



**GROSSMONT COLLEGE**  
**Student Success and Equity Committee**  
**First Thursday, June 6, 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
<input checked="" type="checkbox"/> Lida Rafia	<input type="checkbox"/> Amy Bianchi	<input checked="" type="checkbox"/> Michael Copenhaver-Proxy for Aaron Starck
<input checked="" type="checkbox"/> Sharon Sampson, Faculty Co-Chair	<input type="checkbox"/>	<input type="checkbox"/> Juan Carlos
	<input type="checkbox"/> Carlos Espinoza	<input type="checkbox"/> Javier Ayala
		<input checked="" type="checkbox"/> Catherine Webb
		<input checked="" type="checkbox"/> Sam Ballard

ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS' ASSOCIATION
<input checked="" type="checkbox"/> Steve Davis –Proxy for Denise Schulmeyer	<input type="checkbox"/> Dana Mints	<input checked="" type="checkbox"/> Denise Robertson
<input type="checkbox"/> Victoria Cone	<input checked="" type="checkbox"/> Shardai Zaragoza	<input checked="" type="checkbox"/> Barbara Gallego
	<input type="checkbox"/> Diana Barajas	<input type="checkbox"/> Martha Clavelle

EX-OFFICIO	RECORDER
<input type="checkbox"/> Courtney Williams	<input checked="" type="checkbox"/> Cindy Emerson
<input checked="" type="checkbox"/> Shawn Hicks	GUEST
<input checked="" type="checkbox"/> James Canady	Victoria Christine Rodriguez
<input checked="" type="checkbox"/> Mike Reese	Jason Allen
<input checked="" type="checkbox"/> Marsha Gable	

<b>ROUTINE BUSINESS</b>	
1. Public Comment	None
2. Welcome and Introductions	Victoria Christine Rodriguez, Grossmont Colleges, Research and Planning Analyst was welcomed.
3. Additions/Deletions to the agenda	None
4. Approve 05/02/19 Meeting Notes & Follow-up	<p>05/09/19 meeting minutes approved.</p> <p>The group reflected on the shared definition of equity and beliefs that was distributed at the last meeting. Committee members expressed the challenges in bringing up equity as people have different definitions of equity. To begin dialogue we need to find common ground. We need to bring something to the table to discuss to have conversations. Equity is not an add-on, or an initiative. But, a way in which we view our culture our policies, practices and structures. Below are some of the ways we can and do include equity in our conversation to help our students. (Equity is not a mystery). Recognize what we are already doing well.</p> <ul style="list-style-type: none"> <li>○ Knowing students names, and pronouncing them correctly.</li> <li>○ Acknowledging students and colleagues as we walk through campus.</li> <li>○ Look at students issues through their perspective.</li> </ul> <p>Below are some of the areas we can include equity in our conversation in our work.</p> <ul style="list-style-type: none"> <li>○ The SSC can incorporate the definition and beliefs into the conversation.</li> <li>○ CPIE can incorporate the equity definition into all of the plans that come out of the office.</li> <li>○ Include shared definition of equity and beliefs on the agenda at the first faculty meeting.</li> <li>○ Ask faculty members to introduce beliefs into an exercise.</li> <li>○ Discuss with PT faculty.</li> <li>○ Hold Math jams that would reach out to student populations that are not represented.</li> <li>○ Provide child care during math jam.</li> <li>○ Find diverse students to lead study jams.</li> <li>○ Provide free blue books, scantrons.</li> <li>○ Bring students to work on campus so they become involved on campus.</li> <li>○ Engage students with staff and faculty. system from the inside out.</li> <li>○ Hold a counseling retreat in the fall to discuss equity. Initiatives drive funding. Drive to produce CEP's. What happened to the high touch component of this profession? Revisit. What are the biases that we don't list to discuss?</li> <li>○ Consider is a difference in the tone between respecting and accepting. Perhaps this should be revisited.</li> </ul>

<b>NEW BUSINESS</b>	
<p>5. Student Equity Plan (Due date June 30, 2019)</p> <ul style="list-style-type: none"> <li>a. Review of Data</li> <li>b. Review of Activities that align with integrated plan</li> </ul>	<p>Student equity plan is due June 30<sup>th</sup>. We have a working draft and framework for equity. To date we have shared heat maps DI within the five metrics, and we have a framework for equity. Catherine Webb presented how to frame the work of our vision and equity goals using a bigger methodology for setting goals.</p> <p>Refer to the Student Equity Integrated Goals Draft Dated 06/06/19. The proposal is to set goals at 40 % for all DI Groups. We need to have the hard conversations, and address the homelessness, food insecurity, etc. We have achieved most of our Strategic, and Student Equity Plan goals. We have proven we can do it.</p> <p>The committee voted to set the goal at 40% for all DI Groups and approve the Student Equity Plan Draft.</p> <p>PIEC recommendation for Grossmont’s Vision Goals to reduce the achievement gaps for all disproportionately impacted groups by 50% within 5 years, and to completely close these gaps within 10 years.</p> <p>The shared definition of equity and beliefs needs to be embedded into the policies, practices, structures and culture of Grossmont College. This document will be a draft because there will be continual change.</p>
<p>6. OER/ZTC-Review/discuss grant proposal</p>	<p>Tabled to fall meeting</p>

<b>COMMITTEE REPORTS</b>		
7.	None	
<b>DISCUSSION</b>		
8.	None	
<b>FOR CONSENSUS</b>		
9.	None	
<b>FOLLOW-UP</b>		
Who	Item	Timeline
Committee Members	Share the Beliefs and Equity definition to their constituent groups for feedback. So we move forward in our college developing our principals based on shared equity beliefs building a strong culture with sound policies and practices.	Feedback to be provided at the next SS & E meeting.
Cindy Emerson	Coordinate a time for the integrated plan activities SEP Draft workgroup to meet.	Week of June 17, 2019

**NEXT MEETING: Thursday, August 15<sup>th</sup> in the Distance Learning Room, 70-066 between 2:00 pm - 3:30 pm**