



**GROSSMONT COLLEGE**  
**Student Success and Equity Committee**  
**First Thursday, March 4, 2021**  
**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  | ASSOCIATE STUDENTS OF GROSSMONT COLLEGE                              | ADVISORY  |
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| <input checked="" type="checkbox"/> Lida Rafia                     | <input type="checkbox"/>   | <input checked="" type="checkbox"/> Barbara Gallego                           |
| <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 ChristineRodriguez               |
| ACADEMIC SENATE  | CLASSIFIED SENATE  | ADMINISTRATORS' ASSOCIATION   |
| <input checked="" type="checkbox"/> Sharon Sampson                 | <input checked="" type="checkbox"/> Dawn Heuft Proxy for vacant seat | <input checked="" type="checkbox"/> Michael Copenhaver, Proxy for Nedra Brown |
| <input checked="" type="checkbox"/> Jim Tolbert Proxy for Ava Gill | <input checked="" type="checkbox"/> Diana Barajas                    | <input checked="" type="checkbox"/> Wayne Branker                             |
| <input checked="" type="checkbox"/> Karolia Macias                 |  | <input type="checkbox"/> Martha Clavelle                                      |
| EX-OFFICIO   | RECORDER   |   |
| <input checked="" type="checkbox"/> Courtney Williams              | <input checked="" type="checkbox"/> Cindy Emerson                    |   |
| <input type="checkbox"/> Irene Palacios                            |  |   |
| <input checked="" type="checkbox"/> Gary Johnson                   |  |   |
| <input checked="" type="checkbox"/> Marshall Fulbright             |  |   |
| <input type="checkbox"/> Aaron Starck                              |  |   |
| ROUTINE BUSINESS   |  |   |
| 1. Welcome   | Dana Mints welcomed everyone to the meeting.                         |   |
| 2. Additions/Deletions   | Wayne Branker requested to add EW refunds to the agenda.             |   |

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|                                       | Karolia Macias announced the <a href="#">Academic Senate passed a resolution to denouncing Anti-Asian American Pacific Islander (AAPI) racism.</a> |
| 3. Approve 02/04/2021 Meeting Summary | Approved   |

| <b>FOLLOW-UP FROM LAST MEETING</b>          |  |
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| 4. CARES funds- Barbara Gallego (5 minutes) | <p>Barbara Gallego informed the committee that CARES funds needed to be spent by May 1<sup>st</sup> 2021. The funds are to support technology, counseling, probations and dismissal students, and student needs that have been heightened during the COVID pandemic. She shared that forty (40) computers have been purchased for students in the work study program. Work study students will be allotted a computer. When the campus hires them, they will already have a computer to start work. This will help build capacity to employ our students. A comment was made that the request for the computers was made last year, and we are just now receiving the computers due to the slow disbursement of the CARES funds from the district. Members expressed frustration. The recommendation was made that SSEC be the conduit to release the emergency funds based on department request(s) to speed up the process.</p> <p>Lida stated that is not the purview of the SSEC. We have not functioned effectively as governance committee because we keep trying to fix something that is not under the SSEC's purview as a governance committee. Our work is to utilize student data to inform our practices and policies – to change those policies that may be causing barriers and hindering student success.</p> <p>HEERF 2 is a larger amount of money. Wayne proposed a formal process for SSEC to make a recommendation to the College Council to ensure a clear path to obtain emergency funds to serve our students. In the COVID and remote environment last year GC employees experienced barriers to their work, serving GC students due to the inability to access the CARES funds. Our students suffered and enrollment dropped. This is evidence that our operational teams could not function effectively.</p> <p>SSEC members want a formal process for HERRF 2 funds to be spent. Below is the recommendation that the SSEC members agreed would be made at the next College Council meeting.</p> <p><b>In order for SSEC to work effectively as a governance committee we recommend that College Leadership develop a formal process to empower operational teams to submit requests for HEERF II</b></p> |

