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- In 1991, the State Chancellor's Office required all California Community Colleges to complete an equity plan. But there was no funding to support equity work.
- In 2014, California Community Colleges are required to submit an equity plan and this time, there is a large amount of money attached to support the equity work.
- It's a challenge for CCSF due to many factors including high turnover of senior leadership. There is a gap in leadership and the College has limited time to complete the equity plan.
- In Fall 2014, there were some focused groups and forums to generate feedback.
- The State Chancellor's Office extended the timeline from June to December 2015 to allow colleges to spend their equity funding.
- The 2015-16 equity plan is due December 18, 2015.
- Approximately \$2.9 million equity funding that our College needs to spend by December, 2016. There is a \$1 million allocated in Spring 2016 to support the proposals that have already gone through the program review and funding allocation process.
- The review process to use equity funding needs to be improved. Professional development is important and there is a need to make sure each group (faculty, staff, and students) has access to equity funding for professional development.
- In the revised equity plan, there are specific items that address student access to the equity funding. In the 2015-16 equity plan draft, students will be able to submit proposals to close the equity gap.
- This year, there is a focus in strengthening the collaboration between instruction and student development. This year's plan focuses directly on specific department and programs and how these departments work together to close the equity gap.
- Basic skills: this year's plan went directly to English, Math, and ESL departments, ask what they are doing, what they need, and how equity funding can help support their work in basic skills and close the equity gap.
- There is no equity office which makes it difficult to coordinate the equity work.

### Feedback from the Council

- Different funding sources including equity funding can be used to support the EASE plan implementation.
- A concern was raised about hiring. On the one hand, the college is reluctant to create new jobs. On the other hand, the equity plan creates many new positions.
- The 2015-16 equity plan draft looks good because it includes professional development, reaches out to specific departments and facilitates the dialogue about how to close the equity gap.
- A question was posed about the equity coordinator with 0.4 reassigned time and why there is an equity coordinator position when there is already an equity coordinator and pathway coordinator now. VCSD responded: In an effort to create an equity office, we need to create an equity administrator position. The equity coordinator position will work with the equity administrator. The current equity coordinator and the pathway coordinator will hold their position through Spring 2016. So it's important to include the equity coordinator position in the plan. More discussion is needed.
- A concern was expressed about hiring the new positions when equity is a grant fund. Although it is anticipated that the equity funding will continue, the College should not rely too much on grant funds to support key positions to help our students.

- A concern was expressed if equity plan doesn't include pathway because many innovative pathway programs rely on grant funding and categorical funding. If people are hired with categorical funding, whether they are administrative faculty, or staff, they need to be hired as temporary, categorical funded positions. Faculty should be provided with the opportunities to move up to administration so we can grow our own administrators.
- A concern was expressed about the inclusion of counseling. It is important to have collaboration and communication with student development and counseling. A proposal was made to add counseling to the recommendations from the Student Equity Strategies Committee and the equity plan.
- The equity funding is important to support the work we do for our students.
- Equity is a college-wide effort at the institutional level.
- It is important to also include services and instruction in credit to close the equity gap.

B. Academic Senate Program Review ~~Wst Read~~

- a. Internal and External Survey Results
- b. Committee Evaluation Results

This is the second Academic Senate program review. The internal review went out to last year's ExC members, and the external review survey went to all faculty.

Feedback from the Council:

- Need more faculty hiring and support for faculty participation in the participatory governance system.
- The program review committee has an important discussion about how to engage part of faculty in program review and participatory governance. It is challenging for part of faculty to fully participate due to their other commitments, but it is great that part of them take the time to complete the external review.
- Based on the feedback, there is an improvement needed on Academic Senate Committees about their work and updates.
- It is important for the committees, particularly those that make major decisions and key changes, to the processes, procedures, and policies at the college to provide updates to the Academic Senate and the college community every semester to keep everyone informed and to gather feedback.
- Need a designated person to get all meeting records from committees and post to That will be very effective in keeping everyone informed.
- When a faculty coordinator is reassigned, there is no backfill in counseling and that has been a problem. The faculty coordinator reassigned time must be included in the budget before coordinator positions are reassigned to ensure backfill and adequate coverage in the departments.
- A CTE Liaison needs to be appointed including a credit liaison to serve on the Academic Senate Executive Council. Another suggestion is to have a delegate to the Center to attend the Academic Senate Executive Council.
- It may be difficult to ask faculty to serve on multiple committees given the fact that many faculty are already doing a lot. It has been a challenge to have enough candidates for the Executive Council last year.

