



GROSSMONT COLLEGE
Student Success and Equity Committee
First Thursday, March 7, 2019
2:00 p.m. – 3:30 p.m.
Distance Learning Rm, 70-066
AGENDA

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	ASSOCIATE STUDENTS OF GROSSMONT COLLEGE	ADVISORY
<input type="checkbox"/> Lida Rafia	<input type="checkbox"/> Amy Bianchi	<input type="checkbox"/> Aaron Starck
<input type="checkbox"/> Sharon Sampson, Faculty Co-Chair	<input type="checkbox"/> Edwin Hernandez	<input type="checkbox"/> Juan Carlos
	<input type="checkbox"/> Carlos Espinoza	<input type="checkbox"/> Javier Ayala
		<input type="checkbox"/> Catherine Webb
		<input type="checkbox"/> Sam Ballard

ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS' ASSOCIATION
<input type="checkbox"/> Tate Hurvitz	<input type="checkbox"/> Dana Mints	<input type="checkbox"/> Denise Robertson
<input type="checkbox"/> Victoria Cone	<input type="checkbox"/> Shardai Zaragoza	<input type="checkbox"/> Barbara Gallego
	<input type="checkbox"/> Diana Barajas	<input type="checkbox"/> Martha Clavelle

EX-OFFICIO	RECORDER
<input type="checkbox"/> Courtney Williams	<input type="checkbox"/> Cindy Emerson
<input type="checkbox"/> Shawn Hicks	
<input type="checkbox"/> James Canady	
<input type="checkbox"/> Mike Reese	
<input type="checkbox"/> Marsha Gable	

ROUTINE BUSINESS	
1. Communication Icebreaker	
2. Additions/Deletions to Agenda	
3. Approve Meeting Notes & Follow-up	

NEW BUSINESS	
4. Review the Mission/History/Purpose of the Committee	
5. Create Committee Operating Norms	
6. Defining Equity	
7. Create Committee Operating Norms	

COMMITTEE REPORTS	
8.	

DISCUSSION	
9. Discuss Student Equity Plan Due June 2019	

FOR CONSENSUS	
10.	

FOLLOW-UP		
Who	Item	Timeline

11. WORK AHEAD <ul style="list-style-type: none"> • Announcements • Preparations for future meetings

NEXT MEETING: Thursday, April 4, 2019 in the Distance Learning Room, 70-066 between 2:00 pm - 3:30 pm

Committees are to establish norms

In order to create valued outcomes, a commitment to participation, dialogue, and the pursuit of value in the form of useful output by all is necessary. It is acknowledged that there are power dynamics in a room. Work must be done to create the equitable and inclusive environment sought for effective and active participation. To do so, council/committee members will establish behavioral norms that include the following meeting rules of engagement, make use of meeting tools, and respect the roles of each member.

Rules of Engagement

In participatory government, a high level of collegiality, respect, and civility is expected. Those expectations include the following rules:

- There is no rank in the room when at the committee table. All participants are treated as peers, both between constituencies and within constituencies.
- Speakers will be heard one at a time and without interruption. Participants will allow for moments of silence for thought and other viewpoints. In consideration of hearing all feedback, members should be mindful of how often and how long they speak. Equity in consensus building means including diverse perspectives at all levels of the organization.
- Members will be engaged and contribute, and challenge ideas, not people. All meeting attendees will be respectful/civil in their comments, responses, and body language.
- Members will listen to others, and seek to focus on the merits of what is being said, while making a good faith effort to understand the concerns of others. Council/committee members are encouraged to ask questions of clarification.
- Each person reserves the right to disagree with any proposal and accepts responsibility for offering alternatives that accommodate individual interests and the interests of others.
- All members should be mindful of the language used in discussions, including use of "I" statements instead of "they" attributions to relate anecdotal evidence or experiences. Members are encouraged to use an asset-minded approach that focuses on what works and how something can be done. This is in contrast to a deficit-minded approach that focuses on the negative and why an initiative, idea, or project can't get done.
- All council/committee members will be aware of the purpose and responsibility of their committees. When issues arise in discussion that are not supported by the committee's charge, the chair will identify the proper council, committee, or constituency group leadership for review, and forward the issue for consideration.
- Once consensus is reached after deliberation, council/committee members will support the group's recommendation.