PCC Logo**PASADENA AREA COMMUNITY COLLEGE DISTRICT**

**President’s Latino Advisory Committee (PLAC)**

**Mission:** *To enhance the success of Latino students at PCC*

**Wednesday, June 17, 2020**

**10:00 AM – 11:30AM**

Pasadena City College

Zoom Meeting

**Members Present:** Tito Altamirano, Melva Alvarez, James Aragon, Alex Boekelheide, Ana Chavez, Yajaira De La Paz, Erika Endrijonas, Desiree Hernandez, Michaela Mares-Tamayo, Stella Murga, Cynthia Olivo, Jim Osterling, Yuny Parada, Isabel Ramirez, Janeth Ruvalcaba, Desiree Zuniga.

1. **Welcome and Introductions**

Meeting called to order at 10:07AM.

1. **Approval of Minutes- May 20, 2020** (Approved)
2. **President’s Report (Erika Endrijonas)**
3. Summer session started today and the enrollment numbers are through the roof in terms of students. The total number of enrolled students today is 14,830, compared to 12,633 students on the first day last year. Enrollment on the first day of school last year was 17,298 and the total number of enrollments today is 22,666. As the economy goes down, enrollment tends to go up.
4. The State Assembly and Senate carried out their constitutional duty and passed a balanced budget on June 15th. Governor Newsom has until June 29th to respond by either signing the budget as is, using a blue pencil to cross out lines, or vetoing it.
5. A federal judge has issued an injunction on U.S. Education Secretary Betsy Devos’ restrictive limitations on the issuance of emergency grants. The restrictions were not in line with the spirit of the CARES Act. Potentially, Pasadena City College (“PCC”) might be able to offer additional funds to undocumented students in the future.
6. The campus has been busy addressing George Floyd’s murder and another recent murder in Atlanta. On June 4th, PCC had a [listening forum](https://www.youtube.com/watch?v=zNrNAF2n3Ig) on [Black Lives Matter](https://pasadena.edu/news-and-events/news/black-lives-matter.php) where PCC African American students, faculty and staff shared their eye-opening experiences and challenges. Our job at PCC is to listen to the needs and support our Black and African American students, faculty and staff.
7. The presidents of 64 California community colleges have formed the CA Community College Equity Leadership Alliance with the USC Race and Equity Center to help combat racism and inequities on college campuses. The first e-convening took place on Monday, June 15th at 10:00AM.



Endrijonas expressed her excitement about this opportunity to have access to professional development throughout the year. There will be a total of 12 workshops throughout the year and each college can send five people to attend the workshops. The attendees don’t have to be the same five individuals and the last hour of each workshop will be dedicated to training the trainer. This is a great resource for PCC and a part of a larger direction the college is headed.

1. Endrijonas stated that PCC will need to approach expanding equity as a college-wide effort. It will no longer be about one area being responsible for the entire campus, but to have cross-functional teams with individuals from different sections of the campus coming together. PCC has to look at how it delivers services to students and how students are greeted in a building, classroom or office, which means everyone needs to be trained.
2. The process to hire a Chief Diversity Officer (“CDO”) started six months ago, but was paused during the pandemic. With the current social climate, now is the time to provide additional resources, perspectives and efforts to our campus and community. About 10 months ago, Endrijonas made an announcement on Opening Day that PCC will be the first community college to close its equity gap by 2027, and the CDO is a key position that will only enhance everything PCC is already doing. PCC has done more than other colleges, it is ahead of the curve, but there is still a lot of work to be done.
3. The Aspen Institute College Excellence Program announced that PCC, for the third year in a row, is one of the top 10 finalists for the [2021 Aspen Prize for Community College Excellence](https://pasadena.edu/news-and-events/news/3-peat-aspen-prize.php). The team will visit later this year and the winner will be announced in May 2021.
4. The following 5-year hiring statistics were shared with the committee:



1. **Call to Action**
2. The Chancellor’s office has ordered a “Call to Action” in six areas.



* + **A System wide review of law enforcement officers and first responder training and curriculum.**

There is a lot of work to be done in conjunction with faculty regarding the first responder training and curriculum. From an administrator perspective, the police manual will be reviewed and an executive order related to the manual will be released in the coming days.

* + **Campus leaders must host open dialogue and address campus climate.**

The USC Equity and Race Alliance will provide the college with an advantage in this area. The initial campus climate will be the students. PCC will need to have that data, determine how the college has to address it, and make the best effort to progress.

* + **Campuses must audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum**.

This will be done in conjunction with faculty, who are the subject matter experts.

