



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
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 type="checkbox"/> Lida Rafia	<input checked="" type="checkbox"/> Amy Bianchi	<input type="checkbox"/> Aaron Starck
<input checked="" type="checkbox"/> Sharon Sampson, Faculty Co-Chair	<input checked="" type="checkbox"/> Blanca Valdez proxy for Edwin Hernandez	<input checked="" type="checkbox"/> Juan Carlos
	<input checked="" type="checkbox"/> Carlos Espinoza	<input checked="" 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"/> Tate Hurvitz	<input checked="" type="checkbox"/> Dana Mints	<input checked="" type="checkbox"/> Denise Robertson
<input checked="" type="checkbox"/> Victoria Cone	<input checked="" type="checkbox"/> Shardai Zaragoza	<input checked="" type="checkbox"/> Barbara Gallego
	<input checked="" 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	GUESTS	
<input type="checkbox"/> James Canady		
<input checked="" type="checkbox"/> Mike Reese		
<input checked="" type="checkbox"/> Marsha Gable		

ROUTINE BUSINESS	
1. Communication Icebreaker	Victoria Cone led the group in an icebreaker
2. Additions/Deletions to Agenda	None
3. Approve Meeting Notes & Follow-up	None

NEW BUSINESS	
<p>4. Review the Mission/History/Purpose of the Committee</p>	<p>The primary purpose of the Student Success & 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.</p> <p>Through the integrated efforts of academic and student services, the Student Success & 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.</p> <p>The Student Success and Equity Committee also serves in a coordinating and advisory role with administrators who implement the work of approved plans.</p>
<p>5. Create Committee Operating Norms</p>	<p>Committee Norms: 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 committee members.</p> <ul style="list-style-type: none"> • Use a checklist to make sure each constituency has the opportunity to speak. • 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
<p>6. Defining Equity</p>	<p>Committee members provided brief explanations of equity.</p> <ul style="list-style-type: none"> • Accommodate everyone’s needs. Example; everyone has a different size of shoe. We wouldn’t give a size 6 shoe to everyone. • Equity is giving everyone the accommodation needed to be successful. • People may have different barriers. We start in a different place. • Make sure we know the needs. Don’t assume. Figure out the best practice to move that student along. • Learn what people bring to the table uniquely. The student’s goal may not be our goal. We should support them in their goal. Be resourceful and equipped in order to meet their needs. • Think about what structural barriers we have in place that block students from achieving their goal. • As the student success and equity committee we need to think about how we can provide accessibility in an equitable way so we can meet our educational outcomes. We need to look at our requirements and procedures. • Be intentional about qualitative data and listen to our students voices regarding the barriers they experience. • Acknowledge the emotions around equity.

Defining Equity Continued	<p>What is the end goal?</p> <ul style="list-style-type: none"> • Provide faculty equity training. • We know we have situations in classrooms that don't work. As a committee we can have an end goal of college wide training. Partner with PD and design a broader practice of equity around the campus • Eliminating our achievement gaps. Look at data to learn what is contributing to the fact that some students are achieving at a lower level. What do we have control of internal structures, and how can we help with the external structures. Whatever we are doing is in service of our closing our achievement gaps. • Include equity training within new initiative training.
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COMMITTEE REPORTS

7.	none
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DISCUSSION

8. Discuss Student Equity Plan Due June 2019	Tabled to the next meeting
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9. Brief History of Taskforce	<p>In 2017 the State decided to integrate the Basic Skills Initiative, Student Equity Plan and Student Success and Support Program. Colleges are encouraged to align integrated program plans with their college and district strategic and education master plans. Grossmont included Via Rapida, and Strong Workforce in their plan. The Student Equity and Success Taskforce was created to work on the integrated plan. And developed five broad integrative plans. (1) To increase the number of students by streamlining onboarding, deepening collaborations with high schools districts, workforce agencies, and additional community partners, in order to reflect our service population, (2) Reduce the number of excess units completed and time to complete, (3) To reduce the time it takes students to successfully complete college-level coursework from Math, English, and ESL from campus-wide basic skills sequence, (4) To improve course success rates and decrease equity gaps in 12 high –enrollment, gateway courses, (5) Reduce the percentage of students on academic and/or progress probation and increase persistence semester to semester. See the CCCC Student Services and Special Programs Fact Sheet on Student Equity, updated March 2017.</p>
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Parking lot

10.	Develop scholarships for students who are having difficulty.
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FOLLOW-UP

Who	Item	Timeline
Sharon	Provide the Student Services Special programs Fact Sheet that will go out with the notes.	03/12/19

11. WORK AHEAD

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.