



GROSSMONT COLLEGE
Student Success and Equity Committee
First Thursday, April 7, 2022
2:00 p.m. – 3:30 p.m.
Zoom Meeting <https://cccconfer.zoom.us/j/99830903945>
NOTES

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 (voting)	ASSOCIATE STUDENTS OF GROSSMONT COLLEGE (voting)	ADVISORY
<input checked="" type="checkbox"/> Victoria Christine Rodriguez	<input type="checkbox"/> Courtney Etnyre	<input type="checkbox"/> Aaron Starck
<input checked="" type="checkbox"/> Karolia Macias	<input type="checkbox"/> TBD	<input type="checkbox"/> Javier Ayala
	<input type="checkbox"/> TBD	<input type="checkbox"/> Joan Ahrens
		<input type="checkbox"/> Kelly Jackson

ACADEMIC SENATE (voting)	CLASSIFIED SENATE (voting)	ADMINISTRATORS' ASSOCIATION (voting)
<input checked="" type="checkbox"/> Sharon Sampson	<input checked="" type="checkbox"/> Janet Shipstead	<input checked="" type="checkbox"/> Martha Clavelle
<input checked="" type="checkbox"/> Ava Gill	<input checked="" type="checkbox"/> Michele Martens	<input type="checkbox"/> Heriberto Vasquez
	<input checked="" type="checkbox"/> Andrew Hellier	<input type="checkbox"/> TBD

EX-OFFICIO (voting)	CPIE	GUEST
<input checked="" type="checkbox"/> Courtney Williams	<input checked="" type="checkbox"/> Cindy Emerson	<input type="checkbox"/> Sam Ballard
<input checked="" type="checkbox"/> Steve Davis	<input checked="" type="checkbox"/> Kay Watson	<input checked="" type="checkbox"/> Cindi Harris
<input checked="" type="checkbox"/> Gary Johnson	<input checked="" type="checkbox"/> Carmen Hernandez	<input checked="" type="checkbox"/> Stefanie Beason
<input type="checkbox"/> Marshall Fulbright		
<input type="checkbox"/> Marsha Gable		

ROUTINE BUSINESS	
1. Welcome & Check-In (10 minutes)	Introductions were made around the room.

2. Public Comment (5 minutes)	Sharon Sampson shared the CCCAOE is planning to hold a leadership series and requested this committee seek funding for one classified professional to attend. She will provide more information when it becomes available. Victoria added a Guided Pathways update to the agenda under Information.
3. Approve 02/03/22 & 03/03/22 meeting notes (5 minutes)	The February 3, 2022 meeting notes were approved. Steve Davis requested a change to the last paragraph in item # 6 on the March 3, 2022 minutes. Below is the last paragraph. The sentence in question is highlighted. <i>"Victoria said she was excited that the SEP requires we report on our Campus Wide Race Consciousness. Because of this we, will need to shift our focus. The focus will be on how we are supporting students as a campus. Not what the student need to do to succeed".</i> Discussion ensued on how to rephrase the thinking behind the above statement for clarity. Due to a full agenda Dr. Rodriguez recommended committee members email language and approve the notes at the next meeting. Committee members agreed.

