GROSSMONT
COLLEGE

GROSSMONT COLLEGE
Student Success and Equity Committee
First Thursday, November 2, 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
☐ Victoria Christine Rodriguez	☐ Christian Thornton	☐ A&R Dean
☒ Karolia Macias	☐ TBD	☐ Javier Ayala
	☐ TBD	☒ Joan Ahrens
		☒ Marcelo Nieto

ACADEMIC SENATE (voting)	CLASSIFIED SENATE (voting)	ADMINISTRATORS' ASSOCIATION (voting)
☒ Steve Davis	☒ Michele Martens	☒ Martha Clavelle
☒ Sara Shamasha	☒ Andrew Hellier	☒ Veronica Romero
	☒ Janet Shipstead	☐ Wayne Branker

EX-OFFICIO (voting)	CPIE	GUEST
☐ Courtney Williams	☐ Cindy Emerson	☒ Alan Traylor
☐ Susana Munoz	☒ Christopher Yerkes-recorder	☒ Michele Crooks
☒ Gary Johnson	☒ Carmen Hernandez	☒ Diana Barajas
☐ Agustin Albarran		☒ Karen Nance
☒ Marsha Gable		☒ William Maxton

ROUTINE BUSINESS (15 minutes)	
1. Welcome & Introductions	K. Macias welcomed the committee to the meeting.
2. Public Comment	None.
3. Additions/Deletions to Agenda	None.

4. Approve meeting notes: a. 10/5/2023	Quorum was not reached.

COMMITTEE/CONSTITUENCY REPORTS **(15 minutes)**	
5. Reports on SSEC-related topics from constituency groups and other committees (as needed) • Associated Students: • Classified Senate: • Faculty Senate: • Admin Association Committees:	Classified Senate: A. Hellier reported that the recent student appreciation popup events were well attended. The Classified Senate retreat in October was very positive and included student speakers. Faculty Senate: S Davis reported that the Faculty Senate is continuing to dedicate time at every meeting to learn about student equity topics. At their last meeting, Richard Unis shared a presentation on Creative Ways to Build an Inclusive Community in the Classroom and Engage Students. Admin Association: No report.

OLD BUSINESS **(15 minutes)**	
6. Finalize Committee Norms & Modality (For voting)	K. Macias shared that the committee needs to finalize the SSEC norms. She highlighted the new norms that had been recently discussed by the committee: 1. No, "No reports." 2. SSEC will meet in-person meetings with a Hyflex option. 3. Email will be closed during meetings. The first two norms were approved via consensus. The third norm will need to be revised before it is adopted.
7. Finalize committee work & goals for 23-24 academic year (For voting)	K. Macias shared that the committee need to vote on the Proposed Committee Work & Goals for 2023-2024. The work and goals were approved.

NEW BUSINESS **(30 minutes)**	
8. State Student Equity Plan Data Update – Completion of Math & English	M. Nieto shared Student Equity Plan Data 2022 from the State Chancellor's Office. Specifically, he shared data on Grossmont College students who had completed transfer level Math and English courses. The data presented was combined for Math and English. Committee members requested to be able to see this data disaggregated by department. He asked the group to reflect on two questions based on the data. First, What did you notice form the data? Second, What changed or considerations might we need to keep in mind as we move forward with the student equity plan?

	Committee members were encouraged to take a deeper dive into data using the [Student Success Metrics Dashboard]().
9. Student Equity Plan – Operational Efforts on Campus Presentations	**English Department:** M. Crooks and A. Traylor presented on *how the English department is working towards equitable outcomes:* The department is sending faculty to participate in the USC Equity-Minded Teaching Institute, doing in-house communities of practice, additional PD, culturally responsive OER development, and Online Design Excellence Project. Additionally, they are having discussions on Generative AI and Accessibility (OE Coordinator), along with how to help students use AI ethically. Finally, they are working hard to employ Embedded Tutors in classes with disproportionately impacted students and training Writing Center tutors in DEI best practices. *Specific efforts from the English department focusing on the Black & African-American student population and Collaborating with other groups to support Black & African-American students to complete transfer-level college English:* Participation in the USC Equity-Minded Teaching Institute, Project Success Umoja support, and revised literature offerings *Other support the committee can advocate for:* Requesting full-time faculty faculty hires for Black literature, and either Women, Gender, & Sexuality, Asian American, or Chicano/a/x literatures. Also, looking for two DEI-focused instructors with an equity background. **Financial Aid:** D. Barajas presented on *how Financial Aid is working towards equitable outcomes:* The 2023-2024 FAFSA is undergoing a massive revisions. That date for student application has been moved to December from October but no specific date has been shared yet. She is gathering all available information and attending webinars to be able to assist students as the fill-out the form. *Specific efforts from Financial Aid focusing on the Black & African-American student population and Collaborating with other groups to support Black & African-American students to complete transfer-level college English:* A financial-aid advisor in specifically working with Umoja. Special populations get priority review and processing for their forms. Athletes have a financial aid liaison and are being given added assistance and help with their forms. Financial aid workshops are

	also being offered regularly and are being scheduled to meet student availability. *Other support the committee can advocate for:* Financial aid is understaffed and needs more support. They need help educating students on probation and dismissal policies. Additionally, student ambassadors for financial aid events on and off campus would be very helpful. Financial Aid is ready to hire if qualified students are available.

INFORMATION (15 minutes)	
10. Faculty Equity & Innovation Institute Update	Will be reported at the 12/7/2023 meeting.
11. ThRIVE Update	Will be reported at the 12/7/2023 meeting.
12. Native American Heritage Month	November is Native American Heritage Month. There are several activities throughout November to participate in. Please share the Native American Heritage Month Events flyer with your constituency members.

FOLLOW-UP		
Who	**What**	**Timeline**
Constituency Reps	Share agenda items #8-12 as information items to constituency group	By December SSEC Meeting

Next meeting: Thursday, December 7, 2023, 2:00 pm – 3:30 pm

Student Success & Equity Committee Norms
NORMS
Reviewed
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.