**Institutional Development for Equity and Access (IDEA)**

**AGENDA**

**DATE: September 19, 2013**

**TIME: 2:00pm – 3:30pm**

**LOCATION: Library Conference Room 1 (L105)
Members Present: Erlinda Jones (Co-chair), Ryan Pedersen (Co-chair), Laura Subia, George Mills, Ana Castro, Christina Goff, Linda Kohler, Adé Origunwa, Tue Rust, Jorge Cea, Rosa Armendariz, Charlene Tidwell, Jamila Stewart, Tara Sanders, Dave Belman, A’kilah Moore**

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| Item # | ***Topic/Activity*** | ***Notes*** |
|  | Welcome – Brief Introductions for New Attendees | * All felt welcome
* All members introduced themselves and shared their reasons for being on the committee.
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|  | Agenda and Minute Approval | * The agenda and minutes were approved (motion - Tue Rust, second – Tara Sanders) unanimously.
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|  | LI-LO Update | * Dave and Erlinda updated the group on the content of the last LI-LO meeting.
* Next steps are for the committee to make recommendations to a subgroup to initiate a participatory action research project.
* Janice Townsend had grouped the feedback from the FLEX day by themes.
* Tue suggested that the feedback from the FLEX day activity be published so that they could be reviewed by all.
* Ryan agreed to contact Ruth Goodin and Theo Adkins to discuss this feedback being published.
* The group was encouraged to contact Ruth and Theo if anyone was interested in taking leadership of a participatory action research team.
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|  | IDEA History and Purpose | * Erlinda gave a history of the founding of the committee.
* The theory of change document was reviewed briefly.
* Rosa mentioned that we may not have been doing all that we can do to document our progress.
* When we think about the things that have been done, we have made good progress.
* We need to make sure that we discuss how we document our progress as we go forward.
* Christina stated that having SGC charge us with our work is a good step toward the long term plan in the theory of change.
* Jorge brought up the idea that perhaps IDEA should consider “removing the training wheels” as we might be ready for the next level of activism.
* The question of whether we should “push the envelope” was discussed.
* An example was given about whether or not we talk on campus about things directly – When we talk about campus climate, “Are we really talking about race?”
* Rosa stated that IDEA has tried to be sensitive to the maturity of the campus and the maturity of the committee.
* It was discussed why often the committee has not pushed the envelope as much as desired.
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|  | Student Equity Plan Dreams | * The dreams were reviewed individually and the committee began to group them into potential themes.
* After a spirited grouping and prioritization session the following four themes (in no particular order) were chosen to guide what we are now calling our “Institutional Equity Plan”
1. Student Leadership and Employee Professional Development
2. Hiring
3. Building Community
4. Integration/Culture of Equity
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|  | Next Steps | * Ryan and Erlinda agreed to email the committee a grid with the above themes and request that each member brainstorm for each theme:
1. Activities that would support the theme
2. Potential measurements and/or desired outcomes
3. Possible data (quantitative and qualitative) that should be collected to inform and/or monitor the theme.
* These grids will be due back to Ryan by Thursday October 10 (one week before our next meeting)
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|  | Public Comment | * Agenda items #7 and #8 were not discussed due to the ending of the meeting.
* The next meeting will be held on Thursday October 17.
* The meeting was adjourned at 3:30 PM
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|  | New Agenda Items |

Note-taker: Ryan Pedersen