



GROSSMONT COLLEGE
Student Success and Equity Committee
First Thursday, March 3, 2022
2:00 p.m. – 3:30 p.m.
Zoom Meeting <https://cccconfer.zoom.us/j/99830903945>

AGENDA

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 COLLEGE (voting)	ADVISORY
<input checked="" type="checkbox"/> Victoria Christine Rodriguez	<input type="checkbox"/> Courtney Etnyre	<input type="checkbox"/> Aaron Starck
<input checked="" type="checkbox"/> Karolia Macias	<input type="checkbox"/>	<input type="checkbox"/> Javier Ayala
	<input type="checkbox"/>	<input checked="" type="checkbox"/> Joan Ahrens

ACADEMIC SENATE (voting)	CLASSIFIED SENATE (voting)	ADMINISTRATORS' ASSOCIATION (voting)
<input checked="" type="checkbox"/> Sharon Sampson	<input checked="" type="checkbox"/> Janet Shipstead	<input checked="" type="checkbox"/> Martha Clavelle
<input checked="" type="checkbox"/> Jim Tolbert Proxy for Ava Gill	<input type="checkbox"/> Michele Martens	<input checked="" type="checkbox"/> Heriberto Vasquez
	<input checked="" type="checkbox"/> Andrew Hellier	<input type="checkbox"/>

EX-OFFICIO (voting)	CPIE	GUEST
<input checked="" type="checkbox"/> Courtney Williams	<input checked="" type="checkbox"/> Cindy Emerson	<input type="checkbox"/> Jessica Silva
<input checked="" type="checkbox"/> Steve Davis	<input checked="" type="checkbox"/> Veronica Rosales	
<input checked="" type="checkbox"/> Gary Johnson	<input checked="" type="checkbox"/> Kay Watson	
<input type="checkbox"/> Marshall Fulbright	<input checked="" type="checkbox"/> Carmen Hernandez	
<input type="checkbox"/> Marsha Gable		

ROUTINE BUSINESS	
1. Welcome/Introductions	Welcomes were made around the room. Victoria offered time and space for members to vent in light of everything the college is going through. She acknowledged that we are going through a lot in this campus, good and bad.
2. Public Comment	There were none.
4. Additions/Deletions to Agenda	There were none.

5. Approve meeting notes from 02/03/2022	Tabled to the 04/07/2022 meeting.
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OLD BUSINESS	
6. Debrief/feedback on Student Equity Plan webinar	<p>Karo shared her takeaways from the Chancellors Office Equity Plan webinar. She learned the plan is intentionally braids Guided Pathways, Vision for Success, equity, and all of the initiatives together She noticed the last SEP had several activities which came out of Student Services only. Equity should be institutionalized. Student Services, Academic Services, and Administrative Services should embrace equity in everything.</p> <p>Veronica shared how data focused the plan is. She noted the Dashboard and data will help us. The training also focused on the importance of language. As a college we need see our students' good intentions to learn and grow. We need to intentionally and then speak solid, supportive language to our students.</p> <p>Sharon spoke in terms of follow-up and benchmarks, she stated we need to monitor and plan. While the SEP is a three year plan, it is fluid. We will have the ability to reassess and make changes. The new plan is nimble.</p> <p>Martha spoke about the California Community College Student Equity Plan Review: A Focus on Racial Equity by the Center for Urban Education, Rosier School of Education University of Southern California. Megan M. Chase, Eric R. Felix, and Estela Mara Bensimon used a racialized lens to review the 116 California Community College Equity Plans looking for disproportional impact in racially marginalized student groups. They found that the language was universal and did not focus on racially marginalized groups. They also found that it was up to the students to do the work. The institutions offered activities for the students to improve their outcomes, but there was not recognition that the institution or the institutional players needed to change to improve their outcomes.</p> <p>Steve mentioned Long Beach City College's Cultural Curriculum Audit which inspired faculty to make changes. He inquired if we should add a cultural audit to our plan. Victoria stated a cultural audit is something faculty can always do. It is a positive thing to do at a college, but it does not need to be a part of the SEP.</p> <p>Victoria said she was excited that the SEP requires we report on our Campus Wide Race Consciousness. Because of this we, will need to shift our focus. The focus will be on how we are supporting students as a campus in order for them to be successful in their academic journey.</p>
7. Student Equity Plan Timeline	Karo presented the Spring 2022 Student Equity Plan Timeline .
8. Debrief Student Equity Plan Activity a. Create Student Equity Plan guiding principles	<p>The equity group created the guiding SEP Guiding Principles the SEP Workgroup will use.</p> <ol style="list-style-type: none"> 1. Design goals that the institution is responsible for accomplishing rather than the student. 2. Be specific in identifying racial disparities (DI). 3. Activities that are designed to address the inequities rather than using

