



**GROSSMONT COLLEGE**  
**Student Success and Equity Committee**  
**First Thursday, October 1, 2020**  
**2:00 p.m. – 3:30 p.m.**  
**Zoom Meeting** <https://cccconfer.zoom.us/j/99830903945>  
**MEETING SUMMARY**

**Purpose:** The primary purpose of the Success and Equity Committee is to support and lead innovative campus initiatives that strengthen student access and success in an environment that fosters equity, diversity, and inclusion. The Committee makes recommendations to the College Council regarding student success and equity initiatives, programs and plans.

Through the integrated efforts of academic and student services, the Student Success and Equity Committee engages in data analysis and dialogue to provide a platform for collaboration and communication which focus on equity-minded student success, a culture of inclusivity, global consciousness, and a respect for diversity across all student success and equity efforts and throughout the College.

The Student Success and Equity Committee also serves in a coordinating and advisory role with administrators who implement the work of approved plans.

| CO-CHAIRS  | ASSOCIATE STUDENTS OF GROSSMONT COLLEGE                                | ADVISORY   |
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| <input checked="" type="checkbox"/> Lida Rafia         | <input type="checkbox"/>   | <input checked="" type="checkbox"/> Aaron Starck   |
| <input checked="" type="checkbox"/> Dana Mints         | <input type="checkbox"/>   | <input type="checkbox"/> Juan Carlos   |
|  | <input type="checkbox"/>   | <input checked="" type="checkbox"/> Javier Ayala   |
|  | Assignments have not been made   | <input checked="" type="checkbox"/> Joan Ahrens  |
|  |  | <input checked="" type="checkbox"/> Victoria Christine Rodriguez                                       |
| ACADEMIC SENATE  | CLASSIFIED SENATE  | ADMINISTRATORS' ASSOCIATION  |
| <input checked="" type="checkbox"/> Sharon Sampson     | <input checked="" type="checkbox"/> Shardai Zargoza                    | <input checked="" type="checkbox"/> Nedra Brown  |
| <input checked="" type="checkbox"/> Ava Gill           | <input checked="" type="checkbox"/> Diana Barajas                      | <input type="checkbox"/> Barbara Gallego<br><input checked="" type="checkbox"/> Proxy: Veronica Romero |
| <input checked="" type="checkbox"/> Karolia Macias     |  | <input checked="" type="checkbox"/> Martha Clavelle  |
| EX-OFFICIO   | RECORDER   | GUESTS   |
| <input type="checkbox"/> Courtney Williams             | <input checked="" type="checkbox"/> Bernadette Black for Cindy Emerson | <input checked="" type="checkbox"/> Graylin Clavell  |
| <input checked="" type="checkbox"/> Irene Palacios     |  | <input checked="" type="checkbox"/> Carmen Hernandez   |
| <input checked="" type="checkbox"/> Gary Johnson       |  | <input checked="" type="checkbox"/> Nancy Lopez  |
| <input checked="" type="checkbox"/> Marshall Fulbright |  |  |
| <input checked="" type="checkbox"/> Marsha Gable       |  |  |

**ROUTINE BUSINESS**

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| 1. Welcome | Lida started the meeting by indicating that we need to build a foundation for what this committee should be doing and collectively discussing our role within that. At the last meeting, there was discussion about the spring semester and what this committee was doing for the last year and a half. When we went remote, we then talked about how to move forward as it became clear that we did not have well-defined direction. It was noted that we need to work towards better outcomes for our students. There needs to be discussion within departments to address gaps and to provide recommendations. Lida added that the goal for the committee is to then provide a recommendation to College Council. |
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| 2. Additions/Deletions                        | No additions were made.   |
| 3. Approve 09/03/2020 Meeting Summary         | The meeting notes were unanimously approved.  |
| <b>DISCUSSION</b>                             |   |
| 4. Vision for Success and Student Equity Plan | <p>Lida stated that the California Chancellor’s Office identified Vision for Success goals for community colleges and reviewed those briefly with the committee. The Vision for Success goals is a 5-year plan that was created by the California Community College Chancellor for community colleges to collectively achieve 6 goals by 2022.</p> <p><u>Goals:</u></p> <ul style="list-style-type: none"> <li>• Increase by at least 20% the number of CCC students annually who acquire associate degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job.</li> <li>• Increase by 35% the number of CCC students transferring annually to a UC or CSU.</li> <li>• Decrease the average number of units accumulated by CCC students earning associate’s degrees, from approximately 87 total units (the most recent system-wide average) to 79 total units—the average among the quintile of colleges showing the strongest performance on this measure.</li> <li>• Increase the percent of exiting CTE students who report being employed in their field of study, from the most recent statewide average of 60% to an improved rate of 69%—the average among the quintile of colleges showing the strongest performance on this measure.</li> <li>• Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40 % within 5 years and fully closing those achievement gaps within 10 years</li> <li>• Reduce regional achievement gaps across all of the above measures through faster improvements among colleges located in regions with the lowest educational attainment of adults, with the ultimate goal of fully closing regional achievement gaps within 10 years</li> </ul> <p>Lida noted that it is the committee’s charge to review the Student Equity plan and indicated that we are using this as a measure towards the student success goals. Nancy and Victoria reviewed Grossmont’s data for each goal. Victoria added that Goal 5 regarding closing equity gaps is where we combined the Vision for Success goals with our Student Equity plan. In that plan, we identified disproportionate groups and that data was reviewed with the committee. The first metric reviewed on closing equity gaps was on access, which is the number of students who applied to and then enrolled at College. The baseline data was compared to the most recent data for each disproportionate group. It was noted that the most recent data showed a 43% increase in closing equity gaps. It was noted that there was insufficient data for foster youth, LGBT, and veteran students. Victoria added that it is our goal in 5 years to close the equity gaps by 50% and then have it closed entirely by the timeline of the Vision of Success. The next metric reviewed on closing equity gaps was on persistence (fall to spring). It was noted that this overall rate has not changed. Lastly, the data on successful completion of math and English in the first academic year was also reviewed</p> <p>The committee was divided into breakout rooms to reflect on the following:</p> <ul style="list-style-type: none"> <li>• What jumps out at you?</li> </ul> |

