



GROSSMONT COLLEGE
Student Success and Equity Committee
First Thursday, September 5, 2019
2:00 p.m. – 3:30 p.m.
Distance Learning Room, 70-066
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 | ASSOCIATE STUDENTS OF GROSSMONT COLLEGE | ADVISORY |
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| <input checked="" type="checkbox"/> Lida Rafia | <input checked="" type="checkbox"/> Benny Miranda | <input type="checkbox"/> Aaron Starck |
| <input checked="" type="checkbox"/> Sharon Sampson, Faculty Co-Chair | <input checked="" type="checkbox"/> Tasha Courtney | <input checked="" type="checkbox"/> Juan Carlos |
| | <input type="checkbox"/> Peniel Shebi | <input type="checkbox"/> Javier Ayala |
| | | <input type="checkbox"/> Catherine Webb |
| | | <input checked="" type="checkbox"/> Victoria Christine Rodriguez |

| ACADEMIC SENATE | CLASSIFIED SENATE | ADMINISTRATORS' ASSOCIATION |
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| <input checked="" type="checkbox"/> Denise Schulmeyer | <input checked="" type="checkbox"/> Dana Mints | <input checked="" type="checkbox"/> Nedra Brown |
| <input checked="" type="checkbox"/> Steve Davis proxy | <input checked="" type="checkbox"/> Shardai Zaragoza | <input checked="" type="checkbox"/> Barbara Gallego |
| | <input checked="" type="checkbox"/> Diana Barajas | <input type="checkbox"/> Aaron Starck proxy for Martha Clavelle |

| EX-OFFICIO | RECORDER |
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| <input checked="" type="checkbox"/> Courtney Williams | <input checked="" type="checkbox"/> Cindy Emerson |
| <input checked="" type="checkbox"/> Irene Palacios | |
| <input type="checkbox"/> James Canady | |
| <input checked="" type="checkbox"/> Mike Reese | |
| <input type="checkbox"/> Marsha Gable | |

| ROUTINE BUSINESS | |
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| 1. Public Comment | There were none. |
| 2. Welcome and Introductions | Introduction around the table. |

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| 3. Additions/Deletions to the agenda | Sharon Samson inquired if members were comfortable utilizing Zoom to participate in meetings. After discussion the committee agreed that face-to-face dialogue was best. However, joining a meeting via audio/video was a good option rather than miss a meeting. If a member needs to Zoom into a meeting contact the chairs the day before the meeting to so they can coordinate the Zoom. |
| 4. Approve 06/06/19, 08/15/2019, Meeting Notes | Before the 06/06/19 meeting notes were approved Cindy Emerson noted the vote to set the goal at 40% for all DI Groups and approve the Student Equity Plan Draft was not recorded, and stated that she would make the stated edits. The committee approved the 06/06/19 meeting notes with the stated amendment. The committee approved the 08/15/19 meeting notes. |

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| NEW BUSINESS | |
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| COMMITTEE REPORTS | |
| 5. Guided Pathways Convening Taskforce | <p>The last MyPath Demonstration will be on Monday, 09/09/19 at 12:30 via zoom. An invitation was extended to visit Bakersfield College on October 18th. Bakersfield has been working on its Guided Pathways process for several years. They are hosting an event on 10/18/19 to showcase their process and progress.</p> <p>.6 Reassigned time was approved for FA2019, SP2020.</p> <p>The Guided Pathways Convening Taskforce name will be changed to Guided Pathways Steering Committee.</p> <p>The scale of adoption for Pillar 3 & 4 will be done by September 30.</p> |

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| DISCUSSION | |
| 6. Student Equity Plan activities follow up to last meeting | <p>Classified Senate presented the plan at the 09/06/19 Classified Senate meeting. Senate members indicated they needed clarification before they would be able to offer feedback on the plan. The Administrators Association and Academic Senate indicated they needed more time. The Associated Students requested assistance communicating the plan to their constituency. Lida Rafia encouraged constituency members to rely on the Dean of Student Success & Equity and the committee co-chair to assist in communicating detailed information like the Student Equity Plan Draft (SEP). She explained that the SEP came out the Student Success and Equity Taskforce (SS&ET) which consisted of approximately 42 members and met over an 18 month period to develop the Integrated Planning Framework which the SEP is based on. Lida and Sharon are both available to sit in on any of the constituency meetings and present or simply answer questions regarding the SEP. It is important to share the SEP broadly (Departments, Student Success Council, AAC, Etc.) Remind folks to bring comments and recommendation back to their constituencies to share with the committee.</p> <p>General feedback from the committee:</p> <ul style="list-style-type: none"> • We don't receive information on non-traditional students. Example: Middle Eastern students still check off white. • Current conversations occurring: <ul style="list-style-type: none"> ○ How do we collect this information? ○ How to work this information into our system. |

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| Ice breaker | <p>The committee viewed “Where does Compassion Really Come From?” Compassion- is a gift, an emotional reaction, a natural response when we <i>actually</i> pay attention to another human being and <i>cultivate that response</i>. After viewing the video committee members shared their thoughts about compassion. *Students don’t see departments they see people. We need to see each other that way. We are role models for students. *My practice is to not stay on cell and to interact with students. *Recipient of compassion: “A gentleman in a cart drove by asked if I needed help. He was aware of my struggle, and asked if I needed help. I want to build culture of looking for people who may need help.” *Accepting people for who they are. Not judging people. * Compassion is a natural result of paying attention. *It is difficult to be compassionate if we are not with our students in their environment. We need to understand the students in the world they actually live in, not just on the campus.</p> |
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FOR CONSENSUS

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| 7. Equity Beliefs and definition | <p>Classified Senate discussed the belief statement in several CS meetings and provided a version of the Belief Statement. The Associated Students have not had an opportunity to share the statement with their constituency. The Administrators Association and Academic Senate have not shared the latest versions. The committee will not vote on the Belief Statement and Equity Definition today.</p> <p>In order to view all if the iterations of the beliefs Cindy Emerson will send out the Belief Statement and Equity Definition on a Word document to committee member track changes. Members to email the full edits to Lida, Sharon and Cindy.</p> <p>Review The Belief Statement and Equity Definition was written provide a framework. A set of guiding principles that would help us dialogue around student success. The belief statement was written because when visioning work we found there was a deficit mindset. We didn’t take ownership. We wanted to ground ourselves so we could enter into dialogue and have a shared language.</p> <p>Suggestions from the group:</p> <ul style="list-style-type: none"> • Have a bold statement that defines Grossmont Colleges Equity Statement. • Classified Senate removed the Equity statement because they didn’t think it was a part of the Belief Statement. • From the framework we can create our own equity statement. • The Belief Statement would determine what our values are. |
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FOLLOW-UP

| Who | Item | Timeline |
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| Associated Students, Classified Senate, Academic Senate, Administrators Association | Track edits on Belief Statement and Equity Definition. Email to Lida, Sharon & Cindy | October 26, 2019 |
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1. WORK AHEAD

NEXT MEETING: Thursday, October 3rd in the Distance Learning Room, 70-066 between 2:00 pm - 3:30 pm

DRAFT