



**GROSSMONT COLLEGE**  
**Student Success and Equity Committee**  
**First Thursday, September 3, 2020**  
**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 students 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
<input checked="" type="checkbox"/> Lida Rafia	<input type="checkbox"/>	<input type="checkbox"/> Aaron Starck
<input checked="" type="checkbox"/> Dana Mints	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/> Nedra Brown
<input checked="" type="checkbox"/> Ava Gill	<input checked="" type="checkbox"/> Diana Barajas	<input checked="" type="checkbox"/> Barbara Gallego
<input checked="" type="checkbox"/> Karolia Macias		<input checked="" type="checkbox"/> Martha Clavelle
EX-OFFICIO	RECORDER	
<input checked="" type="checkbox"/> Courtney Williams	<input checked="" type="checkbox"/> Cindy Emerson	
<input checked="" type="checkbox"/> Irene Palacios		
<input checked="" type="checkbox"/> Gary Johnson		
<input type="checkbox"/> Marshall Fulbright		
<input type="checkbox"/> Marsha Gable		
ROUTINE BUSINESS		
1. Welcome and Introductions	The Invitation to Brave Space (attached).	

2. Additions/Deletions	There were none
3. Approve 05/07/2020 Meeting Summary	Members reviewed the Equity Framework Choice Points (attached) in the May notes to provide a framework for discussion in Item #5, Moving forward. The notes were approved.
4. Check-in	Members entered one word describing how they were doing in the chat. The words were: Tired, humbled, grateful, overwhelmed but grateful, scared, disenchanting, exhausted, maintaining, stretched, angered, frustrated, overwhelmed, anxious but hopeful at the same time. The group discussed the importance of recognizing where they are as they start the equity work.
<b>DISCUSSION</b>	
5. Moving forward	<p>Given context of the Chancellors Call to action and where we were we are as a college we need to plan how to move forward. The SS&amp;EC Purpose, at the top of this agenda, was reviewed.</p> <p>Members determined that we can't continue to talk about theories and beliefs. That we need to embark on realistic activities.</p> <p>Members moved into breakout rooms to discuss how to plan and move the college forward in action.</p> <p>Comments from the breakout rooms are below.</p> <ul style="list-style-type: none"> <li>• Appreciate that we can be amongst all diversity.</li> <li>• Do not tolerate racist actions</li> <li>• Call out behaviors in a friendly way</li> <li>• Strategize and create allies</li> <li>• Support one another in meetings when we stand up to racism</li> <li>• Courage is contagious</li> <li>• Address bullying, badgering among colleagues. How does this behavior effect our students? Are students bullied?</li> <li>• Teach civility</li> <li>• The people with the power rule. That is a tenet of racism and classism.</li> <li>• Need for more qualitative data. The measure we use to gather data are not objective. How can we move away from traditional measures of success? When look at quantitative data, numbers don't tell you why. People put their biases on that data. We need qualitative data.</li> <li>• When do we get the team mates to apply the abolitionist education?</li> <li>• Charge, initiative, programs, plans.</li> <li>• Being and anti-racist is actionable.</li> <li>• Community matters. Support matters. There is a community here that we share the same vision. It is like a blanket.</li> <li>• Holding a seat at the table provides positional power. We, SSEC, have the opportunity to educate people on what they are doing. We can educate them on what we are seeing based on the lens that we see it. It will undermine that dominance that they have. The agreed upon hierarchy and structure. They have taken upon themselves power that is not theirs. We can take on the mantle of acculturating the institution to see itself through a different license. We have the power to teach people to see themselves through a different lens.</li> </ul> <p>This is the place where we foment a cultural revolution. We have to believe we can have an impact on changing people's thinking.</p>

COMMITTEE REPORTS		
6. Guided Pathways update		
FOR CONSENSUS		
7. None		
FOLLOW-UP		
Who	Item	Timeline

**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>