



# SAN DIEGO COMMUNITY COLLEGE DISTRICT

3375 Camino del Rio South  
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CITY COLLEGE | MESA COLLEGE | MIRAMAR COLLEGE | CONTINUING EDUCATION

*Board of Trustees Office*

## Trustee Advisory Council (TAC)

**Thursday, March 3, 2016**  
**3375 Camino del Rio South - Room 245**  
**12:00 – 2:00 p.m.**  
**Minutes**

Convener: Laurie Coskey

**Members present:** Willie Blair, Nola Butler Byrd, Clint Carney, Laurie Coskey, Ralph Dimarucut, Alan Mobley, Alberto Ochoa, Olivia Puentes-Reynolds, Martha Rañón, Gary Rotto, Evonne Seron Schulze, Mark Tran, David Valladolid.

**Board Members present:** Mary Graham, Bernie Rhinerson, Maria Nieto Senour, Peter Zschesche

**District officials, staff, and guests present:** Constance Carroll, Jack Beresford, Amanda Ficken-Davis, Margaret Lamb, Will Surbrook

**Members absent:** Dwayne Crenshaw, Ricardo Flores, Bob Garber, Carol Kim, Jeff Marston, Cecil Steppe, Sid Voorakkara.

**Board Members absent:** Rich Grosch

### 1. Welcome/Introductions

Laurie Coskey

Rabbi Laurie Coskey opened the meeting and invited all present to introduce themselves. She recognized Trustee Maria Nieto Senour, who will receive the “César E. Chávez Humanitarian” award from the Barrio Station at its 46<sup>th</sup> Anniversary Benefit Dinner, and Council member Evonne Seron Schulze, who will receive the “Activist” award from the San Diego Women’s Hall of Fame at its 15<sup>th</sup> Annual Induction Ceremony and Reception.

### 2. Trustees' Update

Trustees

Trustee Maria Nieto Senour invited the TAC members to attend a special joint meeting of the San Diego Community College District and the San Diego Unified School District governing boards to be held April 19, 2016, at 5:00 p.m. at Mira Mesa High School.

Trustee Bernie Rhinerson reported on his participation at the Association of Community College Trustees (ACCT) National Legislative Summit in Washington, D.C., where topics included increasing Pell Grants and Career Technical Education funding. He also attended the Community College League of California (CCLC) Legislative Conference in Sacramento in January and, as chair of the CCLC Advisory Committee on Legislation, participated in discussions regarding the lack of availability of Cal Grants for community college students.

Legislation that will address these shortfalls has been proposed as part of the state College Promise programs.

Trustee Mary Graham also attended the CCLC Legislative Conference, where she observed an increased comprehension among legislators that the cost of education goes beyond tuition, to include books, living expenses, and other costs. She appreciates the growth of public knowledge about what community colleges do and what their role is. For example, the recent Miramar Campus meeting of the Board of Trustees highlighted the relationship between local public safety agencies and the college: while the college responds to workforce training needs so that these departments are able to hire and training skilled employees, members of these agencies service on career-technical program advisory committees that help advise the college's faculty about needed curriculum.

Trustee Peter Zschiesche shared that the San Diego Foundation hosted an event at City College's Saville Theatre called "Reducing Recidivism through Connection and Community." The event, which featured City College President Anthony Beebe, looked at local recidivism rates and what San Diegans can do to address these challenges. City College has a program that is focused on reducing recidivism through art, service, and education; currently the first cohort of former inmates is going through the program. David Valladolid responded that he has recently been appointed to the California Student Aid Commission, which next meets April 7 and 8; he would be happy to bring these issues to the commission.

### 3. Approval of the December 17, 2015, minutes

On a motion by Gary Rotto, and second by Alberto Ochoa, the minutes of December 17, 2015, were unanimously approved, with Nola Butler Byrd, Clint Carney, Laurie Coskey, Ralph Dimarucut, Olivia Puentes-Reynolds, and Martha Rañón abstaining.

### 4. Chancellor's Report

Chancellor Constance Carroll

- Update on San Diego Promise

Chancellor Carroll reminded the Council that at its December 17 meeting, the Chancellor gave them an overview of the College Promise campaign, including a campaign overview, a summary of the preliminary ideas for an SDCCD-specific program, and an analysis of other successful campaigns. Since that time, about half of California's community college districts have moved forward to plan local promise programs. In many of these programs, as with programs in most states, money is being raised for scholarship programs that will close the gap between available state assistance and actual student need. Many districts are using as a model the Dallas Community College District, which has developed an endowment, the interest from which funds their program.