OLD BUSINESS

4. Student Equity Plan Workgroup Share Out & Feedback on Outline (20 minutes)	<p>Karo shared the SEP draft from the last workgroup meeting.</p> <p>The 2022-2025 Student Equity Plan will focus on our disproportionately impacted population Black/African American students. However, we will design the plan with both our Black & Latinx students in mind given that many of the supports that might benefit one group will also benefit the other.</p> <p>Strategic Plan Draft Goals & Objectives that Might Overlap</p> <p>Educational Excellence: Provide clear information, reliable access and intentional support at the onset for our Black & African American students. Targeted outreach for Black/African American students. Umoja a2mend <i>Janet Shipstead recommended – ARC students</i></p> <p>Community Collaboration: We will support all of our Black/African American students' in achieving their educational and career goals and contributing to the greater good of our community. Foster community partnerships with K-12 districts and regional businesses - identify how/what might benefit Black/AA students. <i>Steve Davis recommended – collaborating with the Dean of Athletics in terms of academic preparation.</i></p> <p>Completion Culture: Increase 3-year graduation rates for Black/AA students. Remove barriers to completing degrees and</p>
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	<p>certificates for Black/AA students.</p> <p>Equity & Antiracism: Close equity gaps for Black/AA students</p> <p>Innovation & Effectiveness: Early Alert System for Institution to Review/Monitor Student Success & Completion & Technology for Students to Review/Monitor Their Own Successes/Completion & hold institution accountable</p> <p>Scale up high impact practices and programs geared toward Black/AA student populations</p> <ol style="list-style-type: none"> 1. Expand Umoja and A2MEND programs <ol style="list-style-type: none"> a) Faculty training program b) Additional coordinators or reassigned time <p>Victoria added that it was decided in the Strategic Planning Committee to not have a separate goal of equity and antiracism. Instead, all of the strategic plan goals will have equity and antiracism embedded within them. She quoted Dean Clavelle, "Equity is not separate but is the foundation of all of our work."</p> <p>The SEP workgroup will meet on April 21st, and report out what has been accomplished.</p>
5. Review of "Current Campus Structures" as stated in Student Equity Plan (40 minutes)	<p>Committee members broke out into groups to discuss what the college's current process /practice/policy/cultures are that impede equitable outcomes for our Black/African American students. The results from the discussion may be viewed on the 2022-2025 Student Equity Plan Draft – outline.v1.</p>

INFORMATION

6. Reminder to sign up for Annual Planning Forum 4/15;10-12:30 (5 minutes)	Please remember to sign up for the Annual Planning Forum next Friday, April 15 between 10:00 am – 12:30 pm.
7. Strategic Plan 2022-28 update (5 minutes)	The Strategic Planning Committee decided not to have a separate goal of equity and antiracism. Instead, all of the strategic plan goals will have equity and antiracism embedded within them. Also, in a recent forum people discussed strategies to implement our goals and objectives. The CPIE office is going through that information and identifying some of the strategies that were showing up in multiple places where there seems to be agreement.
8. Accreditation Follow-Up Report update (5 minutes)	We will hear a response in June. Overall the visit went well.
9. Student Equity Plan Training Sessions Coming Up (5 minutes)	Student Equity Plan Data: An introduction for Planners – Thursday, May 5, 9:30 am – 11:00 am REGISTER HERE . Free. All SSEC members are encouraged to attend.
10. Caste Book Study (5 minutes)	If you have missed sessions, please know you can still join. If you would like a book we still have a couple of books available.
11. Pathways	The pathways team is excited to share what we can look forward to in the next few weeks. The website will help direct our students' in their academic and career pathway. The site is designed to

	provide a natural progression for the student to follow towards a career. The academic and career pathways will direct students to their educational goals.
12. PD update	The Equity Series is coming up. Dr. Battina Love on Monday, 4/11/2022; 10:30 – 12:00 pm, Please sign up!

COMMITTEE/CONSTITUENCY REPORTS	
13. Reports on SSEC-related topics from constituency groups and other committees (as needed) <ul style="list-style-type: none"> • Associated Students: • Classified Senate: • Faculty Senate: • Admin Association Committees: 	

FOLLOW-UP		
Who	What	Timeline

Next meetings: Thursday, June 2, 2022, 2:00 pm – 3:30 pm

Student Success & Equity Committee Norms

NORMS

Updated
December 2, 2021

Collective expectations that committee members decide on that play a key part in the social control and order of the meeting. Below is the list of norms recommended by the Student Success and Equity committee

- Use thumbs to determine consensus.
- Provide printed copies of agenda at meetings and post the agenda on the screen.
- Continue to establish norms throughout the year.
- Conduct an informal check-in prior to meeting.

- Do a social event once a semester.
- Parking lot for items that do not pertain to items that come up but are not on the agenda
- Respect everyone's opinions regardless of rank or positionality at the college.
- We will insure that every constituency member has an opportunity to provide their input.

DRAFT