



# SEACOMMITTEE

Wednesday, April 19, 2023

Hyflex, H280 & Zoom

<https://peralta-edu.zoom.us/j/81743731092>

## Minutes for April 19, 2023

**Attendance:** Mildred Lewis, Reza Majlesi, Kawanna Rollins, Anna O’Neal, Olga Fish, Hillary Walker, Maha Elaidy, Lashawn Brumfield

**Guest:** Diana Bajrami, Maurice Jones, Jody Campbell, Joshua Rose, Ava Lee-Pang

Topic	Facilitator	Min	Action	Discussion	Outcomes/Follow Up Actions
Call to Order	Lewis	2	Call to order	The SEA Meeting was called to order at 12:03pm. Quorum was met.	Agenda approved
Adoption of Agenda	Lewis	2	Adopt the agenda as distributed	<ul style="list-style-type: none"> <li>Majlesi motioned to review the agenda.</li> <li>Rollins second to adopt the agenda. Motion approved unanimously.</li> </ul>	
Review: SEA Plan via Human Design	Lewis	5	Information	<ul style="list-style-type: none"> <li>Lewis stated that she had an opportunity to review the Human design practice that happened in the fall. SEA did not meet as a committee, instead, there were meeting to work in different groups to do the SEA equity plan for the next 4-5 years. WestEd came to alameda and identified challenges and problems and provided solutions through pain points. The beautiful SEA plan that CoA has come from WestEd.</li> </ul>	
SEA Goals	Lewis	20	Discuss	<ul style="list-style-type: none"> <li>Lewis invited those who were part of the human design group to share what they recounted.</li> <li>Rollins shared that part of the discussion was enrollment plan (availability of classes, coordinating with different campuses to ensure transferable courses are available), campus culture, and communication with students. Kawanna also added narrowing down mission and values and making it more simplistic for students as part of the discussion.</li> <li>O’neal shared that as part of Teaching and learning group she learned that aligning with idea of equity means adjusting how a teacher present to the students. Thinking about offering workshops to learn how to make adjustments and becoming more inclusive and intentional. Even when hiring of the people that is involved.</li> <li>Walker discussed the focus on empathy interviews as part of what she learned. She also pointed out the process of thinking about the needs of students especially with interfacing with different technologies that</li> </ul>	

				<p>we think are supporting them but may need to be revisited.</p> <ul style="list-style-type: none"> <li>• Campbell expressed as part of the culture campus group, they dealt with the issues of belonging. They wanted to not only be inclusive but to also have students, faculty, and all staff to feel as though they have a place at CoA, feel nurtured, and supported. He stated that one of the most important things that came out of that group in terms of culture dealt with language. He pointed out that the language at CoA needs to be both inclusive and deliberate regarding identifying that not only is there a safe space but also an anti-hate and anti-racist space where folks can come thrive.</li> <li>• Horacio shared that based on the draft proposal that their group created it states “This proposal is to form a community of practice, of invested classified staff and faculty with the goal of developing and implementing a course level strategic approach to supporting the retention of Black and Latinx students. (Draft was also forwarded to Dr. Lewis along with the list of expected outcomes, indicators of success, implementation partners, student input, and engagement that were identified.)</li> <li>• Lewis enumerated the five different domains of SEA goals. The first area of disproportionate impact is successful enrollment in the first year -- that's female students. The second area is persistent. The students who fall under that category are Black African American students. The third domain is completed both transfer level math and English, disproportionately impacted students are Black African American students and Latinx/Hispanic students. The fourth domain of disproportionately impacted students is transfer to a 4-year institution, which is our formerly foster youth students. Finally, the group of disproportionately impacted students is attaining the vision goal, completion definition, male students in general.</li> <li>• Lewis talked about the current work and the work from 2019-2022 Respectively. She mentioned the following: <ul style="list-style-type: none"> <li>○ the re-launching of the Umoja learning community with in-person services for black and African American students.</li> <li>○ Implemented CoA’s call tech center for proactive interventions to impact equity,</li> <li>○ thirdly, complete building renovations for CoA’s Unity Social Justice Center.</li> <li>○ Facilities issue and Dean of Equity and Inclusion</li> <li>○ develop stronger relationships-- Post pandemic --with theater K-12 School District partnerships and adult schools.</li> <li>○ In 2019-2022, achievements were implemented, zoom online, and counseling services. Developed a new student directed website highlighting our guided pathways.</li> <li>○ launched ocelot AI chat on each web page.</li> <li>○ hired a see a coordinator for proactive interventions.</li> </ul> </li> </ul>	<p>More Information will follow.</p>
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				<ul style="list-style-type: none"> <li>○ funded learning resources and expanded implementation of the distance education, equity, faculty, professional training.</li> </ul>	
Integration of SEA Plan with IEPI & GP	Lewis	10	Information	<ul style="list-style-type: none"> <li>• Lewis spoke on how important it is to break down Silos. She also discussed that as everyone is doing all this work, make sure that its student centered.</li> <li>• O'neal emphasized the importance of being intentional and putting students in classes where they thrive. Essentially, putting students with the right people where they will thrive and succeed.</li> <li>• Rollins suggested on providing some type of training where they know the basic of what the college is trying to do.</li> <li>• Rose brought up the anti-racist piece as the central piece, what it looks like now and what would it ideally be at the college.</li> <li>• Campbell reiterated that the starting point is identifying that we are an anti-racist institution. In other words, having zero tolerance for any hate.</li> </ul>	
Building Capacity for Institutionalizing of SEA, IEPI & GP aligned with EMP	Lewis	10	Information	<ul style="list-style-type: none"> <li>• Lewis reiterated breaking down silos and working together. She also talked about how SEA, IEPI and GP aligns. Dr. Lewis sees building capacity as both outcomes and how budget is used. Looking at how to reach a better return on investment.</li> <li>• Walker raised a logistical question regarding communities of practice... When do those things happen is important to know as it might lead us to determine who can and cannot participate.</li> <li>• Majlesi added that as part of the charge of the committee it is important to find out what hurdle's students are facing and tackling them one by one. Ultimately, finding out the five to ten most important hurdles students are facing and addressing them.</li> <li>• Lewis agreed with Majlesi and built on his comment adding the importance of being more intentional and identifying pain points that came out of human design. and further</li> </ul>	Listing down pain points from human design and aligning it with activities.
Institutionalization	Lewis	5	Information	<ul style="list-style-type: none"> <li>• Lewis stated that as part of institutionalization means looking at SLO's and looking at what is being done and what needs to be improved as part of normal – it's called continuous improvement.</li> </ul>	
Adjournment	Lewis			Meeting adjourned at 12:58	

Minutes submitted by Angela Kimble

The Mission of College of Alameda is to serve the educational needs of its diverse community by providing comprehensive and flexible programs and resources that empower students to achieve their goals.