At its February 18 meeting, the Board of Trustees of the San Diego Community College District approved the San Diego Promise Pilot Program. 200 students will participate in the pilot: 175 will be selected by San Diego Unified School District (SDUSD) from among graduating seniors who submitted applications; the remaining 25 will be from San Diego Continuing Education students. The program is need-based, open to all AB 540 students, with some merit-based eligibility requirements. In the future, it is hoped that the program will be open to all qualified SDUSD graduates.

The programs are structured as “last-dollar” contribution programs; that is, students will be required to apply for and accept all non-loan financial aid, and this program will serve as a scholarship to cover the difference. Long-term, the District intends to raise an endowment that will be large enough to make the program self-sustaining. When more planning for this endowment has taken place, this issue will be brought back to the Council for their advice and assistance in fundraising.

Alberto Ochoa asked about the anticipated cost for each student. Chancellor Carroll responded that it is approximately \$1,000-\$1,300 per student. To meet the anticipated need, at this time the District is hoping to raise \$12-15 million for the endowment.

Trustee Peter Zschiesche added that it is hoped that this program will incentivize students and their families to participate in the Free Application for Federal Student Aid (FAFSA) program. Evonne Seron Schulze recommended working with the SDUSD counselors to make sure students and their families are aware of this program. All agreed that this was a good idea. Chancellor Carroll indicated that she would make sure that this was taking place.

Nola Butler Byrd remarked on the community service component of the program, and asked whether care of one’s own family would satisfy this requirement. She discussed a recent report, “Turning the Tide Inspiring Concern for Others and the Common Good through College Admissions” by the Harvard Graduate School of Education, which recommends recognizing the contribution of caring for a sick relative, supervising a younger sibling, helping to run a household, or working after school to support their family financially are all activities that ethically build character that are not recognized by traditional forms of community service, and are frequent in the low- and modest income and working-class communities from which students targeted for this program are more likely to come. Chancellor Carroll thanked her for her suggestion, and indicated she would take it back to the group overseeing the Promise Program for further discussion and consideration.

## Information

- Continued discussion on Diversity and Cultural Proficiency All

Laurie Coskey asked for a summary of the previous meeting’s discussion on Diversity and Cultural Competence, as many were unable to attend. Alberto Ochoa again led the discussion. He referred the Council to their PowerPoint handout, which included definitions of cultural competency vs. proficiency vs. democracy and discussed suggestions for how to address these issues, including the development of metrics by which to evaluate success. He focused on the importance of the continuum of cultural proficiency, and how it relates to the preparation of professionals, and their ability to articulate theories and implement them in their workplace. The four focus areas are: student success; equity and social justice; community outreach; and bridging K-12 and community college/university services.

He discussed the process of working with SDUSD to ensure teachers are well informed, and have the knowledge and skills to put cultural proficiency into practice. He noted that, while a challenge, making a commitment to diversity is critical for long-term success.

Willie Blair commended Alberto on his presentation, and asked whether implementing the policies had met with resistance from teachers’ associations. Alberto responded that

the associations were consulted, and that the focus has been to make cultural competency a requirement in the hiring process so as to not directly affect working conditions. His involvement with SDUSD started with his role on Superintendent's Latino Advisory committee. The committee recommended the new policy, based in part on the SDCCD's prior adoption of a cultural competency policy. Many of the standards integrated into SDUSD's policy were developed based on definitions and standards set forth in the "Diversity Standards: Cultural Competency for Academic Libraries (2012)" adopted by the Association of College & Research Libraries.

David Valladolid asked whether it would be appropriate for the Council to present these same standards to the Board, and to recommend their adoption. Evonne Schulze asked Alberto to clarify what, specifically, was being asked of the Council and/or the District.

The Council discussed the process of creation of the SDCCD and SDUSD policies, especially highlighting the difference between adopting policies in K-12 versus community college districts. Chancellor Carroll explained the participatory governance structure that community college districts must follow, which includes significant consultation with faculty via the academic senates. Lorie Coskey summarized that the SDCCD had started this important work years ago with the adoption of their cultural competency requirement. That policy has impacted the SDUSD and others that have sought to adopt similar requirements. Now, the recommendation is for the adoption of metrics by which to evaluate the effectiveness of the previously adopted requirements. Alberto Ochoa agreed with the summary, stating that ultimate goal is to make the District a nationwide model.

