



CAN Board of Directors Meeting

09/08/17 Minutes

Location: Austin City Hall, 301 W 2nd Street, Board & Commissions Room

Board Members Present: **Tamara Atkinson**, Executive Director, Capital Area Workforce Solutions; **Marina Bhargava**, Executive Director, Greater Austin Asian Chamber of Commerce; **Bill Clabby**, Associate VP of Global Initiatives, St. Edward's University; **Kelly Crook**, Superintendent, Del Valle ISD; **Jerry Davis**, President & CEO, Goodwill Industries of Central Texas; **Sara Eckhardt**, County Judge, Travis County Commissioner's Court; **David Evans**, C.E.O. Austin Travis County Integral Care; **Simone Talma Flowers**, Executive Director, Interfaith Action of Central Texas; **Stephanie Hawley**, Associate Vice President, Equity and Inclusion, Austin Community College; **Stephanie Hayden**, (for Ora Houston, City Council Member, District 1, City of Austin); **Hal Katz**, (for David Evans, CEO, Integral Care) **Jeremy Martin**, Sr. VP, Greater Austin Chamber of Commerce; **Ara Merjanian**, Chair, CAN Community Council; **Ronda Rutledge**, Chair, One Voice Central Texas; **Erica Saenz**, Associate Vice President, UT Division of Diversity and Community Engagement; **David Smith**, President, United Way for Greater Austin; **Jeffrey Travillion**, Precinct 1 Commissioner, Travis County

CAN staff in attendance: Raul Alvarez and Carlos Soto.

Other guests: Samuel Echevarria, ACC; Suzi Gonzales, Del Valle ISD; Rev. Daryl Horton, President, iACT; Pavitee Peumsang, ACC; Ray Prentice, Del Valle ISD; Frank Reid, ACC; Juan Zuniga, ACC.

Call to order and introductions: Board of Directors Chair Simone Talma Flowers called the meeting to order at 1:13 PM and members introduced themselves. Announcements: Dr. Crook announced that Dell Valle ISD has partnered with ACC to host another 4-day Beyond Diversity training, scheduled for September and March. David Evans announced that September is National Recovery Month. An affiliate, the New Milestone Foundation, will hold their Bridging the Gap event Nov 9th, more info on website. Dr. Stephanie Hawley announced there will be an Equity and Inclusion Summit at ACC on February 9 & 10. More information is available [on the ACC IDEAL Center website](#). Travis County Judge Sarah Eckhardt announced that informative presentations about the November Bond package can be scheduled, and that next month there will be a focus on the healthcare district budget.

Approval of minutes: The 8/11/17 meeting minutes were approved as submitted.

Community Council Report: Merjanian discussed the August meeting, where the council heard presentations from individuals who serve in different aspects with the Community Schools Coalition. In September the Council will discuss the impact of the criminal justice system on children and youth, and disproportionality in the system. Guests will include representatives from the Girl Scouts, Seedling Foundation and Reentry Roundtable. Next, Merjanian discussed the survey on person centered care. The Council is trying to determine focus areas, key concepts from organizations involved. Merjanian discussed each question and asked board members present to complete the survey before leaving the meeting today.

Executive Director's Report: Raul Alvarez discussed the CAN Newsletter, which included information regarding Hurricane Harvey relief efforts and how to contribute. Sign up at www.canatx.org for the CAN

Equity Blog to receive email notices when a blog entry is posted. The last two equity blog entries highlight the Travis County “A Focus on Poverty” report published this summer. A new book has been selected for the CAN Book Study to begin in October: Evicted: Poverty & Profit in the American City by Mathew Desmond. There are 3 locations that will be hosting the CAN Deliberative Dialogues on Safety and Justice: St. Edwards University (Oct. 20, 11:30 a.m. – 1:30 p.m.), University Presbyterian Church (Oct. 24, 5:30 – 8:00 p.m.), and Huston-Tillotson University (Nov. 7, 5:30 – 8:00 p.m.). The CAN Retreat is scheduled for November 3, 2017, from 11:30 to 3:30 at the Allan Cafeteria. The November CAN Board meeting was changed to November 3rd from November 10th due to Veteran’s Day Observance. Board members are invited to complete the CAN Stakeholders Survey, the link is available on our site canatx.org, and can be filled out on your smartphone. Board members also briefly discussed the Amazon Headquarters bid, which could bring high paying jobs to the area, in the context of need for middle skills jobs in our region.

