



**GROSSMONT COLLEGE**  
**Student Success and Equity Committee**  
**First Thursday, September 7, 2023**  
**2:00 p.m. – 3:30 p.m.**

**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 (voting)	ADVISORY
<input checked="" type="checkbox"/> Victoria Christine Rodriguez	<input type="checkbox"/> Christian Thornton	<input type="checkbox"/> A&R Dean
<input checked="" type="checkbox"/> Karolia Macias	<input type="checkbox"/> TBD	<input type="checkbox"/> Javier Ayala
	<input type="checkbox"/> TBD	<input type="checkbox"/> Joan Ahrens
		<input checked="" type="checkbox"/> Marcelo Nieto

ACADEMIC SENATE (voting)	CLASSIFIED SENATE (voting)	ADMINISTRATORS' ASSOCIATION (voting)
<input checked="" type="checkbox"/> Steve Davis	<input checked="" type="checkbox"/> Michele Martens	<input type="checkbox"/> Martha Clavelle
<input checked="" type="checkbox"/> Sarah Shamasha	<input checked="" type="checkbox"/> Andrew Hellier	<input type="checkbox"/> VACANT
<input type="checkbox"/>	<input checked="" type="checkbox"/> Janet Shipstead	<input type="checkbox"/> Wayne Branker

EX-OFFICIO (voting)	CPIE	GUEST
<input type="checkbox"/> Courtney Williams	<input checked="" type="checkbox"/> Cindy Emerson	<input type="checkbox"/>
<input type="checkbox"/> Susana Munoz	<input checked="" type="checkbox"/> Christopher Yerkes-recorder	<input type="checkbox"/>
<input type="checkbox"/> Gary Johnson	<input type="checkbox"/> Carmen Hernandez	
<input type="checkbox"/> Agustin Albarran		
<input type="checkbox"/> Marsha Gable		

ROUTINE BUSINESS (15 minutes)	
1. Welcome & Introductions	V. Rodriguez introduced herself and the new co-chair, K. Macias. She also had all the committee members introduce themselves.
2. Public Comment	None.

3. Additions/Deletions to Agenda	None.
4. Approve meeting notes: a. 06/01/2023	No quorum.

<b>COMMITTEE/CONSTITUENCY REPORTS (10 minutes)</b>	
5. Reports on SSEC-related topics from constituency groups and other committees (as needed) <ul style="list-style-type: none"> <li>• Associated Students:</li> <li>• Classified Senate:</li> <li>• Faculty Senate:</li> <li>• Admin Association Committees:</li> </ul>	<p>Academic Senate: S. Davis shared that the committee is working to integrate DEI in everything they do. They are dedicating time at every meeting to this topic.</p> <p>Classified Senate: J. Shipstead shared there will be a pop-up event with activities for students the week of October 9<sup>th</sup>.</p> <p>Admin Association Committees: V. Rodriguez shared the focus of that committee has not been of SSEC related items.</p>

<b>NEW BUSINESS (20 minutes)</b>	
6. Review & Update Committee Norms	<p>K. Macias shared the current norms for the committee and asked the group to think of any changes they believe are needed.</p> <p>Suggestions include no “no reports” for constituency groups, being more consistent with social events, making better use of the parking lot, moving the meetings to in-person or Hyflex, and closing email during meetings.</p>
7. Report out on Aug 1 <sup>st</sup> Governance Refresher	<p>K. Macias shared the four priorities that came out of the Governance Refresher Retreat on August 1<sup>st</sup>. They are Communication, Participation, Training, and Overall Campus Engagement.</p> <p>V. Rodriguez shared practically how these priorities would be carried out. Use of the Governance Handbook is crucial to implementing these priorities and making participatory governance work at Grossmont College.</p>
8. Review Committee Responsibilities & Roles in Governance Handbook	<p>K. Macias shared the section of the Governance Handbook the shows the responsibilities of the Student Success &amp; Equity Committee (SSEC) and had committee members read that portion out loud. It was noted that the handbook lists implementation of the Student Equity Plan (SEP) as one of the responsibilities of the SSEC, when it is not the prevue of the committee. It was suggested to change the language to “support implementation” to more accurately reflect the committees’ role. V. Rodriguez said she would bring that suggestion to College Council for approval.</p> <p>V. Rodriguez shared the participatory governance organizational chart and the decision making process chart, both of which can be found in the Governance Handbook.</p>

	V. Rodriguez gave a brief overview of committee member roles from the Governance Handbook. She highlighted the portion on committee members finding a proxy. When committee member can't attend a meeting, it is important that they have a proxy in order to help continue moving the work forward. She also shared individual committee member role descriptions. It was suggested the language in the handbook specify that proxy attendees must be from the same constituency group as the member who they are attending in place of. The Governance Handbook can be found <a href="#">here</a> .
9. Review governance vs. non-governance topics document	V. Rodriguez shared a document from the Governance Refresher Retreat that details how participatory governance works, along with which topics or decisions fall under participatory governance and which do not. Any suggested edits are welcome by the next SSEC meeting so they can be brought to the College Council. Committee members should share out to their constituency groups for feedback and bring back the suggested changes. The governance vs. non-governance document can be found <a href="#">here</a> .
10. Preview committee work & goals for 23-24 academic year	V. Rodriguez led a discussion on proposed SSEC work & goals for 2023-2024. Topics shared include Equity-Minded Professional Development, Student Equity Plan Data Update, Invitation to various areas identified in the Student Equity Plan to share their equity work, and Probation & Dismissal Follow Up. These are merely consistent topics and are not the only topic that will be discussed. A ppt with the proposed work goals can be found <a href="#">here</a> , and the draft SSEC Committee Schedule can be found <a href="#">here</a> .  Suggested updates to the list of areas to invite includes: Library/Tech Mall/Tutoring Student Resources, the A.R.C., ASGC specifically, Resources for Middle Eastern Students, and Career Services/Workforce Development.

INFORMATION (15 minutes)	
11. Faculty Equity & Innovation Institute Update	Ran out of time.
12. THRIVE Update	Ran out of time.
13. Latinx Heritage Month	Ran out of time.
14. Employee Wellness Interest Survey	Ran out of time.

FOLLOW-UP		
Who	What	Timeline

SSEC	Share Governance/Non-governance Draft with Constituency Groups	Before the October 5 <sup>th</sup> meeting,
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**Next meeting:** Thursday, October 5, 2023, 2:00 pm – 3:30 pm

## **Student Success & Equity Committee Norms**

### **NORMS**

Reviewed  
September 1, 2022

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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.