Attending:

✓	Patty Quinones (Co-Chair)		Sun Ezzell	✓	Gizelle Ponzillo		Jimmy Tamayo
✓	Shiloh Blacksher (Co-Chair)		Hong Guo		Carlos Santana		Beatriz Rivas (Student)
	Haneen Aguilar	✓	LaTesha Hagler		Ned Weidner		
	David Beydler	✓	Lesley Johnson		Marcell Gilmore	✓	Michelle Nava
✓	Elizabeth Casian		Jasmine McLeod		Susan Wright		
	Julie Cortez	✓	Sara Mestas		Jimmy Tamayo	✓	Doris Torres (Recorder)

Regrets: Haneen Alghita-Aguilar

	Topic	Discussion	Outcome
1.	• Welcome and Review agenda topic • Review and Approve May 10, 2022 meeting minutes	• Click to view May 10, 2022 Minutes	Agenda was approved The minutes from May 10, 2022 meeting were not approved due to insufficient quorum. They will be approved at the first meeting of Fall 2022.
2.	• Complete Committee Goals Achievements & Accomplishments	• No further discussion here.	P. Quinones was informed R&P does not need to complete the Committee Goals Achievements & Accomplishments.

3.	• Continue Working on Recommendations	• The document National Assessment of Collegiate Campus Climates (NACCC) was shared by P. Quinones, who briefly explained six surveys by content area.
		  o Matter of Affirmation
		  o Cross-Racial Engagement
		  o Racial Learning and Literacy
		  o Encounters with Racial Stress
		  o Appraisals of Institutional Commitment
		  o Impact of External Environments
			The NACCC document was shared with SPEAC and P. Quinones added NACCC link information into the zoom chat.
			MT-SAN-ANTONIO-NACCC-STUDENT-REPORT (1).pdf

| | | • Shiloh then asked the committee to provide three to five goal recommendations that the committee discussed during the 2021-22, R&P year. For instance, what has affected students Retention and Persistence? The recommendations should be campus wide suggestions and will be presented to SPEAC and Senate committees. | After document review campus wide recommendations:

Improving the Hiring practices, and possibly discuss further with HR:
• Modify diversity hiring questions. For example, asking candidates how they have addressed equity gaps, building relationships with students, and support students of color.
• Hiring more diverse and equity minded candidates.
SPEAC Recommendations:
• Have SPEAC analyze data in classrooms taught by faculty and divisions.
STEP Program:
• Help support STEP – outcomes and how they compare to non-STEP students.
• To help with STEP recruitment and outreach for students, RIE will create a data flyer.
• P. Quinones will discuss with P. Gilmore on creating the STEP data flyer.
• Research will be working on this project during the summer and will give feedback to the committee when they return in the Fall.
Student Incentives:
• Provide gift cards/lunch to students who do go to resource centers.
• Free parking pass for students.
• Expand childcare support.
• Provide students with work opportunities.
Grants:
• Expand Cal Grants for students

Offer Students:
• Online, Hybrid classes, and Tutoring.

The committee agrees that students need more support on campus and decided to work with other committees to help support these recommendations. |

Future Meetings: Fall – Sept. 13, 2022