Beyond Diversity Training Opportunity: Raul Alvarez discussed the upcoming Beyond Diversity training opportunity. It’s a 2 day commitment in September and 2 day commitment in March, fully underwritten by Del Valle ISD. Deadline is first come, first served. Although there is a deadline, with space permitting, sign ups can be accepted beyond that date.

CAN Partner Spotlight: Interfaith Action of Central Texas (iACT): Darryl Horton, chairman of the board, provided a brief background of the organization’s mission and work, which is to cultivate peace and respect through interfaith dialogue, service and celebration. iACT achieves its mission primarily through four core programs: Hands on Housing, Refugee Program, The Red Bench: Interfaith Conversations that Matter, and the Passport Program. The Hands on Housing program utilizes volunteers and skilled professionals to repair the homes of senior citizens and disabled individuals who are living in deep poverty. The Refugee Program teaches English as a Second Language and cultural skills to newly-arrived refugees. iLEARN, iACT’s youth program, prepares refugee youth for their first experience in a U.S. school, and provides summer instruction, tutoring and mentoring. The Red Bench is an ongoing dialogue addressing the need to improve interfaith understanding and civil discourse in our society. The Passport Program takes participants on a journey visiting different houses of worship of different faith traditions, with the goal of building a deeper understanding between members of different faiths.

ACC Office of Diversity and Inclusion: Dr. Stephanie Hawley, Juan Zúñiga, Pavitee Peumsang, Dean Samuel Echevarría, and Prof. Frank Reid introduced themselves. Dr. Hawley discussed the vision of the Austin Community College District and the mission Office of Equity and Inclusion. The focus this year has been helping the college to build capacity. The focus on race is driven by the data, as reported in the CAN Community Dashboard, E³ Blueprint for Educational Change, and ACC’s Longitudinal Tracking and Gaps Analysis report. Hawley went over the Aspen Institute’s Ten Lessons for Taking Leadership on Racial Equity. Strategies ACC is using to engage internal and external stakeholders include disaggregated data collection, community engagement & asset mapping, community training, and developing research-based assessment and guidance tools. Dr. Hawley also announced the 2018 Equity Summit that is to take place on February 9 & 10 at ACC Eastview, on the topic of Engaging, Equipping, & Empowering Communities for Equity & Inclusion. Then, Dr. Hawley introduced the Equity Report Card: a research-based & data-informed institutional guide, self-assessment, & accountability tool developed by students, community, staff, & faculty that centralizes equity & inclusion in all processes.

Samuel Echevarría, Dean, Liberal Arts-Social and Behavioral Sciences, described the kinds of data available that can provide a much richer picture of ACC students and student success. Next, Echevarría discussed how the Faculty was also analyzed from the standpoint of race equity. They found that, although

ACC's student body is composed of 40% Hispanic students, only 14% of faculty is Hispanic. Echevarría explained that they also evaluated processes and policies from the standpoint of equity. He shared the example of the complexity of application process online and how that can be a barrier for some individuals who may not be as technologically literate. It's important to think about equity every time new or revised policies and processes are considered. If equity is a goal, it needs to be at the forefront of every decision.

Professor Reid stressed that it's very clear that the previous theories of colorblindness and gender blindness have taken us as far as they can take us. The data shows that there is much work to do and that there is an economic justification for equity. Inequities, from a business aspect, are liabilities in that they incur losses in terms of an individual's and organization's ability to reach their full potential. Professor Reid also elaborated on the challenges posed by the fact that many do not have the skills to discuss race in a productive way.

Juan Zúñiga, a recent ACC graduate and current Huston-Tillotson University student, shared some of his background and his involvement with the Equity Leadership Advisory Team. Mr. Zúñiga shared the following: institutions conceived and created in a different racial climate suffer from structures that result in inequalities; one example is faculty members with long tenure who continue to serve in their positions but who may not change their specific way of doing things; in considering institutional injustice, some people will claim it's not our problem because we are downstream.. He summarized by stating thewe need to be race conscious, because systems are made up of individuals. We like to blame the system, but ultimately individuals are the ones making the decisions.

Next, Dr. Hawley discussed the grant award from the Association of Colleges and Universities that was awarded to ACC to help develop the Truth, Racial Healing & Transformation Campus Center. This is an exciting opportunity because it required a high level of community engagement. ACC was the only community college and the only institution in Texas to be selected as one of 10 finalists that included Brown, Duke, and other more well-known institutions. Next steps are a Campus Team orientation in September, a Campus Partners Thank You & Reception in October, the TRHT Campus Center Institute in January, and Planning & Quarterly Update Meetings beginning Spring 2018.

Adjournment: The Chair adjourned the meeting at 3:01 p.m.