		      ▪ Student could be in 1 of 3 appeal processes and stages:
		         • Financial Aid (Federal)
		         • Fee Waivers (State)
		         • Academic Probation
		         • Financial Aid and Fee Waivers require the same forms. Counselors complete 2 sets of separate forms, if needed, but the same statement can be used.
		       ○ Present to DEIA committee for decisions
		       ○ Taskforce created with Adrienne Burton, Armando Garcia, Gisela Verduzco, Yvonne Portillo
		• Solution
		       ○ Directly involve AP/DQ in process
		       ○ Consult on recommendations
		       ○ Present to DEIA committee for decisions
		       ○ Taskforce created with Adrienne Burton, Armando Garcia, Gisela Verduzco, Yvonne Portillo

Open Agenda Item	Yvonne Portillo	• Received an email about district wide transportation being cut that will negatively impact the equity group. Buses for campus tours would no longer be paid for because they weren't tied directly to a class. Students had already signed up. • Solutions will be sought through the Transfer Center, possibly partnering up with OCC and/or Coastline for tours, or possibly equity funding. • No buses with wheelchair access or to address mobility issues have been available for decades or years.

Future Agenda Items	Jeannette Jaramillo Hernandez	• Invitation to committee members to email Tri-Chairs with any future agenda items
Announcements	Christina Ryan Rodriguez	• Coming Out Day (10/10/24) • Undocumented Week of Action (10/14/24-10/18/24) • Sugar Skull Making Workshop (10/28/24 by Puente) • Annual Event (10/30/24 by Puente)

<u>Future Meetings (2nd and 4th Wednesdays of the month)</u>: 10/09/2024, 10/23/2024, 11/13/2024, 12/11/2024