

Equity and Inclusion Team Meeting Minutes
Wednesday, May 10, 2017

Present: Tammy Clark-Betancourt, Carla Boyd, Bob Mattson, Candace McNeal, Carol Nichols and Shanay Wright

In-Service Professional Development: FYI - I have changed the title of this agenda item so that it is more inclusive or general regarding our goals to provide professional development.

Ashley was unable to attend the meeting, but provided responses from Dr. Merrill to our questions regarding the poverty simulation. This is still an option for the future, but the Team would like to participate in a simulation prior to scheduling for In-Service. There was discussion that my for Spring or Fall of 2018 would be an option. Hopefully there will be one we can participate in soon. In addition, a 'you-tube' link was provided so we can watch the video of the simulation. Tammy will forward the e-mail from Ashley which includes the questions and answers, as well as the link. **Please try to watch before our next meeting so we can discuss.**

Presenting the "Spent" option was discussed as a possibility for Fall 2017 In-Service if there was room on the Agenda. The discussion was that the Team could "play" it on the screen for all, have a discussion, then forward the link after in-service. It was discussed that people might be more interested on an individual level if they see it at in-service first.

Team Updates:

- a. **Teaching & Learning** – Wendy Brown
No update
- b. **Data** – Bob Mattson
See #5 below
- c. **Student Experience** – Shanay Wright
First meeting April 20, 1:30 Laura Lee – Shanay was unable to attend, so no report
- d. **Diversity** – Dawn Nasser
No update
- e. **Access, Equity & Diversity** – Carla Boyd
There was a meeting on May 2. The primary discussion was led by Vermilion Advantage and 3 areas which will be needing jobs in the future and how to get people to those jobs. The 3 areas are truck-driving, warehousing and manufacturing. Carla has reached out to Vermilion Advantage to connect them with the DHA Getting Ahead graduates as potential employees. Dr. Nacco discussed new DACC initiatives and a coordination of efforts with DACC.

Team Mission Statement & Goals: Tammy shared the Achieving the Dream Equity Statement and there was discussion regarding how to transform that into a mission statement for the Team. Notes from the Coach's visit were reviewed again and it was determined that the statements from the Coaches were the essence of our new mission and provided the basis for a draft mission statement as follows:

"The DACC Achieving the Dream Equity and Inclusion Team shall create a systematic approach to providing an equitable and inclusive environment for all students. The Team shall be a leveraging team for other groups to help interventions in terms of how to close achievement gaps and shall provide expertise to create professional development and training to move forward to a more equitable and inclusive environment at the College."

There was also discussion that maybe we could create a "marketing flyer" with our mission statement and perhaps the "Equity vs. Equality" graphic (attached) and share with the other teams to remind them that we are there for them as a resource. On this flyer we could also include the AtD Equity Statement as our "Guiding Principles" <http://achievingthedream.org/focus-areas/equity>.

Webinar: Shanay participated in the "non-cognitive" webinar *"From Background to Behaviors: Framing the Strengths and Challenges of Traditionally Underserved Populations"*. She indicated it was very informational. She indicated it was recorded and she would share with Tammy to share with the Team and highly recommended we view it. Tammy will forward Shanay's e-mail with the link.

Data: Bob did what he does best and shared data ☺ His analysis indicates that the most likely category of Full Time students to not be retained was Pell, African-American and needs developmental (Fall to Spring retention). He also shared that for the Part Time students it was African-American, then Hispanic, then Male. In the Persistence category Hispanics are not earning 12 credit hours in the first year for Part Time or 24 credit hours for Full Time students. It was discussed that this data really should be shared in in-service.

Items from the Floor: None

Next Meeting: Wednesday, June 14, 11:00 am – Laura Lee.

If we can prepare the presentation for Fall In-Service at this meeting, we would not need to meet again until the designated AtD Team Meeting times at In-Service.