Trustee Maria Nieto Senour agreed with that goal, but cautioned that the participatory structure of the community college system, which requires autonomy and college consultation of the faculty, mean that the Board is not able to act unilaterally. Trustee Mary Graham offered that much of what is being discussed is already considered by the colleges as they develop their student equity plans and other guiding documents. Trustee Peter Zschiesche added that the recent emphasis on student success and support programs and student equity has led to many conversations about these issues taking place, with many of those conversations led by the faculty. Those individuals are helping their colleagues ask these questions and helping to bring about sincere organizational change from the bottom up.

Chancellor Carroll asked that the topic be referred to her to allow for a report to be developed about those plans already in progress and being implemented. Many of the metrics that the TAC is asking about already exist, though not in the format that is being requested. By sharing the existing information, it will allow for a more informed and thoughtful discussion and allow for the enhancement of existing processes (through the shared governance process). Trustee Mary Graham recommended that, when the reports are presented, they are formatted into the four focus areas (student success; equity and social justice; community outreach; and bridging K-12 and community college/university services) so as to help translate them into the structure the TAC is currently considering.

Nola Butler Byrd worried that there is still confusion about what was being recommended. Alberto Ochoa led the Council in a roundtable discussion and summary of the topic, with each individual sharing their impressions and remaining concerns.

Clint Carney recommended that flexibility be built into the report, to be able to look at immigration and other trends and adjust accordingly.

Martha Rañón detailed her appreciation of a K-16 pipeline, and a combined cultural shift to the idea that universal education doesn't stop at high school graduation.

Alberto Ochoa agreed with Mary Graham's suggestion on the format of the report.

Willie Blair cautioned that any changes moving forward should include community and employee union input, and in the case of SDUSD, input from parents. Alberto assured him this had been the case.

Mark Tran gave kudos to Alberto on his work. This topic is all the more important with San Diego's growing refugee population, which will add even deeper cultural diversity to the area.

Olivia Puentes-Reynolds is excited about the conversation and subject matter. She especially likes that the end goal of the initiative is cultural proficiency of not only teachers, but also their students.

Nola Butler Byrd enjoyed the educational pipeline component of the policies' development, and seeing the impact of the SDCCD policy in influencing the creation of a similar policy at SDUSD. She hopes to see the idea spread to SDSU in the future.

Alan Mobley thanked Alberto and the committee on which he served for their hard work. He particularly appreciates the emphasis on metrics, particularly those related to demographics and the changes to mainstream perceptions of appropriate discipline processes.

Ralph Dimarucut is enthusiastic about the discussion. The decline in middle class jobs in the San Diego economy is a concern. Helping first-generation students access these jobs is important to expanding cultural proficiency efforts. He would like to see more bridges/pipelines developed to facilitate this.

David Valladolid is supportive of the idea of expanding cultural proficiency requirements. This is a critical issue, especially given the current political climate. He is hoping to see a formalization of these efforts, especially as California faces the challenge of a minority-majority system.

Evonne Schulze encouraged the Council to commend itself for the work that it has done, and encouraged them to build on what is already there. She assured Willie Blair that the shared governance system does involve employee unions, not only by law, but also by the belief on all sides that is the right thing to do.

Chancellor Carroll summarized her understanding of the Council's request: a report will be prepared on the District's (including individual colleges') cultural competency/diversity/equity efforts, organized under the four metrics discussed. Due to the vast amount of information that will be required to compile this report, she cautioned that it may take several months to put it together in a clear and concise way. At that time, the Council will review it to see what is missing and determine what components can be addressed. Those changes will be taken through the participatory governance process, including review by the District Governance Council, which includes representation from the faculty, student governments, classified employees, and labor unions. The report will try to balance providing the requested information with meaningful structure and context, without overwhelming the Council.

Laurie Coskey concluded the meeting by remarking that a child raised with cultural competence will change the world, and quoted Martin Luther King Jr.: "The arc of the moral universe is long, but it bends towards justice."

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## 5. Announcement of Upcoming SDCCD Events

- Board Meeting – District Office, March 10, 2016, 4:00 p.m.
- Social Justice Conference –March 23. 2016, 8:30 a.m.
  - Location: City College
- César Chávez Parking Structure Dedication March 23, 2016 - 12:00 p.m.
  - Location: César Chávez Parking Structure
- Board Meeting – Continuing Education, March 24, 2016, 4:00 p.m.
  - Location: César Chávez Campus
- Board Meeting – District Office, April 14, 2016, 4:00 p.m.
- SDUSD/SDCCD Joint Board Meeting, April 19, 2016, 4:00 p.m.
  - Location: Mira Mesa High School
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**Future Meeting Dates:           Thursday, June 2, 2016 (rescheduled from May 19) –  
Group Photo at 12:00 p.m.**

## 6. Adjournment

The meeting was adjourned at 1:58 p.m.