

## DEI in Student Recruitment, Retention and Graduation Subcommittee

### Meeting Minutes

9-17-2021

Attendance: Rachel Beech, Molly Springer, Lee Stovall, Paz Oliveres, Leticia Herrera, Muriel Lopez-Wagner, Christina Hassija, Brandon Landrum, Rodrigo Mercado

- I) Beech summarized subcommittee activities and objectives.
- II) Discussed the DEI Strategic Plan and Subcommittee Charge
- III) Reduce Equity Gaps

#### Objectives

1. Goal 1: Naming Spaces
2. Goal 2: Closing Equity Gap
3. Goal 3:

Objective 1: Deconstruction and define data around equity gaps. Create common definitions towards achieving racial justice in educational attainment.

Objective 2: Data transparency remote data transparency on equity gap and data.

Objective 3: Program changes informed by students increase and sustain outreach, recruitment, and return efforts for BIPOC community

- Grad student recruitment of BIPOC (this is not under AVP of enrollment management, but under vickers and .

Objective 4: Culturally relevant mentorship for BIPOC students

Objective 5: Vague co-create academic resources and that create space for student engagement

#### IV) Curriculum Changes

- a. How to gather students' voices? Top 10 issues they see as problems

#### V) Ideas

- a. Undoc Data Support

- b. Curriculum charges fellow → Faculty scenario → President demand implement → offices/departments need to happen to have this conversation → change syllabus → rewards → how to bring curriculum charge mentors → complaint emails
- c. What about complaint emails from the president's office? → that may be good data → and these coming up over and over again
- d. Constitutional Day Dismantling
- e. Onboarding → how are we ensuring students
- f. App
- g. Transfers 45 credit and above (creating a way to reach into the ccs and help students know that they are ready to transfer)
- h. Family education welcome/admissions? → Family nights family recruitment- (do we need a program to focus on family education around the college going process and for families during the recruitment process- we may have this already)
- i. Exit → Rachel's area- advisors (hand off to retention/ success/ advisers coaches)
- j. Dalia → AB 68 AB 540 → To every
  - i. Post process → clear information on website admission process → email
  - ii. Invite Leti to conversation so she can be acknowledged
  - iii. Syllabus Equity Base versus Non-Equity Based
- k. The population electronically for courses that a student took in community college. They have to go to every Dean of the Department in order to have this course consideration.
- l. Warm hand offs from recruitment to the advisor -RA -Culture Center
- m. Access to gender and sexuality data protected
- n. How to improve feedback loop

VI) Share Out

Next Meeting: October 5 at 3:00pm