



**GROSSMONT COLLEGE**  
**Student Success and Equity Committee**  
**First Thursday, February 1, 2024**  
**2:00 p.m. – 3:30 p.m.**

**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 (voting)	ADVISORY
<input checked="" type="checkbox"/> Victoria Christine Rodriguez	<input type="checkbox"/> Christian Thornton	<input type="checkbox"/> A&R Dean
<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"/> Marcelo Nieto

ACADEMIC SENATE (voting)	CLASSIFIED SENATE (voting)	ADMINISTRATORS' ASSOCIATION (voting)
<input checked="" type="checkbox"/> Steve Davis	<input checked="" type="checkbox"/> Michele Martens	<input checked="" type="checkbox"/> Martha Clavelle
<input checked="" type="checkbox"/> Sarah Shamasha	<input checked="" type="checkbox"/> Andrew Hellier	<input checked="" type="checkbox"/> Veronica Romero-Murillo
	<input checked="" type="checkbox"/> Janet Shipstead	<input type="checkbox"/> Wayne Branker

EX-OFFICIO (voting)	CPIE	GUEST
<input checked="" type="checkbox"/> Courtney Williams	<input checked="" type="checkbox"/> Cindy Emerson	<input checked="" type="checkbox"/> Denise Whisenhunt
<input type="checkbox"/> Academic Transitional Support (Vacant)	<input checked="" type="checkbox"/> Christopher Yerkes-recorder	<input type="checkbox"/>
<input type="checkbox"/> Gary Johnson	<input checked="" type="checkbox"/> Carmen Hernandez	
<input checked="" type="checkbox"/> Agustin Albarran		
<input checked="" type="checkbox"/> Marsha Gable		

ROUTINE BUSINESS (15 minutes)	
1. Welcome & Introductions	V. Rodriguez welcomed the committee to the meeting and have the members introduce themselves.
2. Public Comment	None.
3. Additions/Deletions to Agenda	None.

4. Approve meeting notes: a. 12/7/2023	Meeting notes were approved.
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<b>COMMITTEE/CONSTITUENCY REPORTS (15 minutes)</b>	
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5. Reports on SSEC-related topics from constituency groups and other committees (as needed) <ul style="list-style-type: none"> <li>• Associated Students:</li> <li>• Classified Senate:</li> <li>• Faculty Senate:</li> <li>• Admin Association Committees:</li> </ul>	<p>AS: No student representative attended.</p> <p>CS: M. Martens shared the test run for the new Classified Staff campus walks have been very successful. On these walks, the staff have been able to engage with students, along with giving them snacks and drinks that have been donated. The plan is to do these walks daily.</p> <p>FS: S. Davis shared that the Equity Showcase was successful. The hope is to have more faculty present on relevant topics and to have higher attendance in the future. He also shared that the Math department had their first Equity-minded Teaching Institute meeting. There was some resistance to teaching math through an equity lens but there were good conversations. Finally, he said that the JEDI group needs new chair.</p> <p>AA: None.</p>
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<b>OLD BUSINESS (15 minutes)</b>	
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6. Review of Student Equity Data we looked at during Fall 2023	V. Rodriguez shared a review of Student Equity Data shared to the SSEC during fall 2023. The presentation included the data for Successful Enrollment, Completed Both Transfer-Level Math & English within the District in the First Year, Persisted First Primary Term to Subsequent Primary Term. The presentation can be found <a href="#">here</a> .
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<b>NEW BUSINESS (40 minutes)</b>	
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7. State Student Equity Plan Data Update – Completion	V. Rodriguez shared a Completion Data Update. This included Previous Data from the State Chancellor’s Office (Spring 2022) and a Data Update from the State Chancellor’s Office (Spring 2023). The presentation can be found <a href="#">here</a> .
8. Discuss feedback from operational teams to make recommendation to college council in February	<p>V. Rodriguez shared feedback from Operational Teams that presented in SSEC during 2023. Operational Teams included leadership for A2MEND, Success Coach efforts, the new student intake form, members of the English department, Financial Aid, the Outreach team, and members of the Math department.</p> <p>She also led a discussion on what should be shared with college council as an update and what recommendations should be made to college council based on feedback from the Operational Teams.</p>

