

Equity and Inclusion Team Meeting Minutes
Wednesday, February 18, 2015

Present: Carla Boyd, Bob Mattson, Candace McNeal, Barb Weldon, Stan Oglesby, Ashley Hargrove, Tammy Clark-Betancourt

Investigations/Logic Model: Carol was unable to attend the meeting, but sent an e-mail with an update. The Investigations Open House scheduled for February 10 was rescheduled to Tuesday, February 24 in the Laura Lee Room from 12-2. There were 10 people who RSVP'd for the original date and they were all notified of the change to February 24. In addition, Carla was notified by one other student of their interest in participating. The Culinary Dept. will be providing lunch and the books are on order. Please attend if your schedule permits.

Carla inquired if anyone else would be interested in facilitating a group in the fall. Currently only she and Carol are facilitators and if we want to reach more students, then optimally, we need more facilitators. Barb, Candace and Stan volunteered if the number of students volunteering would dictate the need for additional facilitators. We will also need to monitor the "financial" part of these volunteer Investigations groups in the event we need to fund the "incentives" to ensure the financial resources are available.

Discussion surrounding how to scale-up centered again around the idea that the best way to scale-up this initiative would be by incorporating it into Success In College. It was agreed to by the group that this is our team's most important intervention and would be the one we create the Logic Model for. Bob will take this proposal to add an Investigations section to SIC to Academic Affairs after the Logic Model is complete. If supported by Academic Affairs, then it will be introduced to Jane Brown for incorporation into Success in College with a target implementation date of Fall of 2016.

Tammy asked for a volunteer to lead the Logic Model preparation – Carla agreed to head up this project. We will have an additional meeting on March 4 at 8:00am devoted solely to this project. Carla reminded everyone, and will send an e-mail to the team, that we review the Coach's notes regarding our team's next steps and maintaining focus of our most important initiative.

"The Student Voice" Focus Group: The next steps to organizing another student focus group were discussed. It was decided that we should try to have it this semester and to focus on Pell eligible students, preferably, if they've been attending for a year or more. If that doesn't produce a large enough group, then we would look at those attending more than one semester. Carol and Carla will provide Bob a list of the Student ID's and Names of those completing the Barrier Questionnaire. Then Bob will generate a list of target students. Tammy will look for the original invitation letter Nancy drafted from the last focus group and update it for this group of students.

A-MALE update: Stan provided his vision for this initiative based on his experiences and what he's learned as the A-Male Coordinator over the last couple of years. He believes what the African American Males need most is to have a designated mentor in their first year. While we looked at formal mentoring programs like Brother To Brother, etc., we would be better suited to develop our own internal program. His vision includes a 2 part proposal based on their year in school.

In their 1st year he would like to obtain faculty and staff volunteers to be mentors for these students. While there are 50-60 full-time African American male students, he thought trying to reach 25 would be a good target, which would require 3-5 volunteer mentors. He has already talked to a few people who are interested in being a mentor. In this first year he feels the students need help connecting to the resources that already exist. There are so many resources that the student becomes overwhelmed with where to turn. They need skills on how to study, where to receive tutoring, etc. The 2nd year he envisions it to be more of a group mentoring process whereby more social activities are planned to keep the connection going that was previously established in the first year.

There was some discussion about how to obtain a list of these students and assign them to a mentor. There was also discussion that this is really an initiative that fits with both Equity & Inclusion and First Year Experience and Stan will reach out to Stacy to get her thoughts and see if might be something that fits better with that team as opposed to the E&I Team. We discussed not having too many initiatives that we lose focus of Investigations which is our primary initiative. It was then mentioned that it might be time to think about merging these two teams as we scale up to low-income and that what happens in the student's first year is so pivotal to success. It would be better to not work in silos on these issues that seem to be important to both teams. This mentoring idea also fits with the move towards mandatory advising and could possibly be a pilot that could eventually be scaled up to low-income students. Carla and Bob will take these "thoughts" to the next Leadership Team meeting.

Next Meeting: March 4, 8:00 am, VH-102 – devoted to Logic Model preparation