

Equity and Inclusion Team Meeting Minutes

Monday, September 29, 2014

Present: Carla Boyd, Wendy Brown, Alice M. Jacobs, Bob Mattson, Barb Weldon, Suzanna Aguirre, Tammy Clark-Betancourt

In-Service: Feedback from the two in-service presentations was discussed. Most received positive feedback and the evaluations were mostly positive. There was one negative that indicated the "Getting Ahead" presentation was "worthless". There was discussion that some didn't like the testimonies that were given but that employees don't realize that each of us touch students and that's the purpose of the testimonies. The Michael Fosberg feedback was positive; he was well received; kept the audience engaged; and great discussion occurred.

Regarding future in-service presentations it was decided to not present anything for Spring 2015 since we basically had two presentations for Fall. It was discussed that for Fall 2015 we would roll out the results of the focus groups which would allow us additional time to conduct more focus group sessions. We also would like to video tape our students and have students at in-service presentations that are conducted by E&I team to get their feedback and encourage their participation in discussions.

A-MALE/WISE Update: Carla provided an update on WISE. There are 8 students in the credit Investigations Success in College section. The TRIO volunteer group has not been as successful. Thus, if it's not required it doesn't happen. Carla is developing a questionnaire to assist the counselors in deciding when students should be encouraged to register for the Investigations SIC course. Carla would like the class to be more than 1 credit hour but that would be challenging because it would have to be submitted to ICCB to make it a 2 or 3 credit hour course and we are trying to decrease graduation requirements not increase. There was discussion regarding keeping it at 1 credit hour but increasing the contact hours. It was decided to keep it at 1 credit hour for now and try to push the Investigations sections. Hopefully the questionnaire will be the missing tool to facilitate this push.

Carla also followed up an e-mail with notes regarding her WISE/SIC update.

"The Student Voice" focus groups: Discussions regarding additional focus groups centered on which students to target in these groups. We thought that good groups would be the Student Union "regulars", Pell students, Athletes and other "gathering place regulars".

IL Diversity Consortium Meeting: Tammy indicated that currently she and Dawn Nasser were planning to attend. Tammy was going to figure out the logistics and send another e-mail reminder to see if others are interested.

Charts: Carla and Bob discussed the charts that are going to be part of Carla and Carol Nichols' "Addressing the Challenges of Poverty" presentation at the upcoming A-Ha Process conference in Nashville. There was extensive discussion regarding what this data tells us. Some points include:

- 80% of Gatekeeper students are white (duplicated)
- PT Low Income students tend to take 1 or 2 classes and pay as they go not realizing they can cut their work hours, take more classes and then obtain Financial Aid to help with or cover the cost

- There not many black Non Pell students
- There is consistently increasing success rates for both White Non-Hispanic and Black Pell students in Gatekeeper courses
- There is a decline in success rates for Non-Pell students in Gatekeeper courses – possibly due to the change in the economy (more jobs) and overall lower enrollment.
- Could JTP students be pulled out of the two Success Rate charts.
- There is a consistent gap in success rates for Pell and Non Pell students, Pell students are consistently more successful in Gatekeeper courses and even more so if the student is White Non-Hispanic.
- Something to consider in the future is whether or not parents attended college (it was discussed to add this to Carla's questionnaire)

Dr. Jacobs mentioned that our Quality Project is revising our Advisement process. There was discussion that we only have mandatory advisement for full-time students and then that's only in their first semester. Perhaps there should be consideration given to requiring it again after a certain number of credit hours are achieved.

The question was raised whether or not dual enrollment students are flagged as a new student when they become DACC only students which would require mandatory advising.

It was mentioned that one College tied advising to Financial Aid/Pell.

Carla will share the charts and numbers and all should be shared with both the Data and Leadership teams.