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|   | <p><b>institutional funds for activities and services that will directly support student equity and success.</b></p>   |
| <p>5. Timeline of Equity Statement (10 minutes)</p> | <p>Dana shared the <a href="#">Timeline of the Equity Belief Statement</a>.</p> <ul style="list-style-type: none"> <li>• <b>05/02/2019 – 1<sup>st</sup> review:</b> The committee watched a short video from Ted Talks with Victor Rios as the keynote speaker, and broke into small groups after to share their reflections. The shared definition of equity and beliefs was distributed to the committee for review. It was noted that these need to be institutionalized, and the goal is to actualize the value statements.             <ul style="list-style-type: none"> <li>• One strategy we can take to ensure this is embedded in our culture is changing the language we use and how we interact with students as well as our colleagues. It was also suggested that sensitivity training be provided.</li> <li>• Our goal is to develop shared language and institutionalizing it across campus, and creating a sense of urgency. We need to explore ways on educating people on the deficit perspective. There is a need for understanding the realities our students live in, and normalizing their experience.</li> <li>• Next steps: Committee members will take the shared beliefs and equity definition back to their constituent groups for feedback. Tate noted that this document already went to Academic Senate where there was a lot of discussion on the equity definition. An Equity presentation is scheduled on May 20th at Senate, as well as the next PIEC meeting. An email invitation will be sent to committee members inviting them to attend the next PIEC meeting. Lida will email the equity data set to the committee prior to that meeting.</li> </ul> </li> <li>• <b>06/06/2019 – 2<sup>nd</sup> review:</b> The group reflected on the shared definition of equity and beliefs that was distributed at the last meeting. Committee members expressed the challenges in bringing up equity as people have different definitions of equity. To begin dialogue we need to find common ground. We need to bring something to the table to discuss to have conversations. Equity is not an add-on, or an initiative, but a way in which we view our culture our policies, practices and structures. (Equity is not a mystery). Recognize what we are already doing well.             <ul style="list-style-type: none"> <li>• Knowing students names, and pronouncing them correctly.</li> <li>• Acknowledging students and colleagues as we walk through campus.</li> <li>• Look at students issues through their perspective.</li> </ul> </li> </ul> <p>Below are some of the areas we can include equity in our conversation in our work.</p> |

