



GROSSMONT COLLEGE
Student Success and Equity Committee
First Thursday, May 2, 2024
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 checked="" 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 checked="" type="checkbox"/> Veronica Romero-Murillo
	<input checked="" type="checkbox"/> Janet Shipstead	<input type="checkbox"/> Wayne Branker

EX-OFFICIO (voting)	CPIE	GUEST
<input checked="" type="checkbox"/> Courtney Williams	<input type="checkbox"/> Cindy Emerson	<input checked="" type="checkbox"/> Sarah Moore
<input type="checkbox"/> Academic Transitional Support (Vacant)	<input checked="" type="checkbox"/> Christopher Yerkes-recorder	<input checked="" type="checkbox"/> Brandi Tonne
<input type="checkbox"/> Gary Johnson	<input checked="" type="checkbox"/> Carmen Hernandez	
<input type="checkbox"/> Agustin Albarran		
<input type="checkbox"/> Marsha Gable		

ROUTINE BUSINESS (15 minutes)	
1. Welcome & Introductions	V. Rodriguez welcomed the committee to the meeting.
2. Public Comment	K. Macias: May is API Heritage Month. Support students and staff by attending upcoming events.

3. Additions/Deletions to Agenda	None.
4. Approve meeting notes: a. 04/04/2024	Meeting notes approved.

COMMITTEE/CONSTITUENCY REPORTS (15 minutes)	
5. Reports on SSEC-related topics from constituency groups and other committees (as needed) <ul style="list-style-type: none"> • Associated Students Grossmont College: • Classified Senate: • Academic Senate: • Admin Association Committees: 	<p>ASGC: No attendee.</p> <p>CS: M. Martens shared that classified staff are getting ready for the Classified Leadership Institute. Grossmont College will be presenting on how classified employees can affect student success and retention. They will be reaching out to CPIE for assistance with student data. A. Hellier reported that Student Success Liaisons participated in the Sustainability Fair. They had a booth and had a craft for the students that the students enjoyed.</p> <p>AS: S. Davis shared that the JEDI group is continuing to meet and have started developing an Asian-American & Queer Studies program. Great cooperation between three departments to work on it.</p> <p>AAC: None.</p>

OLD BUSINESS (15 minutes)	
6. Report out on visit to Staffing Committee	V. Rodriguez shared that she visited the Staffing Committee in response to recommendations on making recommendations from College Council. The Staffing Committee is very open to equity-minded hiring suggestions but provided no real feedback. They did acknowledge that better communication between committees would improve college processes.

NEW BUSINESS (45 minutes)	
7. State Student Equity Plan Data Update – Transfer & Probation/Dismissal	M. Nieto presented on Transfer Data . The presentation included Previous data from the state chancellor’s office (Spring 2022), Data Update from the State Chancellor’s Office (Spring 2023), and Student Equity Plan Data Update – Transfer.
8. Student Equity Plan - Operational Team Report –Transfer Center	<p>S. Moore reported out on the equity-focused work of the Transfer Center. The presentation addressed four questions:</p> <ol style="list-style-type: none"> 1. How are you and/or your team working towards equitable outcomes in your efforts? 2. Do you have any specific work efforts focusing on the Black & African-American student population 3. Do you collaborate with any other groups on or off campus to support black and African-American students in completing their educational goals? 4. Are there any supports you need that we can advocate for as a

	<p>committee?</p> <p>Transfer Center resource needs include: Dedicated staff – Need a full-time Specialist, Counselors – Only four adjunct counselors, Technology – improvements to website and student email, Disaggregated data, Budget – current budget is \$2000, and Invites to classroom and other platforms to reach students.</p> <p>The full presentation can be found here.</p>
9. Report out from Men of Color Subgroup	<p>K. Macias shared that leadership from the subgroup met with Dr. Harris last week and confirmed he will running the focus groups. The focus groups will take during the weeks of September 16th and October 7th. There will be nine or ten focus groups total which reflects the intersectionality of the students. Groups with most equity gaps will be the focus.</p> <p>Subgroup leadership will meet with Dr. Harris the week of May 6th next week to learn what needs to be done prepare the college to for the focus groups. He is also reviewing the draft of the list of questions that will be asked to focus group participants.</p>
10. Reflecting on the past academic year & prepping for next Student Equity Plan cycle	<p>V. Rodriguez shared a Padlet where committee members can contribute reflections from 2023 – 2024 and Ideas/Hopes/Goals for 2024 – 2025, which also includes the next Student Equity Plan (SEP) Planning Cycle.</p> <p>The Padlet will remain open for committee members to add to.</p>

INFORMATION (5 minutes)	
11. Affinity Group Graduations	<p>V. Rodriguez shared upcoming affinity group events. Committee member are encouraged to attend.</p> <ul style="list-style-type: none"> • Recruiting 2nd cohort of FEII faculty participants • 15 faculty have indicated interest so far • Last ThRIVE roundtable session May 17 from 1-2 pm in the Library Living Room – All are welcome!
12. Faculty Equity & Innovation Institute Update	Ran out of time for agenda item.
13. ThRIVE Update	Ran out of time for agenda item.

FOLLOW-UP		
Who	What	Timeline

Constituency Reps	Share agenda items # 7-13 as information	Before the end of the semester
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Next meeting: Thursday, September 5, 2024, 2:00 pm – 3:30 pm

Student Success & Equity Committee Norms

NORMS

Approved
November 2, 2023

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.
- No, "No reports".
- SSEC will meet in-person meeting with a Hyflex option.
- Email will be closed during meetings.