Gender Equity Committee Meeting Recollections
November 3, 2017

I. Call to order
   a. The meeting was called to order at 9:08 am
   c. Group members introduced themselves and shared their affiliation with Sierra College

II. Approval of the Recollections
   a. Revisions to the recollections from the September 8 meeting to clarify the Committee’s concern about a lack of awareness among college employees in general about the crucial role of the Care team, rather than a concern about the Care team itself.
   b. Motion to approve the minutes with the changes from October 13
      i. Revision needed to student representatives titles for Jeremy Trujillo, ASSC Vice President, and Mollie Murbach, Feminist Action Club Co-President

III. Appointments
   a. Co-Chair Archer’s tenure is coming to an end at the end of the semester. Co-Chair Donovan resigned from the position as Co-Chair effective immediately. Matt Archer read Heather Donovan’s letter to the committee. Committee discussed the requirements for the new Co-Chairs as set by the district. Senate will appoint members to the committee and the committee will appoint the new Co-Chairs. Patricia Ritchie-Reese voiced interest in the position but with concern for the workload. By-laws state there should be a Chair and a Co-Chair. Future appointments should have a full time Chair and a part-time Co-Chair.

IV. Visitor Presentations
   a. Dr. Reyes Ortega, Sierra College counselor and History instructor, presented the importance of making sure students and the community is aware of the individuals who have contributed to Sierra College. Dr. Ortega proposed the renaming of the W building to honor Dr. Morgan Lynn, the first female president of Sierra College, interim, 2005-2006. This would be the first dedication on campus to honor a woman’s contribution to campus. The goal is to inspire current and future students. Dr. Ortega has discussed the proposal with Johnnie Terry as it was first proposed in 2016. The Gender Equity committee will support the dedication. Jackie Lamb, AAUW representative, would extend support from the AAUW with a letter to the President and the Senate office. Sue Miller will work Dr. Ortega to draft the letter. Optional dedications will be considered as well.

V. Action Items
a. “Refreshing Campus Imagery through an Equity Lens” Voluntary Program. Imagery on campus to be refreshed in hallways, classrooms, and offices. The committee reviewed draft of letter to colleagues. Proposals made to increase the presence of student art. Goal of letter to break gender, ethnic, and sexuality stereotypes in disciplines. Additional images to consider may include items of historical context that may be offensive to students. Timing of delivery of the letter is important; beginning of the semester may be the best time to deliver. Item to be revisited at the December meeting.

b. Jackie Lamb, AAUW, explained that a Campus Action Grant from AAUW may be approved in the next few dates to benefit Sierra College students. Focus would be on female students returning to college.

VI. Discussion Items

a. The Committee discussed the role of the GEC within Sierra College’s participatory governance structure. All communications from the GEC occur within that context and will either be directed to the Academic Senate or the College administration. The GEC will never contact the media to pursue its interests. The committee fully supports the bond and has no intention to undermine the college. Committee members voiced their concerns regarding the image of the committee on campus and the legacy of thought regarding the perception of the committee.

b. Matt Archer encouraged open communication within the group as well as with those outside of the committee. The Committee is a democratic body with consensus voting. It is important for each member to express concerns and represent the interests of the faculty. Clear communication and collaborative deliberations are crucial.

c. The GEC discussed interest in better supporting how Title IX services are implemented on campus. Jennifer Alt, Natalie Sherrell, Cassie Donnelly, Amy Maggard will work to facilitate access and education on the services available.

d. Visitor Presentation by Erik Cooper, Dean of Research and Planning, present after committee requests for information. Requests for data should be made to Dean Cooper through the GEC Chair. Tracking for Title IX training consent education video for students is unavailable. Cooper presented data that between 85% to 95% of Sierra College employees participated in the online sexual harassment training. The feedback comments made by employees are not currently available and Cooper is still investigating. Dean Cooper presented the Equity Dashboard, which is not complete, but will be updated in January with more data. Dean Cooper did submit a request for the committee regarding the Clearly Act, but has not yet received a response. Dean Cooper explained he does not have a means to gather data about the use of child development centers on other local community college campuses by students who live within Sierra’s district. Data was requested in the past but denied by other colleges. Dean Cooper did state that there is a correlation between students’ interests in financial aid, childcare need and matriculation. 80% of students who indicated a need for financial aid and childcare did not matriculate; compared with 50% of students who selected just one or
neither. Although in its infancy, the Equity Dashboard provides a broad spectrum of data, publicly available, that can help Sierra College better serve our students. Lucas Moosman explained that training and information would be made to the entire campus in the future. Erik Cooper will return to the committee in January to report on updates to the system and GEC relevant data.

VII. Continuation of discussion topics
   a. Child development center course of action is to communicate with Darlene and how to best support the CDC.
   b. Kiet Vo presented data from STEM majors. Students who declare nursing major are classified as STEM majors, but may or may not be accepted into the program. Sierra College does follow national trends in regards to Computer Science. Exception is Harvey Mudd, which emphasizes participation for female students. Effective practices utilized by the college may be useful for Sierra College equity in Computer College classrooms. Committee members expressed concern that the technique may or may not be effective. Masculine privilege as an issue was addressed.

VIII. Reports and Correspondence
   a. Jeremy Trujillo, ASSC Vice President, addressed the Lighting situation on campus. Facilities has been contacted and will be provided with specific lights that are out of order or needed.
   b. Mollie Murbuck, FAC Co-President, reported 70 participants at Take Back the Night. Continued concern over "CONSENT" posters on campus. GE committee supports student voices of concern over posters. Adrienne Acosta, Stand Up Placer, working on a Take Back the Night for Placer County. SUP has served over 47 students from March 2017-September 2017; students were not solely from Sierra College. Sue Miller, AAUW, asked for suggestions for nomination for recognition by December 8 to honor a woman's service. Student or AAUW status is not required.

IX. Adjourn
   a. The meeting was adjourned at 11:55 am.