GROSSMONT
COLLEGE

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Student Success and Equity Committee
First Thursday, November 3, 2022
2:00 p.m. – 3:30 p.m.
Zoom Meeting https://cccconfer.zoom.us/j/99830903945
Notes Draft

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
☒ Victoria Christine Rodriguez	☐	☒ Aaron Starck
☒ Janet Shipstead (proxy: Danielle F.)	☐	☒ Javier Ayala
	☐	☐ Joan Ahrens
		☐ Research Analyst

ACADEMIC SENATE (voting)	CLASSIFIED SENATE (voting)	ADMINISTRATORS' ASSOCIATION (voting)
☒ Steve Davis	☒ Michele Martens	☒ Martha Clavelle
☒ Ava Gill	☒ Andrew Hellier	☐ Heriberto Vasquez
☐ Karolia Macias		☐ TBD

EX-OFFICIO (voting)	CPIE	GUEST
☒ Courtney Williams	☒ Christopher Yerkes-Recorder	☐
☐ Academic Transition Coordinator	☒ Kay Watson	☐
☒ Gary Johnson	☒ Carmen Hernandez	
x Marshall Fulbright	☐ Cindy Emerson	
☐ Marsha Gable		

ROUTINE BUSINESS (15 minutes)	
1. Welcome & Check-In	Attendees shared their favorite fall foods. Victoria, Danielle, Steve, Martha, Andrew, Carmen, Courtney, Aaron, Ava, Gary, Steve, Michele, Javier, Marshall, Kay
2. Public Comment	None

3. Additions/Deletions to Agenda	None
4. Approve meeting notes 10/6/2022	Approved (Danielle abstained)

OLD BUSINESS **(65 minutes)**	
5. Report out feedback from college council	A. Heller shared that he and K. Macias presented at College Council. He informed them about the work of the Student Success and Equity Committee from the last year. He did not receive any live feedback during the presentation or any additional feedback on the GoogleDoc. J. Ayala said this may have been due to feedback from earlier versions of the presentation already being incorporated. J. Ayala and M. Martens attended College Council and gave positive feedback.
6. Report out feedback from ASGC	V. Rodriguez presented the Student Equity Plan to the Associated Students of Grossmont College (ASGC). A special meeting was called for the presentation. Feedback included a desire to consider students with disabilities in equity in conversation. Students with disabilities shared their experiences at the college. They want faculty and student services to know how to better engage with students with disabilities. Students pointed out negative and harmful interactions with faculty and staff.
7. Time with implementation teams for SEP projects	V. Rodriguez shared that the Student Equity Plan will be routed for signatures starting 11/7. There is a need for the Student Success and Equity Committee to develop a timeline and a plan for those who will actually be implementing it. This includes a cohort tracking system. The questions of what is needed for that system is important to answer. The group then split into five breakout rooms to discuss the five areas of focus which will determine if the work being done is equitable. These are Successful Enrollment, Completion of Math and English, Persistence, Completion, and Transfer. The members of the Success and Equity Committee self-selected which breakout room to participate in. The groups responded on the [Timeline for activities Doc.](#) V. Rodriguez shared that at the Colegas Conference, she learned UC Davis partnered with a non-profit survey organization to create a survey instrument faculty can use to see if their students feel like they are connected and are being heard. The faculty members will take the data and disaggregate it by gender. The tool also provides resources in areas where the faculty member is struggling. UC Davis partnered with a few community colleges to test the tool out. There is a plan to create a community of practice for participating faculty so they can reflect on results. The hope is we could potentially partner with UC Davis to implement the survey at Grossmont with faculty volunteers as one way to implement our activity of equity-minded professional development.

INFORMATION (5 minutes)	
8. Next Steps for SEP	The next steps for the SEP are: Start routing for signatures on Monday 11/7. Next, the plan will be presented to governing board on Tuesday 11/8, where the senior CPIE Deans from Grossmont and Cuyamaca Colleges will be presenting. Then, the Equity Plan will be submitted 11/30. Finally, the 12/1 SSEC meeting will be an in-person celebration of SEP in the ASGC Boardroom.
9. USC Equity Alliance Update	11/14 UC Equity Alliance Webinar – Equity-Minded Teaching and Learning Center. Supporting Undocumented Students. More information can be found at www.uscrec.info/equityalliance8
10. Equity-Related Campus Events	11/14 Equity Showcase – Faculty, Classified Professionals, and Administrators all Present About Day-to-day Equity Work. The deadline to submit presentations is 11/7. The presentation are intended to highlight work happening on campus.

COMMITTEE/CONSTITUENCY REPORTS (5 minutes)	
11. Reports on SSEC-related topics from constituency groups and other committees (as needed) • Associated Students: • Classified Senate: • Faculty Senate: • Admin Association Committees:	M. Martens, representing the Classified Senate, shared that "Thank you Grams" are coming back and that they will be delivered in-person. There is also a focus on fund-raising for a student scholarship. On 11/16 and 11/17, there will be student pop-up events. They will have games, free food, drinks, and prizes. S. Davis shared that the Academic Senate is working on the question of, "What will DEI professional development work look like for faculty?". He also shared that Pearl Lopez who is currently the Academic Senate President, is currently running again unopposed. This seems to be a vote of confidence for the DEI work going on under her leadership.

FOLLOW-UP		
Who	**What**	**Timeline**

Next meetings: Thursday, December 1, 2022, 2:00 pm – 3:30 pm **IN PERSON**

Student Success & Equity Committee Norms
NORMS
Updated
September 1, 2022

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.