	<p>universal language.</p> <ol style="list-style-type: none"> 4. Include a metric for each activity & provide an annual report on general equity expenditures/budget. 5. Clear, specific, & attainable goals (West Hills) 6. Identify responsible roles/departments for various activities. 7. Clear targets & check-in dates 8. Plan for revising/shifting gears if things aren't working 9. Create something for our college audience to communicate the SEP - not just NOVA printout 10. Eliminating opportunity gaps. is the responsibility of the whole campus, not just certain departments/offices 11. Equity is the foundation of our work, not an issue to be dealt with. 12. Annual Report on general equity expenditures
<p>INFORMATION</p>	
<p>1. Strategic Plan 2022-28 update</p>	<p>Joan shared the 2022-2028 Strategic Plan Goals & Objectives DRAFT This work started at the 2021 Spring Planning Forum where we reviewed and revised Grossmont’s Mission and Vision statement. Subsequent forums were held where we continued to narrow the strategic plan. When viewing The 2022-2028 Strategic Plan Goals & Objectives DRAFT the reader will see the guidance of the vision and mission directing the goals and objectives to the student’s journey. This diagram/crosswalk uses The Student’s Journey – Completion by Design. Connection, Entry Progress, Completion and Employment/Transfer Joan referenced the Plans Informed by the Strategic Plan and explained the Strategic Plan is our overarching plan that is guided by Grossmont College Mission & Vision. The Strategic Plan informs: Guided Pathways, Student Equity and Achievement, Program & Annual Unit Plans, Technology, Facilities, Staffing, Enrollment Management, District Goals and Priorities. The district will base their Strategic Plan on Grossmont and Cuyamaca Colleges Strategic Plans.</p>
<p>2. Accreditation Follow-Up Report update</p>	<p>Our 2nd follow-up visit is schedule for March 23rd. The ACCJC have received coaching from a consultant to better respond to the questions posed by the peer reviewers. Moving forward we need to sustain the work we have done specifically in the work around outcomes assessment. Formative assessment will move the needle and close the gaps in the classroom.</p> <p>Accreditation is student centered. When a college is accredited they are accredited for seven (7) years. Grossmont’s accreditation will be from 2019 our original Institutional Self Evaluation Report (ISER) to 2026. Our mid-term report will be in the Fall of 2023 (four (4) years into the seven (7) year cycle) We will start gearing up to write our ISER in 2024. In reality we want to be working on continual assessment and improvement all of the time. We want to constantly be looking at the standards and measuring ourselves. The equity work is very important in accreditation.</p>
<p>3. Caste Book Study</p>	<p>If you haven’t registered we can share the registration link in the notes. In our first session we set group norms, and talked about our objectives. Our next session will be Tuesday, March 8th and Wednesday March 9th.</p>

COMMITTEE/CONSTITUENCY REPORTS		
4. Reports on PIEC-related topics from constituency groups and other committees (as needed) <ul style="list-style-type: none"> • Associated Students: • Classified Senate: • Faculty Senate: • Admin Association Committees: 	Heriberto reported-ASGC is experience some transition. They are a small and mighty group. Please be patient as they rebuild their governance.	
FOLLOW-UP		
Who	What	Timeline
All members, Specifically Constituency reps.	SEP Timeline	April 7,2022
All members, specifically constituency representatives.	Strategic Plan Goals and Objectives	April 7,2022

SPRING & FALL 2022 SSEC MEETING DATES			
Date	Time	Event	Status
April 7, 2022	2:00 am to 3:30 pm	SSEC Meeting	Regular
May 5, 2022	2:00 am to 3:30 pm	SSEC Meeting	Regular
June 2, 2022	2:00 am to 3:30 pm	SSEC Meeting	Regular
September 1, 2022	2:00 am to 3:30 pm	SSEC Meeting	Regular
October 6, 2022	2:00 am to 3:30 pm	SSEC Meeting	Regular
October 7 - November 2		Share with constituency groups	
November 3, 2022	2:00 am to 3:30 pm	SSEC Meeting	Regular
October 27, 2022	3:00 pm to 5:00 pm	Present to College Council	Regular
November 24, 2022	3:00 pm to 5:00 pm	College Council	HOLIDAY
November 30, 2022		Student Equity Plan Due	PLAN DUE

Student Success & Equity Committee Norms

NORMS

Updated
December 2, 2021

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.