

**The President’s African American Advisory Committee Meeting**

**Tuesday, January 14, 2020 at 4:00 p.m.**

**President’s Conference Room**

**MEETING NOTES**

***Members Present:***

Tameka Alexander, Michelle Bailey, Berlinda Brown, Taliba Carr, Rebecca Cobb, Christian Daly, Allen Edson, Erika Endrijonas, Ann Marie Hickambottom, Dolores Hickambottom, Jacqueline Jacobs, Laura Kim, Ibrahim Naeem, Eddie Newman, Susana Porras, Pamela Powell, Trudell Skinner, Cheryl Storms, William Syms, Rita Turner, Christopher West, Delano Yarbrough

1. **Welcome and Introduction**

Meeting called to order at 4:03 p.m.

1. **President’s Report** (Erika Endrijonas)
	1. The Board of Trustees (“BOT”) will have a Facility Master Plan (“FMP”) study session at their next board meeting scheduled for Wednesday, January 15th. The FMP will be presented to the PAAAC committee for feedback.
	2. The BOT approved Pasadena City College’s Vision for Success Goals last May, which became the foundation for the Educational Master Plan (“EMP”). The EMP will be vetted in the next few months through the shared governance process to be presented to the board for approval by March. The EMP will be emailed and presented to the committee, too.
	3. The plans for the Armen Sarafian Building are currently in DSA and once approved, the bid process can be initiated for demolition and site preparation.
2. **Update on Equity and Social Justice (ESJ) programs/Training**
	1. **Impact: Students, Faculty and Staff, HR**
	2. **Diversity: Provide differences between ESJ and Diversity Training (Who, What, Impacts)**
	3. Endrijonas provided the following updates:
		* Mandatory EEO trainings for every hiring committee member. Committees are appropriately trained in diversity and encouraged to be equity minded when selecting the interview questions.
		* PCC has entered into a contract with the USC Center of Race and Equity to utilize their PRISM tool. They provide coaching to candidates, help load their information, and help them to stay competitive at all levels.
		* Alliance with the USC Race and Equity Center provides opportunities for PCC individuals to attend equity leadership academies.
		* The Institutional Effectiveness Department has created a research dashboard for faculty to access the progress of their student population.
		* Research has proven that the more you ask from applicants as part of the initial application process, the fewer number of diverse applicants will apply. PCC is moving towards eliminating such barriers in order to have a more diverse pool of applicants.
		* Multiple measures and intentional approaches are being taken to close all equity gaps by 2027 including additional professional development training and hiring a Chief of Diversity Officer.
	4. West reported on the equity and diversity trainings offered at PCC. The executive team has made a decision to move forward with a state mandate model for training with an additional equity component built into it. PCC has disaggregated data to show where the gap exists and the President’s goal is to close the equity gap and have a 100% completion rate by 2027.
3. **John Muir Dual Enrollment Program (Update)**
	1. Syms provided an update on the dual enrollment program and announced that the Welcome Center is close to completion.
	2. Endrijonas reported that there will be a laser and robotics program starting fall.
4. **Rosemead Program**
	1. Endrijonas reported that the Rosemead Center is doing very well and there is currently no room to grow.
5. **Community Activist**
6. Committee members suggested inviting someone from the clergy and the Black Business Association to join the committee.
7. Suggestion was made to contact Jock Bolton and Gene Washington to serve on the committee.
8. **Expansion vs Narrowing Committee**
9. A discussion was held regarding the committee composition, purpose and future goals.
10. **Subcommittee Formation**
	1. Committee members volunteered to serve on two subcommittees:
		1. Focus Committee (Align mission statement with the EMP and the President’s equity gap goal)
		2. Outreach Committee
11. **Future Meetings**
	1. Meetings will be held every other month at 4:00PM. The next meeting will be scheduled for March.
12. **Announcements**
	1. West announced the commission of a Charles Bibb original piece and his role as the curator. In addition, West will be co-chairing PCC’s centennial committee.
	2. Bailey announced a community discussion with panelists taking place at John Muir High School.
	3. Jacobs announced that there will be an MLK celebration on Monday, January 20th at the new Robinson Park auditorium.
	4. Edson announced that the next NAACP general meeting will be taking place at the Mixx on Thursday, January 16th.
	5. The Red, Black and Green Dinner Gala will be taking place at The Rose on Thursday, January 30th.
13. **Adjournment- 6:10PM**