



GROSSMONT COLLEGE
Student Success and Equity Committee
First Thursday, May 5, 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 checked="" type="checkbox"/> Courtney Etnyre	<input checked="" type="checkbox"/> Aaron Starck
<input checked="" type="checkbox"/> Karolia Macias	<input checked="" type="checkbox"/> Nima Toussin	<input checked="" type="checkbox"/> Javier Ayala
	<input type="checkbox"/>	<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 checked="" type="checkbox"/> Martha Clavelle
<input checked="" type="checkbox"/> Ava Gill	<input checked="" type="checkbox"/> Michele Martens	<input type="checkbox"/> Heriberto Vasquez
	<input checked="" type="checkbox"/> Andrew Hellier	<input type="checkbox"/>

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

ROUTINE BUSINESS (10 minutes)	
1. Welcome & Check-In	Introductions were made around the room.
2. Approve 03/03/2022 &	03/03/2022 meeting notes were approved with the replacement of the last sentence in item # 6 to read as: Our focus will be on how we are supporting

<p>04/07/2022 meeting notes.</p>	<p>students as a campus in order for them to be successful in their academic journey. And, the attachment; SEP Workgroups Guiding Principles, item #10 wording was changed from, Closing equity gaps to Eliminating opportunity gaps. 04/07/2022 meeting notes were approved with the addition of ARC and Athletics under targeted outreach for Black and African American Student on the SEP draft.</p>
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<p align="center">NEW BUSINESS (35 minutes)</p>	
<p>3. Black Student Success Week Share Out (10 minutes)</p>	<p>Comments from committee members: It is important to of be intentional and unapologetic. We need to do work to make our students of color feel they are accepted not shrugged off. Equity talk is easy and cheap. Equity work is hard and will cost money in terms of effort and professional development. We need more black educators for students to walk into different spaces and places to see themselves. We at Grossmont need to figure out how to improve our online classes to support our Black students. It is time to stop looking at data, use strategies to take action. Link to Black Student Success Week webinars.</p>
<p>4. USC Webinar Share Out (10 minutes)</p>	<p>Andrew shared the evolution of student equity planning in the community college system. It started with the right to fail mindset. Now we are in the second iteration of a three year equity plan which presents opportunities for real institutional change. We need to be specific in our SEP. For example: Mandatory equity professional development, cultural competency curriculum, move toward a a case management model for student services and counseling.</p>
<p>5. NAACCC Racial Climate Survey Data (15 minutes)</p>	<p>Kelly shared data from the NAACCC Racial Climate Survey</p>

<p align="center">OLD BUSINESS (40 minutes)</p>	
<p>6. Student Equity Plan Workgroup Share Out & Feedback on Outline (15 minutes)</p>	<p>Victoria shared the link to the Student Equity Plan Draft Outline, v2. SSEC members went into breakout rooms and discussed the below questions. Are we targeting root causes? Are we using data to inform our actions? Are our actions addressing policy, practice, process, or culture? How are we centering joy for our students?</p>
<p>7. Review of “Action Steps” and “Audience” as stated in Student Equity Plan (25 minutes)</p>	<p>Tabled to next meeting.</p>

<p align="center">INFORMATION (10 minutes)</p>	
<p>8. USC Equity Alliance Update</p>	<p>We have renewed membership. Staff survey will be done in f2022.</p>

9. Equity Institute Update Dr. Laura Rendon, 5/9, 10:30am-noon	Register equity institute for this Monday.
10. Caste Book Study	Two more sessions left. There may be a wrap-up after the semester ends. Victoria will share an updated schedule.

COMMITTEE/CONSTITUENCY REPORTS	
11. Reports on SSEC-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: 	

FOLLOW-UP		
Who	What	Timeline

Next meetings: Thursday, June 2, 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.