

**New Legacy Committee Recollections**  
**Friday, February 3, 2017, 2-4:30pm, Room W-102**

**I. Opening**

A. Call to Order at 2:03 pm.

B. Establish Quorum (6 faculty and 2 non-faculty)

Quorum established as per the minimum requirements of 6 faculty and 2 non-faculty.

Matt Archer, Co-Chair

Winsome Jackson, Chair

Aviva Shackell, Secretary

Victoire Chochezi, Faculty

Susan Lucyga, Dean

Brenna Chapman, Faculty

Kevin Easley, Faculty

Sandi Escobar, Faculty

Alistair Turner, Management

Wayne Robinson, Faculty

Hugo Lopez, ASSC

Donna Knifong, Faculty

**Guests**

Steven Baissa, Dean

Josh Vines, ASSC

Steve Geiger, Faculty

Serjio Acevedo, Management

Kaye Foster, Faculty

**II. Hearing Sessions:**

A. The public is invited to comment on items not on the agenda; however, any discussion of these items cannot take place as they have not been properly posted in accordance with the Brown Act. The New Legacy Committee would ask that public comment be limited to two minutes per person. To place an item on the agenda, please contact the New Legacy Committee.

**III. Approval of the Recollections:** The recollections from December 2, 2016 were approved.

**IV. Presentations:**

A. Equity/RISE Report - Steven (2:30pm)

Steven Baissa shared the first year results and future plans of the RISE program. Updates will be presented on an annual basis. Steven presented a data driven report that gave the ethnic, program, and gender break down of the first pilot's 147 students. Comparisons of the pass rates and retention rates to similar programs district wide were given and all indications show the program was very successful and largely surpassing the district in comparison with one exception being Developmental Education, which had a very similar but slightly lower success rate. Sierra can do better, and a committee or group aimed at increasing these rates in Developmental English and Math will review this data.

A comparison of Black or African American students enrolled in RISE were then compared to African American students enrolled at Sierra College, but not enrolled in the RISE program. All numerical comparisons indicate a significantly higher pass and retention rate for students in the RISE program.

The break down of the RISE population's ethnicity and affiliations was compared to the districts. Concerns were raised that the RISE program was not serving a majority of the district's disparately impacted (DI) population, particularly historically underrepresented students. For example, in the first year the RISE program served a total of 15 African American students and just 1 Native American student. Steven assured the group that the first year was a pilot and the emphasis going forward is to target and support our DI students, particularly, historically underrepresented student populations.

The Committee discussed concerns about discrepancies in the ways DI was defined in the student equity plan vs. how it is defined in RISE. Clarification of the tiered disparate impact vs. disproportionate impact distinction was made. Conversation ensued about strategies for ensuring that equity funding is directed towards the student population identified in Sierra College's Equity Plan.

Future Plans: Focused recruitment on top tier DI population; targeted enrollment of top tier DI population. Increase RISE sections in F17 and S18. Maintain focus on identity based cohorts and culturally responsive curriculum. Focus on Dev. Ed. Classes for students who may have to extend their educational plan to a 3<sup>rd</sup> year or perhaps adding summer classes to

assist with completion. Adding Non-Credit classes since there is a timeframe of when you can use Financial AID with transferrable credit. The goal is to develop more non-transferrable and non-credit classes to allow students to circumvent any issues with this.

Steven included an update on The Promise Program. The grant is written. If approved, it would provide free education for students who want to attend Sierra College. This program is based on the fact that 70% of students are not college ready. The goal is for students to commit to the program in 9<sup>th</sup> grade and focus on getting college ready. Students must commit to 15 units and go through summer jam.

**B. Racial Profiling/Training Report (Wayne/Reyes)**

Wayne: The first draft of the APBP will be done in mid-February with a final vetted draft to NL in March. The sub-committee is trying to identify a Cultural Sensitivity Training for on campus security guards and asked NL members for suggestions. It was recommended that it might be best to list outcomes of the training in the APBP instead of a specific training method that could be changed in the future. Some discussion on the best method for formatting the APBP followed and NL is looking forward to a refined draft in March.

**V. Action Items:**

A. None

**VI. Discussion Items:**

**A. Scholarship – Marketing**

Follow up from last meeting to make sure flyers and marketing suggestions were met as the deadline approaches for SC scholarships. NL committee will announce deadline to their students to make sure that they apply for all scholarships. Sandi Escobar volunteered to make a flyer specifically for NL scholarships. Serjio volunteered to make sure there is a Cross Cultural Center involvement in the process. Perhaps asking Noelle from the Foundations Office to make presentations to students in the Cross Cultural Center.

**B. SECs Advisory Board Report**

A review of the meeting was given by attending members. The main topics were a general overview of funding, structure of the SEC, future planning, and resources. Ideas and different visions were freely discussed, and it was

a good starting point with many diverse ideas. Sensitivity, student empowerment, and community were highlighted as well as ensuring that SEC programming remains student driven and student need. How will these future ideas be funded?

