



GROSSMONT COLLEGE
Student Success and Equity Committee
First Thursday, June 2, 2022
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 (voting)	ASSOCIATE STUDENTS OF GROSSMONT COLLEGE (voting)	ADVISORY
<input checked="" type="checkbox"/> Victoria Christine Rodriguez	<input type="checkbox"/> Courtney Etnyre	<input checked="" type="checkbox"/> Aaron Starck
<input checked="" type="checkbox"/> Karolia Macias	<input type="checkbox"/> TBD	<input checked="" type="checkbox"/> Javier Ayala
	<input type="checkbox"/> TBD	<input type="checkbox"/> Joan Ahrens
		<input checked="" type="checkbox"/> Kelly Jackson

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

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

ROUTINE BUSINESS (10 minutes)	
1. Welcome & Check-In	Welcomes were made around the Zoom room.
2. Approve 05/05/2022 meeting notes.	The notes will be approved at the September meeting.
3. Additions/Deletions to Agenda	Steve Davis shared about the Grossmont Scholars program which pairs Black and LatinX students with content area experts. The

	<p>program is designed for students who are looking for extra support or thinking about how to prepare themselves for future academia. The content experts will act as mentors and will not be the students' teacher. Please share with folks who know students who can benefit from Grossmont Scholars.</p>
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NEW BUSINESS	
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<p>4. Co-chair rotation (5 minutes)</p>	<p>Victoria thanked Karolia Macias for being a fabulous co-chair. The next term a classified member will serve as the co-chair. Victoria and Karo will reach out to the three classified members of SSEC to let them know what the responsibilities of the co-chair are. The three classified SSEC members will decide who the co-chair will be.</p>
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OLD BUSINESS	
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<p>5. Student Equity Plan Workgroup Share Out (10 minutes)</p>	<p>Courtney shared her group talked about what the root causes of the equity gap are. They discussed bringing back a humanistic approach and what that might look like. Aaron added his group determined there was a need to <u>clarify and agree</u> on what GC is stating the root causes of the equity gaps are, so we can address those causes with appropriate activates. Victoria said she appreciated the question, "What are the root causes of the equity gap". Even though we know the root causes are institutional racism and Eurocentric curriculum, the more her group discussed they realized there are research questions that should be asked of our campus to figure out where our potential barriers or opportunity gaps are. Data is needed so we can learn the root cause that is specific and local to us as to why our students are dropping out.</p>
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<p>6. Review Draft of Equity Plan in breakout groups (30 minutes)</p>	<p>Victoria shared Action Steps and Root Causes Worksheet and the 2022-2025 Student Equity Plan Working Document which the committee will use in break-out rooms. She explained the committee will use the documents to address the opportunity gaps to get to our ideal structure as described in the student equity plan. Karo explained they would like each break out group to come up with their top three priorities so the SEP workgroup can work on the activities to support the priorities at the summer retreat.</p>
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<p>7. Share out (30 minutes)</p>	<p>The Completion of Transfer-Level Math & English Metric group.</p> <ol style="list-style-type: none"> 1. Faculty awareness of their role in supporting student success, particularly for students of color. 2. Timely feedback 3. Track students who don't register in Math and English 4. Student awareness that enrolling in Math and English first semester is better for their future success. <p>Completion Culture.</p> <ol style="list-style-type: none"> 1. Be proactive <ol style="list-style-type: none"> a. Marketing, websites, ambassadors to keep students informed. b. Offer workshops and be creative in helping students understand how to read the catalog. Help them understand the policies & procedures, how
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	<p>withdrawals work, or the limits of financial aid, or what academic renewal is.</p> <p>Retention and Successful Enrollment</p> <ol style="list-style-type: none"> 1. The welcome gap. The communication gap between when the student applies and enrollment. 2. Coordinated Outreach Advisory. Become embedded into the community. Activities that Grossmont College should be at. 3. One-Stop-Shop. It takes 24 to 48 hours once a student applies for us to get the students information. How can we go from application to enrollment in the same day? <p>Retention</p> <ol style="list-style-type: none"> 1. Convocation theme for the year to be about equity, inclusion and diversity. Every workshop during flex week would be around that theme. Include and encourage staff to attend. 2. CRM advice – and early alert software. 3. Classified Leadership Cohort to speak into the process
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INFORMATION	
<p>8. USC Equity Alliance Update (2 minutes)</p>	<p>The USC Equity Alliance will host several Zoom webinars over the summer.</p> <ul style="list-style-type: none"> • Centering Racial Equity and Course Design to Ensure Student Learning – June 13 • Embedding Racial Equity Into all Parts of the Institution – July 11 • Resolving Black, LatinX Tensions among employees – August 9. <p>If you are interested contact Victoria.</p>
<p>9. Caste Book Study (2 minutes)</p>	<p>The wrap up event for the study is next Wednesday, June 8, 12-1. The co-facilitators will be honored. Please attend.</p>
<p>10. SEP Summer Retreat (5 minutes)</p>	<p>The SEP will hold a retreat over the summer. If you would like to attend. Please complete the Doodle poll. If you will be off contract during the summer and would like to attend and be paid for that time please contact Victoria.</p>
<p>11. Student Equity Plan CCC Office Hours (1 minute)</p>	<p>The State Chancellors Office is hosting office hours every third Thursday, 1 pm – 3 pm. 1 pm – 2 pm: General SEP questions including related to NOVA. 2 pm – 3 pm: SEP data specific questions. If you want to attend contact Cindy or Victoria for the link</p>

COMMITTEE/CONSTITUENCY REPORTS	
<p>12. Reports on SSEC-related topics from constituency groups and other committees (as needed)</p> <ul style="list-style-type: none"> • Associated Students: • Classified Senate: • Faculty Senate: • Admin Association Committees: 	<p>Faculty Senate: Steve reported the faculty DEI group created a template with tips on how to infuse diversity, equity and inclusion in the in their classroom and coursework throughout the semester.</p>

FOLLOW-UP		
Who	What	Timeline

Next meetings: Thursday, September 1, 2022, 2:00 pm – 3:30 pm

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.