



GROSSMONT COLLEGE
Student Success and Equity Committee
First Thursday, October 7, 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	ASSOCIATED STUDENTS OF GROSSMONT COLLEGE	ADVISORY
<input checked="" type="checkbox"/> Joan Ahrens	<input type="checkbox"/>	<input checked="" type="checkbox"/> Aaron Starck
<input checked="" type="checkbox"/> Jessica Silva Proxy for Karolia Macias	<input type="checkbox"/>	<input type="checkbox"/> Juan Reyna
	<input type="checkbox"/>	<input checked="" type="checkbox"/> Javier Ayala
		<input checked="" type="checkbox"/> Victoria Christine Rodriguez
ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS' ASSOCIATION
<input checked="" type="checkbox"/> Karen Hern Proxy, Sharon Sampson	<input checked="" type="checkbox"/> Janet Shipstead	<input type="checkbox"/> Nedra Brown
<input checked="" type="checkbox"/> Ava Gill	<input type="checkbox"/> Michele Martens <input checked="" type="checkbox"/> Proxy: Bernadette Black	<input type="checkbox"/> Wayne Branker
	<input checked="" type="checkbox"/> Andrew Hellier	<input checked="" type="checkbox"/> Martha Clavelle
EX-OFFICIO	RECORDER	
<input checked="" type="checkbox"/> Courtney Williams	<input checked="" type="checkbox"/> Bernadette Black for Cindy Emerson	
<input checked="" type="checkbox"/> Steve Davis		
<input checked="" type="checkbox"/> Gary Johnson	GUEST:	
<input checked="" type="checkbox"/> Marshall Fulbright	<input type="checkbox"/>	
<input type="checkbox"/> Marsha Gable		

ROUTINE BUSINESS

1. Welcome/Introductions	Joan welcomed everyone to the meeting and introductions were made.
2. Approve 06/03/2021 and / 09/02/2021 Meeting notes	On behalf of Michele Martens, Bernadette reported a correction to the last meeting notes. Item #5 on the notes currently says "Strategic Plan 2021-28" when it should be for 2022-28. With that correction, meeting notes were approved.

OLD BUSINESS

New Vision and Mission Statements

Joan stated that she is waiting to get feedback from one of the constituency groups. She asked that the administrators' association reps bring this to their meeting later today. She will email that link to the new vision and mission statements to Martha Clavelle to bring to the meeting. Our goal was to present the new vision and mission this week and then to the Governing Board October 12th; however, that has been changed. It will now go to the Governing Board in November which means we need to get this on the board docket by October 18th.

Preview External/Internal Scan Data

Victoria provided a preview of the external and internal environmental scan. Over the summer, researchers across the district compiled data from a variety of sources. The external data included gathering demographics information and population projections for San Diego county. They looked at data on high school graduates to see trends. They also looked at labor market data from EMSI Data and EDD on high growth occupations, top industries, and employers. The internal scan included looking at student outcomes and demographic data as well as the EEO data on employee demographics.

Victoria asked the committee to keep these in mind for today's discussion:

- What are your reactions to the data?
- Why might these data be important to our strategic planning process
- How might they be useful in other contexts?

Victoria shared the projections for age groups in our service area. We are seeing sharp increases in the 10-19 age group and a decline in the 20-29 age group. We are also seeing sharp increases in the 30-39 and 40-49 age groups. The biggest increases in the next five years will be with the 10-19 year old age group.

Victoria then reviewed the racial/ethnic group data which is showing slight declines. The largest groups in our service areas are White and Latino residents. The White population will be decreasing over time and the Latino population will be increasing significantly over time.

She then presented data on race/ethnicity for high school graduates in our service area noting that percentages are pretty consistent. Numbers are increasing in some cases and decreasing in others. Our largest graduates are Hispanic/Latino students (48% in 2019/20).

The enrollment projections for 12th grade students in San Diego County will be increasing for the next three years and peak in 2023/24. We will then experience a decline for the rest of the projection.

Victoria displayed a heat map of our service area by zip codes. The zip code with the highest number of enrollments is from El Cajon followed by Santee. We do not get a lot of students outside our service area

- 3. Strategic Plan 2022-28 Update
 - a. New Vision & Mission Statements
 - b. Preview External/Internal Scan Data

with the exception of 92114 and 92115.

Overall takeaways:

- White residents are the largest group and is decreasing; Latino residents are the second largest racial group and their population is increasing;
- Age groups 10-19, 30-39 and 40-49 will see the largest increases over next 5 years
- 12th grade enrollments will peak in 2023-24 then decline until 2026-27;
- Majority of SD County high school graduates have been Latino and those numbers are increasing; followed by White students who have been decreasing
- Majority of enrollments in our service areas are from El Cajon and Santee.

Labor Market

Victoria displayed the top 10 occupations requiring post-secondary certificate in San Diego and noted that firefighters have the highest wages in this group. Most of the listed occupations were in allied health. The top 10 occupations requiring associate degrees showed that radiologic technologists and technician was the highest. For the top 10 occupations requiring a bachelor's degree, a lot of the positions were in management, allied health, and computer based positions. The highest category was in computer and information systems managers. The top 10 industries in San Diego County showed a similar pattern in allied health fields, sciences, engineers, and consulting, with the highest in electromedical and electrotherapeutic apparatus manufacturers. The County's largest employers are SDGE, local hospital and medical centers, military, SDCCD, sheriff's department, and Sea World. Lastly, the unemployment rates from 2012-21 for San Diego County was in a decline until 2019. When the pandemic hit, it spiked by 13%. That number has gone down but has still doubled from 2019.