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|  | <ul style="list-style-type: none"> <li>• The SSC can incorporate the definition and beliefs into the conversation.</li> <li>• CPIE can incorporate the equity definition into all of the plans that come out of the office.</li> <li>• Include a shared definition of equity and beliefs on the agenda at the first faculty meeting.</li> <li>• Ask faculty members to introduce beliefs into an exercise.</li> <li>• Discuss with PT faculty.</li> <li>• Hold Math jams that would reach out to student populations that are not represented.</li> <li>• Provide child care during math jam.</li> <li>• Find diverse students to lead study jams.</li> <li>• Provide free blue books, scantrons.</li> <li>• Bring students to work on campus so they become involved on campus.</li> <li>• Engage students with staff and faculty.</li> <li>• Hold a counseling retreat in the fall to discuss equity.             <ul style="list-style-type: none"> <li>• What happened to the high touch component of this profession?</li> </ul> </li> <li>• Revisit. What are the biases that we don't list to discuss?</li> <li>• Consider the difference in the tone between respecting and accepting.</li> <li>• <b>09/05/2019 – 3<sup>rd</sup> review:</b> Equity Statement was presented for consensus. Classified Senate discussed the belief statement in several CS meetings and provided a version of the Belief Statement. The Associated Students have not had an opportunity to share the statement with their constituency. The Administrators Association and Academic Senate have not shared the latest versions. The committee will not vote on the Belief Statement and Equity Definition today.</li> <li>• <b>10/03/2019 – 4<sup>th</sup> review:</b> Take the Equity beliefs back to constituencies. SS&amp;E will be voting next meeting (11/07/19)             <ul style="list-style-type: none"> <li>• See the Draft of Constituency Equity Beliefs Statements dated 10/03/19.</li> <li>• Denise Schulmeyer reported academic senate needed more time to discuss the Beliefs Statement. However, she provided the most recent draft and feedback. The senate had a strong reaction to the word <i>power</i> and therefore removed it and wrote that all students are capable.</li> <li>• The committee discussed privilege verses experience, and reframed the way we approach our work. For example; We believe all students are capable. We also believe we have the power to influence our student's lives. These sets of</li> </ul> </li> </ul> |
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|  | <p>statements are not progressive. We are not pushing the envelope here.</p> <ul style="list-style-type: none"><li>• Martha Clavelle introduced the administrator association draft beliefs statement. There are power in words. We have an opportunity to use powerful triggering words to give agency to us as a community. Consider each statement, the why, what for, who are we are concerned with, who we serve. Not only do we serve students, we serve each other. We are all a part of this. We are a community. Each student is an expert of their own life. The system is our system. Our business is human development.</li><li>• The committee discussed where this statement would be housed. The goal is to have the Equity Beliefs statement be the heart of all committees. Equity is an action. We have the capacity to improve all of our student's lives.</li><li>• Dana Mints shared that classified senate discussed the beliefs statement over three meetings which resulted some wordsmithing and merging of the 5th and 6th line.</li><li>• Benni Miranda reported that the associated students would bring their statement to the next meeting.</li><li>• Mike Reese shared his belief statement as an ex-officio member. Sometimes our students come to us with very little goals. We have the responsibility to provide our students with the opportunities to develop and meet their potential. Mike wrote an equity definition which is reflected on the Constituency Equity Beliefs one pager.</li><li>• All constituencies expressed the desire for Grossmont to create our own Equity Statement.</li></ul> <ul style="list-style-type: none"><li>• <b>11/07/2019 – 5<sup>th</sup> review:</b> The Constituency Equity Beliefs Statement was presented at Academic Senate and there was much discussion at two meetings, with follow up suggestions re: wording.<ul style="list-style-type: none"><li>• Academic Senate proposed to table the beliefs statement at this time.</li><li>• Missing input re: beliefs statement from ASGC.</li><li>• Protocol question from Michael Copenhaver: Even though the beliefs statement has not been finalized or approved as a college, is it okay for an individual manager to begin implementing some of the statements in his/her own departments? Per Sharon, yes.</li><li>• Question from Lida to the group: Are there any reports back from the other constituency groups?</li><li>• Steve Davis asked: What is the next step after the constituency group(s) have made suggestions for changes? Per Sharon, the constituency group(s) should make (incorporate) the proposed changes (in the draft).</li></ul></li></ul> |
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|  | <ul style="list-style-type: none"> <li>• From Classified (Dana): Okay to wait for other groups.</li> <li>• From ASGC (Benni): Draft has been shared with ASGC and will be discussed at today’s ASGC Board Meeting. Based on recent College Council meeting, ASGC felt that its input should be revised. Benni stated that he will coordinate the revisions and updates and will forward the draft.</li> <li>• Decision to table further discussion, related to the constituency equity beliefs, to the December meeting. Another read of the comments will be done in December, no vote on this yet. A consolidated draft will be recommended to College Council down the road.</li> <li>• <b>12/06/2019 – 6<sup>th</sup> review:</b> Tabled</li> <li>• <b>02/06/2020 – 7<sup>th</sup> review:</b> How we should move forward with the Equity belief statement. Academic Senate and ASGC has not provided a response. ASGC emailed their response during the meeting. The committee agreed they would extend the response deadline for all constituencies to the next SSEC meeting</li> <li>• <b>03/05/2020 – 8<sup>th</sup> review:</b> Committee worked in small groups reviewing the Equity Belief Statement feedback from a high-level view. Looked for similar commonalities, considering the statement as a collective body.</li> <li>• <b>03/04/2021 – 9<sup>th</sup> review:</b> All constituency members reviewed their statement on the <a href="#">Equity Beliefs Statement feedback as of 03/04/2020 draft</a> and agreed to merge and mesh all of the statements into a final College Equity Statement. All members agreed the final statement would then move forward as a formal recommendation to the College Council.</li> </ul> |
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| 6. Review of purpose & charges of committee (5 minutes) | Lida reviewed the SSEC <a href="#">Purpose and Responsibilities.</a> |
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| <b>DISCUSSION</b> |  |
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| 7. Institutional Policy regarding funds and financial aid disbursement- Barbara Gallego (20 minutes) | <p>Barbara Gallego explained that GCCCD has a contract with BankMobile to process all disbursements. Our undocumented students have great difficulty receiving their financial aid disbursement(s) and/or refund(s) because BankMobile requires a social security number or bank account for disbursements. This is causing a disproportionate impact on some of our marginalized students. We need to insure GCCCD develops a policy that provides an avenue for students to receive financial aid and/or a refund. Students who are undocumented receive their check a month late. They have to pay \$30+ at a check cashing facility to cash their check. This problem started when Bank Mobile purchased the vender GCCCD had a contract with.</p> |
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|  | Sharon Sampson requested SSEC members have the opportunity to review documentation on matters like this. Barbara will provide the committee with documentation in approximately one and a half weeks so SSEC members can review the documents and vote on a recommendation to send to College Council for review and approval at the CC March 25 <sup>th</sup> meeting. |                               |
| 8. Overview of student data reviewed last semester- Dr. Victoria Rodriguez & Nancy Lopez Romero (15 minutes) | Tabled  |                               |
| <b>REPORTS</b>   |   |                               |
| 9. Guided Pathways- Gary Johnson (5 minutes)   | Tabled  |                               |
| <b>ANNOUNCEMENTS</b>   |   |                               |
| 10. None   |   |                               |
| <b>FOR CONSENSUS</b>   |   |                               |
| 11. Recommendation to College Council  | <b>In order for SSEC to work effectively as a governance committee we recommend that College Leadership develop a formal process to empower operational teams to submit requests for HEERF II institutional funds for activities and services that will directly support student equity and success.</b>  |                               |
| <b>FOLLOW-UP</b>   |   |                               |
| <b>Who</b>   | <b>Item</b>   | <b>Timeline</b>               |
| All constituency members   | Review <a href="#">Equity Beliefs Statement feedback as of 03/04/2020 draft</a> .<br>Come prepared to the next meeting to merge and mesh all of the equity statements to submit a final Equity Statement to the College Council   | Next SSEC Meeting.            |
| Barbara Gallego & Wayne Branker  | Send relevant documentation and a statement you you would like SSEC to move forward with regarding BankMoble.   | March 15th 2021               |
| All constituency members   | Review BankMoble documentation and vote on BankMoble Statement  | March 18 <sup>th</sup> , 2021 |