



**GROSSMONT COLLEGE**  
**Student Success and Equity Committee**  
**First Thursday, December 2, 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
<input checked="" type="checkbox"/> Joan Ahrens	<input type="checkbox"/> Courtney Etnyre	<input checked="" type="checkbox"/> Aaron Starck
<input type="checkbox"/> Jessica Silva Proxy for Karolia Macias	<input type="checkbox"/>	<input checked="" type="checkbox"/> Javier Ayala
	<input type="checkbox"/>	<input checked="" type="checkbox"/> Victoria Christine Rodriguez

ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS' ASSOCIATION
<input checked="" type="checkbox"/> Sharon Sampson	<input type="checkbox"/> Janet Shipstead	<input type="checkbox"/> Nedra Brown
<input checked="" type="checkbox"/> Ava Gill	<input checked="" type="checkbox"/> Michele Martens	<input type="checkbox"/> Wayne Branker
	<input checked="" type="checkbox"/> Andrew Hellier	<input type="checkbox"/> Martha Clavelle
EX-OFFICIO	CPIE	
<input checked="" type="checkbox"/> Courtney Williams	<input checked="" type="checkbox"/> Cindy Emerson	
<input checked="" type="checkbox"/> Steve Davis	<input type="checkbox"/> Veronica Rosales	
<input checked="" type="checkbox"/> Gary Johnson	<input type="checkbox"/> Kay Watson	
<input checked="" type="checkbox"/> Marshall Fulbright	GUEST:	
<input checked="" type="checkbox"/> Marsha Gable		

**ROUTINE BUSINESS**

1. Welcome/Introductions	Everyone was welcomed.
2. Approve 11/04/2021 meeting notes	Quorum was not met.

<b>DISCUSSION &amp; CONSENSUS</b>	
<p>3. <a href="#">Committee Norms</a></p>	<p>Members reviewed the norms set at the March 7, 2019 meeting. Members selected the first norm on the list to be removed. The item has been lined through for reference.</p> <p style="text-align: center;"><i>Student Success and Equity Committee Norms</i></p> <p>Collective expectations that committee members decide on that play a key part in the social control and order of the meeting.</p> <ul style="list-style-type: none"> <li><del>• Use a checklist to make sure each constituency has the opportunity to speak.</del></li> <li>• Use thumbs to determine consensus.</li> <li>• Provide printed copies of agenda at meetings and post the agenda on the screen.</li> <li>• Continue to establish norms throughout the year.</li> <li>• Conduct an informal check-in prior to meeting.</li> <li>• Do a social event once a semester.</li> <li>• Parking lot for items that do not pertain to items that come up but are not on the agenda</li> <li>• Respect everyone's opinions regardless of rank or positionality at the college.</li> <li>• We will insure that every constituency member has an opportunity to provide their input.</li> </ul> <p>This will need to be voted on at the next meeting.</p>

<b>OLD BUSINESS</b>	
<p>4. Continue with Governance Review Activities</p>	<p>Committee members reviewed and refined the order and wording of the responsibilities discussed at the November 4, 2022 SSEC meeting. Below are the updates.</p> <p style="text-align: center;"><b>RESPONSIBILITIES</b></p> <ul style="list-style-type: none"> <li>• Advocate for the development, implementation, and evaluation of policies and procedures to facilitate the success of our targeted student populations.</li> <li>• Use the <a href="#">RP Group's Student Support (Re)defined "Six Success Factors That Support Student Achievement"</a> (i.e., Directed, focused, nurtured, engaged, connected, and valued) as a frame for all planning, professional development, and activities around equity.</li> <li>• Advise in the development and collaboration of various college plans, grants, and initiatives that address student access, success and equity efforts.</li> <li>• Develop, implement, and evaluate the Grossmont College Student Equity Plan to ensure that its budget, activities, and recommendations are in compliance with State goals, policies, and procedures.</li> <li>• Ensure the active involvement of all constituency groups on campus in the development of the Student Equity Plan.</li> <li>• Provide a venue to dialogue and integrate student access success and equity efforts collegewide.</li> <li>• To help enhance the College's ability to be student-ready, identify disproportionately impacted and vulnerable student populations,</li> </ul>

and inform and support professional development and cultural competency preparation.

- Advise college shared governance groups on issues pertaining to student equity.
- Make recommendations to the College Council.
- Continually compile evidence related to accreditation Standard III.B. and Standard III.C., as well as other relevant accreditation requirements, and monitor college's ongoing compliance with these requirements.

#### MEMBERSHIP

The committee discussed adjusting membership to update position changes and ensure inclusivity. Below are the recommendations.

**Ex-officio member:** Change the Basic Skills Initiative Chair to Academic Transition Coordinator. (GC no longer has a Basic Skills Coordinator.)

