



PRESIDENT’S CABINET MEETING

AGENDA

October 12, 2022; 2:00pm – 3:00pm

LRC 250 | [Teams Link](#)

AGENDA ITEMS	SUMMARY
<p>Equity (Castellanos/Jaramillo)</p> <ul style="list-style-type: none"> HEDS Survey Results 	<ul style="list-style-type: none"> Susana Castellanos and Jeanette Jaramillo presented the executive summary results for the HEDS survey which includes the Climate Study and focus group responses. The goal is to obtain feedback on the results to develop a college response by way of a Diversity Equity Inclusion and Accessibility (DEIA) Plan. (Presentation Link) <ul style="list-style-type: none"> Background: slides 4-6 Climate survey results: slides 7-17 Focus group results: slides 18-23 Report recommendations: slides 24-27 Next steps: slide 28 The committee shared the following feedback: <ul style="list-style-type: none"> Avrena liked the suggestion to develop a “grow your own” program to potentially hire students into permanent positions at the college. Kay would like to explore a discussion on what is the college’s tolerance level/threshold for insensitive and disparaging remarks. Janet shared concerns regarding individuals not being aware of the process to report discrimination. Damien shared that although 50 responses is a low sample size for the focus groups, the numbers seem representative of the campus regardless of the sample size. Damien also shared that the group with the highest response rate of never hearing an insensitive or disparaging remark were white individuals. Heather stated she is concerned there were respondents who stated they experienced microaggressions. Noah would like to know if the statement in the management focus groups which says, “Women and people of color are underrepresented in the ranks” is an accurate statement. His experience is different from said statement. Kay added that the overall information is important and one inaccurate statement should not negate the rest of the information. The committee will continue this conversation at the next meeting to decide where the DEIA Plan work will live in the governance structure.
<p>Program Review</p> <ul style="list-style-type: none"> 2021-22 Requests (McGrath) 2022-23 Mid-Cycle timeline (Jordan) 	<ul style="list-style-type: none"> Damien Jordan motioned to accept Planning Council’s 2021-22 Program Review Prioritized list as presented and second by Heather Kelley. Motion passed by unanimous vote. The recommended list will be forwarded to Budget Council to assign funding sources to each request at the October 19, 2022 meeting. The Executive Team will notify the campus of funded requests no later than October 25, 2022.

	<ul style="list-style-type: none"> Due to time limitations, the proposed 2022-23 Mid-Cycle Timeline will be reviewed by email. Decision will be announced at the next meeting for inclusion in the minutes.
Accreditation (Randall) <ul style="list-style-type: none"> Mid-Term Report Update 	<ul style="list-style-type: none"> The Mid-Term Accreditation report is due to ACCJC in March 2023. A draft is due to the district early November 2022. The report will be 20 to 25 pages in length and concentrate on the status of the College's plans, two recommendations presented by the Accreditation team (Program Review and Curriculum), and a fiscal component. The draft will go to Academic Senate on October 18, Planning Council on October 19, and President's Cabinet on October 26.
Announcements (All)	<ul style="list-style-type: none"> No discussion

Chair: Tim McGrath

Recorder: Diana Retes

Participants:

Avrena Ghatas, Janet Houlihan, Damien Jordan, Heather Kelley, ~~Jill Kiefer, Claudia Lee~~, Noah Levin, Faith Luu (on behalf of Roseleen Gerges), Kay Nguyen, Meridith Randall, Stephanie Smallshaw

Guests:

Susana Castellanos, Jeanette Jaramillo

(~~double-strikethrough~~ = absent)