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|  | <ul style="list-style-type: none"> <li>• What assumptions may be coming up as you are reviewing these data?</li> <li>• Self-reflection: are you surprised?</li> <li>• How can you take these to your department?</li> <li>• What actions will you take?</li> </ul> <p>The committee reported out what they learned in their breakout discussions. Aaron added that he would like to go to the next level of analysis of our data as we have not had an opportunity to understand what is driving these disproportionate impacts. He suggested maybe doing an add/drop analysis to see if we can learn who is dropping and to intervene at drop time. Lida noted that there is more disaggregated data available. Victoria added that they have been trying to get information from the equity funded programs on their students and outcomes and has that data available. They are running a qualitative survey in these programs now to see what is working and what they need. They also have been looking at excused withdrawals (EWs) to see why students are taking EWs and themes were identified in the responses. Lastly, they are also looking at who are our graduates. Marshall added that he would like to know what is happening from fall to spring that is causing us to lose students. Lida suggested looking at the integrated plan as we focus on year one of persistence.</p> <p>Aaron asked if there were some best practices in each metric that shows key findings for students to be consistent. He added that there has been discussion about the concept of success teams to monitor and track students. A flyer on <a href="#">"10 Ways Everyone Can Help Support Student Success"</a> was shared with the committee that also mentions the success factors that contribute to student achievement. Karolia stated that the holistic student support redesign is coming back and would be interested to see their best practices and how it ties to Guided Pathways. Marsha stated that they have had conversations with the coach who was going to work with both colleges on the redesign but the plan was delayed when we went remote. The district has paid for the ATD coach for 10-12 hours so instead of losing those hours, they will be working with Grossmont as Cuyamaca is no longer interested. She stated that they will be meeting with the coach at the end of this month and then have more interaction with the coach and various groups in the spring. Marsha shared a link to the <a href="#">redesign toolkit</a>.</p> <p>Lida asked the committee to come up with actionable items that they can recommend to College Council. Marsha asked if we are having any type of college forum this fall and Lida responded that the planning forums are normally in the spring. Last spring's forum focused on the Annual Unit Plan and the equity framework. One suggestion was having a fall forum as a follow-up to the spring forum. After discussion, it was agreed that committee members will share what they learned today with their areas and to come back next month with feedback on what we should focus on. Javier suggested sharing this with College Council to see how they can support this work directly. It was reminded that the committee's responsibility is to make a recommendation to College Council.</p> <p><u>Action item</u><br/>The committee will take this data back to their departments and ask how we are contributing to access, persistence and success that would be powerful and lead to great research/action items.</p> |
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| <b>COMMITTEE REPORTS</b> |  |
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| 5. Guided Pathways Update |  |
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Student Success & Equity Committee

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| FOR CONSENSUS         |  |                  |
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| 7. None               |  |                  |
| FOLLOW-UP             |  |                  |
| Who                   | Item   | Timeline         |
| All committee members | The committee will take this data back to their departments and ask how we are contributing to access, persistence and success that would be powerful and lead to great research/action items. | By next meeting. |

**Zoom Connection Information**

Topic: Student Success & Equity Committee Meeting  
Time: First Thursday of each month between 2-3:30 pm

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/99830903945>