A subsequent discussion arose of how programming is difficult to do within SC and how there is a large timing constraint for contracts made. The Committee also discussed the importance of advocating for increasing the SEC budget to support as well as extend programs and events, which align with the mission and goals of the New Legacy Committee.

#### C. EEO Plan

The Academic Senate supported the EEO plan, which was approved by the Board of Trustees last June. Senate made a few recommendations, including adding measurable outcomes. Senate acknowledged that more diversity and equity is needed in the hiring process at Sierra College. For example, the EEO plan states that although Sierra College is seeing the Hispanic serving Institution designation, only 3% of Sierra College faculty and staff is Latino. Given the large and growing population of diverse and historically underrepresented students, broader representation and proactive diversity measures are needed. Members of NL were encouraged to assist in this effort by: attending hiring committee training, getting on hiring committees, advertise positions within our communities, and being trained as EEO Reps. It was pointed out that EEO training is not available but that College employees should send requests for training anyway to express interest. NL will work with the Academic Senate to draft a resolution to encourage the implementation of key aspects of the EEO Plan as well as to establish deliverables and accountability measures.

#### D. Tribal Liaison

The person who would have naturally fit into the position has accepted a position at another institution. The District is still pursuing the position and is currently recruiting candidates. Due to the complex nature of the role, it may be necessary to create a more permanent Tribal Liaison position and have an open recruitment process. There is currently no clearly developed path on how to get the Tribal Liaison position filled. This is Priority #1 for the Native American students as well as building community relations with local tribes. NL feels that this must be done before any robust programming for Native American students can take place.

E. Sanctuary Campus

Is Sierra College a sanctuary campus? Can it be? How do we show support to our students? Winsome shared an email from Vice President Sutphen stating that she and President Duncan are working on a letter to send to the campus community shortly. The interest is to show support for our students and community along the same line of the letter that was sent by the Board of Governors.

**VII. Reports & Correspondence: *ongoing items/projects***

A. Director of EEO, Diversity & Title IX Update

We are out again for the 3<sup>rd</sup> time and the job closes to applicants on the 9<sup>th</sup> of February.

B. Native American Programs/Wonoti Report

Diana is not here.

C. César Chávez Higher Education Speaker Series Update

Reyes is not here. It has been noted that there have been some issue with getting the previous mentioned speakers and moderators.

D. Umoja Program Report

No one is here to report.

E. Puente Program Report

Reyes is not here.

F. Black Excellence (BE) Program Report

The program has been renamed to Black Excellence. Population has increased by 6 to 18 students. Progress is being made.

G. Student Engagement Centers Update

Serjio: Faculty office hours have begun, and Victoire did the first SEC office hour. Will be working at sending out a SEC March Calendar. Monique is working on finding a way to bring information clearly together for all the different student initiatives that will aid in a more centralized student led movement. Work is being done with the Dream Club to bring in an attorney to do one on one immigration consultations with students.

H. African American History and Culture Month Update.

Winsome: Thurgood will likely not be able to make the event in February. However, the committee is hoping for a future presentation. African Diaspora may be cancelled too. 3/8/17 Mama C will be here performing twice. Other scheduled programs and movies seem to be on track.

Other events outside of SC:

Sacramento Public Library is holding many events in celebration of Black History month starting this Sunday. The One Book Read presents "The

Underground Railroad” and is having events at Auburn Theatre, Del Oro HS, and Placer HS. [www.Auburnboc.org](http://www.Auburnboc.org)

I. Social Justice Days Planning Update

No update.

J. Indigenous Peoples Days Update.

Matt: The event is being planned. However, this is a 100% student run and funded event and there isn't much of a club right now. Some concern over lack of support with the health of the club as it is and the event looming.

K. La Semana Latina Update

A weekly schedule put out by Monique will be sent out to faculty. Ridley gallery will be hosting a Sacramento photographer, Andres Alvarez, 3/27-4/20.

**VIII. Announcements:**

A. One Book Read – *Underground Railroad* (Del Oro Partnership)

B. Diversity Faculty Hiring – 2/10 at Sac City (9 -3PM)

C. Black College Expo at Laney College in Oakland. Free, first come first serve basis, transportation and lunch 45 seats are available. 2/18/17

D. Starbucks-Stroud Diversity Award Call for nominations. Applications due 2/18/17 to Andrea Neptune deadline at 5pm. Committee is hoping New Legacy gets nominated and a taskforce was created to write a stellar application.

E. Donna Knifong handed out 5 years of data from her “Listening to Latino Students” project. Kudos to Donna for the wonderful resources list that she makes for us.

F. Professor Sandi Escobar show at the Ridley Gallery – Please attend.

**2017 New Legacy Committee Meetings (1<sup>st</sup> Friday of every month 2 – 4:30)**