* + **District Boards review and update your Equity plans with urgency.**

The equity plan is the great work of Mikaela Mares-Tamayo. As indicated, the plans will be looked at with “fresh eyes” to identify where the great opportunities exist to build upon.

* + **Shorten the time frame for the full implementation of the Diversity, Equity and Inclusion Integration Plan.**

The college needs to look at what it’s doing with diversity campus-wide.

* + **Join and engage in the Vision Resource Center “Community Colleges for Change.”**

PCC is already a member of the [Vision Resource Center](https://visionresourcecenter.cccco.edu/) and individual members of the campus community can join as well.

1. Murga expressed that she liked the idea of training and work that will need to be done across the campus and recognized the hard work leaders have put into equity already. With the shortfall in the budget, Murga shared that she didn’t believe it was a good idea to hire a CDO and felt the position would be undermining the work of the employees currently working on equity.

* Endrijonas stated that there is a lot of work to be done and hiring a CDO is not to undermine the amazing work that is being done, but to provide additional resource instead of adding to their workload. Overall, CA colleges are behind in hiring CDOs.
* A discussion was held on the hiring process of position, the hierarchical structure, budget composition, equity center, etc. A lot of the information is still in the works, but the CDO will be reporting to the Superintendent-President.
* In terms of actual resources, this is part of a larger conversation that needs to take place about how equity will be funded in general. Right now, PCC has equity funds and various pools of money.
* In regards to the Equity Center, there is an architect working on the plan to relocate the Institutional Effectiveness Office to an area that was recently abated of asbestos on the bottom floor of the C building. The current Institutional Effectiveness Office will house the Equity Center, which ideally, should have everyone in it who is engaged in equity and professional development.
* In terms of the hiring process, there will be a large committee that will be chaired by an Executive Committee member, and the committee will present three to five final candidates to the Superintendent-President.

1. Parada questioned the ethnic composition of the executive team and the administrators hired in 2019.
   * Out of the 11 administrators hired in 2019, six were white and five were minorities.
   * Endrijonas inherited the executive team when she was hired as the Superintendent-President 18 months ago and has only hired one individual from the group and promoted Candace Jones to an Associate Vice President position from her previous Chief Informational Technology Officer position. There has been no turnover, but two administrators will be retiring in the near future, which will provide more opportunities.
2. In general, the college is looking at how it is recruiting, who is being recruited, and where the positions are being advertised. In an effort to get a more diverse pool, PCC is no longer requesting transcripts or letters of recommendations. The more that is asked of people when they are applying for jobs, the less likely the pool will be diverse. Equity related questions will either be part of the application or asked to be addressed in the cover letter.
   * Bob Blizinski, Assistant Superintendent Vice President of Human Resources, experimented with the process of having people review the applications where there is no indication of where the person attended college and dividing up the committee into groups to review applications and interview separately. This process provided more diverse results.
3. **Reports** 
   1. Updates/Insights Safe Zone Coalition Activities
      * De La Paz reported on the artist event held June 3rd. The event opened with a moment of silence for George Floyd. The following six panelists had a discussion about their experiences of being a person of color and/or their experiences coming out:
        + Juan Solis
        + Jesse Garcia
        + Natalia Melendez
        + Antonio Escobedo
        + Josefina Lopez
        + Carlos Samaniego
   2. Aragon reported that a total of $12,700 dollars was raised for the Latino Equality Alliance for student scholarships and $1,000 is promised to PCC.
   3. Altamirano reported that the Noche de Excelencia event, originally scheduled for May 19th, was cancelled, but applications were still being accepted and a total of $21,000 in scholarships were awarded, out of which, four were PLAC scholarships.
   4. Murga reported that the virtual [Adelante Academy](https://www.adelanteya.org/) will kick off on June 30th with a variety of workshops every week.
4. **Announcements**
   1. Aragon announced that the Latino Equality Alliance board of trustees changed and now includes four women.
   2. Olivo announced that the Welcome Center is now offering [Zoom Drop-in](https://pasadena.edu/future-students/welcome.php) sessions from 10:00AM to 2:00PM. The demand has been so high that the operators can’t keep up.
   3. Hernandez announced that the Supreme Court is expected to make a decision by the end of the month and a DACA Decision Town Hall will be scheduled to answer any questions once the Supreme Court makes a decision.



* 1. Ramirez announced that she will be offering workshops in Spanish.



* 1. Alvarez announced that she had participated in a two-hour convening with astrophysicists and came up with a list of 12 action items that will be presented to the math and science departments.
  2. Olivo announced that PCC has been applying to many grants and will be receiving an HSI augmentation for $1 million. Out of the CARES Act funding, a total of $2.5 million was saved for the second anticipated wave of the coronavirus.

1. **Adjourn** at 11:45AM