

Meeting Minutes

April 25, 2023

<https://glendale-edu.zoom.us/j/82136121519>

Committee Members: S. Dube (Chair/English), R. Dickes (VPA), T. Ingle (Noncredit ESL), E. Lee (Credit ESL), T. Farwell (Kinesiology), K. Swett (Language Arts), L. Labra Bahena (Mathematics), A. Martinez (Noncredit Business & Life Skills), M. Hassani Golyakh (DSPS Counselor), M. Peterson (Social Sciences), J. Sanchez (Student Services), M. Furtell (Tech & Aviation), C. Ruiz (Cultural Diversity Coordinator), A. Lerner (Library), M. Boghozian (DSPS), K. Juarez (La Comunidad), R. Nouh (Associated Students), T. Kulik (CalWorks)

Empty Seats: Business, Health Sciences, Black Student Union, Black Scholars, Guardian Scholars, Rising Scholars

Resource Members: J. Garcia, P. Rooney, S. Somo, M. Davis, D. Crawford, R. Ridgway, B. Grice

- I. Call to order: 12:23 pm
- II. Quorum verified: quorum was not reached. The meeting was started but there will be no voting until quorum is reached.
- III. Approval of DEIA meeting minutes from February 28, 2023 and March 28, 2023
[February 28, 2023](#)
[March 28, 2023](#)
- IV. New Items:
 - a. Maryam Golyakh from DSPS announced that DSPs will host a regular Coffee Klatch to answer questions and help faculty and staff with anything related to students with disabilities. Dates scheduled are May 16, 24, 30, and June 5 from 12:20 – 1:30 via Zoom.
 - b. [State Required DEIA on Evaluations](#) Dr. Grice announced that the Chancellor's office has charged all institutions to update their evaluation procedures by the deadline of September 16, 2023. We are required to implement tangible, observable practices into the evaluation process for all our employees. Evaluations is a negotiable item under collective bargaining therefore we need to include bargaining into the process. There will be a joint Senate and Guild task force to work over the summer and we hope to include CSEA. This is also an opportunity to reevaluate our KPIs. S. Somo shared some concerns for the negative impact on faculty of color. She suggests having training on how to evaluate. Making meaning of the process is important.
 - c. Equity Advisory Team Updates: S. Dube announced the status of the Presidential Equity Advisory Team. The team will include folks whose roles already include DEIA focus. To share equity work and to identify gaps that we need to focus on. This will help streamline DEIA efforts across the campus.
 - d. Title V Grant Proposal M. Davis reported Department of Education offers a Title V grant to Hispanic Serving Institutions. There is a yearly competition to increase

success rates, retention rates, persistence rates, and to close equity gaps for Hispanic and low-income students. We have an existing proposal from last year. Office of Hispanic Serving Initiatives is organizing a series of meetings to invite folks to learn about last year's proposal and to provide input. The first meeting will be on Friday, April 28 at 8:00 am, and on May 1 at 3:30 via Zoom.

- e. DEIA Co-Chair: S. Dube announced that beginning fall 2024 the DEIA will have Co-Chairs Maite Peterson who is a DEIA member will be the Co-Chair with S. Dube.
- f. DEIA meeting modality for fall and beyond.
 - i. We need to vote on whether we want to continue to hold DEIA meetings remotely, in-person, or hyflex. M. Golyakh shared her reasons for keeping the meeting remote. Remote makes it more accessible. Hyflex is not the best option for focus. Mel shared that having been remote for the past three years makes it so that people prefer remote or hyflex. M. Davis shared his ideas about the benefits of being in person. Connection and relationship building in person help the effectiveness of meetings. T. Ingle shared the idea of having one in-person meeting per semester and the rest remotely. S. Somo shared her ideas on the benefits of remote when we are able to engage in different ways such as in chat.
- g. Student Support Guide (for employees)
 - i. Please review: [BMT One Pager](#)
 - ii. Tzoler Oukayan shared the Behavioral Management Team (BMT) double-sided guide with resources for employees. The guide will be updated regularly and distributed across the campus.
- h. "On the Menu" event
 - i. Tomorrow, April 26, 2023
 - ii. *Counteracting Unconscious Bias*
 1. Hearing from students from 4 Learning Communities

IV. Additional items:

- a. Mission, Values, & Vision Statements. A task force has been working on revising our Mission, Values & Vision statements. There is new criteria that we need to include based on accreditation. Please review the latest draft through this link <https://www.surveymonkey.com/r/TXVBYJQ> and offer your feedback to the task force.
- b. M. Davis announced that GCC was awarded the Culturally Responsive Pedagogy and Practices Grant that is offered by the Chancellor's office. It is a 2-year grant that is up to \$300K. This gives us additional resources around culturally responsive teaching and practices. GCC's proposal is built around the Quality Focus Essay. We will be in partnership with 3CSN. The work will begin on June 15, 2023.

V. Spring meeting dates: 5/23