**Advisory members:** *Remove:* Title V Director-position ended.

*Add:* 1<sup>st</sup> year Services Coordinator, UMOJA Coordinator, Puente Coordinator, A2MEND Coordinator, Foster Youth Counselor/FA, Justice Scholars, Extended Opportunity Programs & Services (EOPS) Associate Dean, Cooperative Agencies Resources for Education (CARE), Accessibility Resource Center (ARC) Director, CalWorks Director, Dream Center Coordinator, Student Engagement Coordinator.

#### ACCREDITATION STANDARDS

##### **Standard I.B.5-9**

##### **1.B. Institutional Effectiveness**

**5.** The institution assesses accomplishment of its mission through program review and evaluation of goals and objectives, student learning outcomes, and student achievement. Quantitative and qualitative data are disaggregated for analysis by program type and mode of delivery.

**6.** The institution disaggregates and analyzes learning outcomes and achievement for subpopulations of students. When the institution identifies performance gaps, it implements strategies, which may include allocation or reallocation of human, fiscal and other resources, to mitigate those gaps and evaluates the efficacy of those strategies.

**7.** The institution regularly evaluates its policies and practices across all areas of the institution, including instructional programs, student and learning support services, resource management, and governance processes to assure their effectiveness in supporting academic quality and accomplishment of mission.

**8.** The institution broadly communicates the results of all of its assessment and evaluation activities so that the institution has a shared understanding of its strengths and weaknesses and sets appropriate priorities.

**9.** The institution engages in continuous, broad based, systematic evaluation and planning. The institution integrates program review, planning, and resource allocation into a comprehensive process that leads to accomplishment of its mission and improvement of institutional effectiveness and academic quality. Institutional planning addresses short- and long-range needs for educational programs and services and for human, physical, technology, and financial resources. (ER 19)

##### **Standard II.C. 1-8**

##### **II. C. Student Support Services**

**1.** The institution regularly evaluates the quality of student support services and demonstrates that these services, regardless of location or means of delivery, including distance education and correspondence education, support student learning, and enhance accomplishment of the mission of the institution. (ER 15)

**2.** The institution identifies and assesses learning support outcomes for its

	<p>student population and provides appropriate student support services and programs to achieve those outcomes. The institution uses assessment data to continuously improve student support programs and services.</p> <p>3. The institution assures equitable access to all of its students by providing appropriate, comprehensive, and reliable services to students regardless of service location or delivery method. (ER 15)</p> <p>4. Co-curricular programs and athletics programs are suited to the institution’s mission and contribute to the social and cultural dimensions of the educational experience of its students. If the institution offers co-curricular or athletic programs, they are conducted with sound educational policy and standards of integrity. The institution has responsibility for the control of these programs, including their finances.</p> <p>5. The institution provides counseling and/or academic advising programs to support student development and success and prepares faculty and other personnel responsible for the advising function. Counseling and advising programs orient students to ensure they understand the requirements related to their programs of study and receive timely, useful, and accurate information about relevant academic requirements, including graduation and transfer policies</p> <p>6. The institution has adopted and adheres to admission policies consistent with its mission that specify the qualifications of students appropriate for its programs. The institution defines and advises students on clear pathways to complete degrees, certificate and transfer goals. (ER 16)</p> <p>7. The institution regularly evaluates admissions and placement instruments and practices to validate their effectiveness while minimizing biases.</p> <p>8. The institution maintains student records permanently, securely, and confidentially, with provision for secure backup of all files, regardless of the form in which those files are maintained. The institution publishes and follows established policies for release of student records</p> <p>Members will review the responsibilities, membership and standards for final approval to recommend to the Governance Review group.</p>
<p>5. Strategic Plan 2022-28 Update</p>	<p>The next meeting of the Facility Master Plan will be held on December 8<sup>th</sup> between 1-2:30. You are welcome to attend. There has been a request for as many people as possible to photograph their favorite place on campus, note where it is located and why you it. Then send your picture and comments to Grossmont.cpie@gcccd.edu. Gensler is looking at the master plan holistically as want as much feedback from us a possible.</p> <p>The CPIE team is in the process of analyzing the data from the fall workshop. The data will inform our next steps in our planning and strategic plan.</p>
<p><b>INFORMATION</b></p>	
<p>6. SSE Dean Position Posted</p>	
<p>7. Review Equity Plans from several college</p>	<p>Joan provided a brief review of the Allan Hancock 2019-2022 Student Equity Plan and requested volunteers to review the equity plans in the <a href="#">SSEC Google Site</a> and share what you learned at the February meeting.</p> <p>Allan Hancock-Courtney  Chaffey-Steve  College of the Sequoias-Victoria  Saddleback-Gary  West Hills-Andrew  College of the Desert-Sharon</p> <p>Please send Joan other plans if you know of other plans that would be</p>

	helpful to review.	
<b>FOLLOW-UP</b>		
<b>Who</b>	<b>What</b>	<b>Timeline</b>

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