	<p>Recommendations include:</p> <ul style="list-style-type: none"> <li>• Need dedicated specialist/counselor for A2MEND             <ul style="list-style-type: none"> <li>○ Classified support for A2MEND</li> </ul> </li> <li>• Signatures &amp; other paperwork for hiring students delays process to detriment of students             <ul style="list-style-type: none"> <li>○ Includes NANCE (tutors)</li> <li>○ Both Math &amp; English identified need for embedded tutors</li> </ul> </li> <li>• PD for faculty on supporting our students who are men of color             <ul style="list-style-type: none"> <li>○ Faculty Equity &amp; Innovation Institute</li> </ul> </li> <li>• English Department: Requesting full-time faculty hires for Black literature, and either Women, Gender, &amp; Sexuality, Asian American, or Chicano/a/x literatures. Also, looking for two DEI- focused instructors with an equity background.</li> <li>• Financial aid is <u>understaffed</u> and needs more support. They need help educating students on (academic) probation and dismissal policies. Better safety net for students. Discussions happening at district level &amp; around SEM with early alert system. Do better in encouraging students to utilize financial work study available to them. Additionally, student ambassadors for financial aid events on and off campus would be very helpful. Financial Aid is ready to hire if qualified students are available.</li> <li>• Outreach Team:             <ul style="list-style-type: none"> <li>○ Black/African American Community Liaison</li> <li>○ Support with outreach efforts:                 <ul style="list-style-type: none"> <li>▪ Enrollment Checklist</li> <li>▪ Virtual Welcome Center (formerly Virtual Help Desk) Zoom ID: 243308044</li> <li>▪ <a href="https://www.grossmont.edu/student-support/outreach/request-a-campus-tour.php">https://www.grossmont.edu/student-support/outreach/request-a-campus-tour.php</a></li> </ul> </li> </ul> </li> <li>• Math Department             <ul style="list-style-type: none"> <li>○ Need research support – want another researcher</li> <li>○ Support for Math Jams during intercession for students wanting to take transfer-level math during the spring semester of their 1<sup>st</sup> year</li> </ul> </li> </ul>
<p>9. Proposal to create subgroup focused on qualitative data for men of color</p>	<p>K. Macias shared a plan for developing a Men of Color Qualitative Data Subgroup Proposal. To create programming &amp; support services for our DI students, it is important know more about their own experience and needs. The subgroup would: Draft questions for a focus group in consultation with GC experts, create an in-reach plan for recruiting participants, and submit research request to CPIE. It is possible the subgroup would partner with Dr. Frank Harris, who has offered to support this type of project in the past. His grad students could offer research support and run some of the focus groups.</p>

	<p>S. Samasha, A. Hellier, M. Clavelle, and K. Macias all volunteered to be part of the subgroup.</p> <p>Questions include: Is it possible to pay students who participate in the focus groups? If so, where could the funding come from?</p>
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<b>INFORMATION (5 minutes)</b>	
10. Black History Month this month!	V. Rodriguez reminded the committee to look at the flyer with Black History Month programming that Bernadette Black sent to the college.
11. Faculty Equity & Innovation Institute Update	
12. ThRIVE Update	

<b>FOLLOW-UP</b>		
<b>Who</b>	<b>What</b>	<b>Timeline</b>
Constituency Reps	Share agenda items #8-12	March 7, 2024 meeting

**Next meeting:** Thursday, March 7, 2024, 2:00 pm – 3:30 pm

## **Student Success & Equity Committee Norms NORMS**

Approved  
November 2, 2023

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.
- No, “No reports”.
- SSEC will meet in-person meeting with a Hyflex option.
- Email will be closed during meetings.