Overall highlights:

- Top occupations requiring a certificate, associate's degree, or bachelor's degree are in allied health, sciences, and technology
- Majority of top industries are in medical field;
- San Diego County's largest employers are SDGE, local hospitals and medical centers, military, SDCCD, sheriffs, and Sea World
- Unemployment rates were in decline but spiked by 13%.

Victoria displayed the employee demographics by occupation and ethnicity, as well as a breakdown by gender. Data was also shown on the comparison of full time and part time faculty race/ethnicity to student's race/ethnicity.

Martha thanked Victoria for the data and asked how intentional we are on race-based interventions. She asked how diverse and equitable our allied health and nursing programs are and would like to know how diverse the hiring practices are in San Diego. We need to hold employers accountable. Victoria noted that she was in a regional meeting yesterday regarding Strong Workforce and it was noted that Black students are underserved across the region in CTE. City

	<p>College has a program that helps students get in the energy field. They had a high number of Black students because they partnered with a Black Contractors Association to provide mentorship, professional development, and job connections. Ava asked if we could partner with the Black Nurses Association. UMOJA tried to do that, but it should be nursing to make that intentional partnership.</p> <p>Martha stated that we are losing a lot of Black students to for-profit schools and incurring debt and did not understand why they would be inclined to leave community college and pay for more money. Javier stated that students are leaving because these for-profit institutions quickly solve problems for them; they move much quicker than community colleges.</p> <p>Joan indicated that in terms of hiring practices, we have a districtwide committee that has been meeting to examine and propose changes to our policies and practices with the intent to better diversify our employees. Secondly, our goal as a committee is to draft a new Student Equity plan that is actionable. This plan is due in November.</p> <p>This presentation will be shared more broadly in the upcoming Strategic Planning workshops on October 27th from 11:00-1:00 and October 29th from 1:00-3:00. Internal and external data will be shared and we will be soliciting input to help inform our strategic planning. The workshops are open to everyone.</p> <p>Sharon asked in terms of data, if the growth looks at current construction projects in the community; meaning the growth of condos and who is coming into the community. It would be nice to have that information to understand what service we need in place to market to them. It was noted that we need to holistically market to these populations and retain them. Janet added that we need to ramp up marketing to African American males and females with disabilities. There is a narrative out there that says community colleges are not good enough which is a problem that we need to address. We need to be addressing the narrative when we do marketing.</p> <p>Martha stated she attended a statewide webinar regarding the state crisis of African American students. Over 40% of black female students are dropping out and heading to for-profit institutions. They are not feeling welcome in the California college system. We need to be intentional on how to support specific student populations and stop being afraid to do that work and having challenging conversations. Joan noted that there is a districtwide student survey out right now about spring 2022 enrollment preferences for in-person and hybrid courses. She looked at the preliminary results with Cabinet and realized we need to look at the respondent's information and look at it by race and ethnicity.</p>
<p>4. New Equity Plan Due 2022— Joint work group project with PIEC (volunteers needed)</p>	<p>Joan stated that we need to tailor the next Equity Plan to address the above issues and asked for volunteers. This work will be a joint effort with members from PIEC since that is the committee that oversees planning. Martha expressed interest in volunteering.</p>

NEW BUSINESS	
5. Participatory Governance Survey and Handbook Review Process	<p>Fall 2021 Participatory Governance Survey: https://forms.gle/cN7qQCwvf32HCUBi9</p> <p>Joan stated that we are charged to look at the governance handbook as we are in the middle of a participatory governance evaluation. The goal was to dedicate today to work on our charge and responsibilities. The committee was divided into five breakout rooms to review the committee’s purpose and responsibilities listed on page 29-30. After, they reviewed five different college’s committee purposes and responsibilities and made observations on similarities and differences. The five colleges were Long Beach, San Diego City, Laney College, Contra Costa, Palomar, and Mira Costa. When they returned from the breakout rooms, each group reported out their findings.</p> <p>Laney College: They mentioned equity funds in their mission which suggested they are action based. They are detailed in their charge and mentioned they will do this and that with this and that department. It’s not clear where they report to. They also have a mission whereas we have a purpose.</p> <p>Mira Costa College: Roles of each person are broken down. Concise language and short to the point. It has actionable roles in purpose statement which made ours look wordy.</p> <p>Contra Costa: They liked the connection to institution wide strategy and that the committee is actively involved in/leading in creating that plan/strategy. Their purpose was specific. Their committee serves as governance oversight to equity initiatives to maximize impact.</p> <p>Long Beach: They initiate research on disproportionate impacted groups. They oversee student equity review process. We need to do more reports on student equity activities and looking at outcomes.</p> <p>Next week there is a mid-term check in with committee chairs and co chairs to review the status of evaluations and their feedback. All feedback is due November 19th. In order to meet this deadline, Joan stated that we will use this Google site to do the governance review and asked the members to provide their feedback there. Joan and Jessica will then work together and propose a draft of the purpose and responsibilities based on that feedback. We will finish this work at the next meeting which is November 4th.</p>
INFORMATION	
6. Sample Equity Plans for November Meeting	Joan stated that we will be looking at sample plans at the next meeting.
ANNOUNCEMENTS	
7. Announcements	
FOR CONSENSUS	

8. Committee Norms	Item was not discussed.	
FOLLOW-UP		
Who	What	Timeline
Committee members	Review the committee's purpose and responsibilities and provide that feedback on the Google site linked above.	

Next meeting: Thursday, November 4, 2021; 2:00 pm – 3:30 pm