



GROSSMONT COLLEGE
Student Success and Equity Committee
First Thursday, March 2, 2023
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 checked="" type="checkbox"/> Christian Thornton	<input type="checkbox"/> Aaron Starck
<input checked="" type="checkbox"/> Janet Shipstead	<input type="checkbox"/>	<input type="checkbox"/> Javier Ayala
	<input type="checkbox"/>	<input checked="" type="checkbox"/> Joan Ahrens
		<input type="checkbox"/> Ruka Wang

ACADEMIC SENATE (voting)	CLASSIFIED SENATE (voting)	ADMINISTRATORS' ASSOCIATION (voting)
<input checked="" type="checkbox"/> Steve Davis	<input type="checkbox"/> Michele Martens	<input type="checkbox"/> Martha Clavelle
<input checked="" type="checkbox"/> Ava Gill (proxy Jim Tolbert)	<input checked="" type="checkbox"/> Andrew Hellier	<input type="checkbox"/> Heriberto Vasquez
<input type="checkbox"/> Karolia Macias		<input type="checkbox"/> Wayne Branker

EX-OFFICIO (voting)	CPIE	GUEST
<input checked="" type="checkbox"/> Courtney Williams	<input checked="" type="checkbox"/> Cindy Emerson	<input type="checkbox"/>
<input type="checkbox"/> Susana Munoz	<input checked="" type="checkbox"/> Christopher Yerkes-recorder	<input type="checkbox"/>
<input type="checkbox"/> Gary Johnson	<input checked="" type="checkbox"/> Carmen Hernandez	
<input type="checkbox"/> Marshall Fulbright		
<input type="checkbox"/> Marsha Gable		

ROUTINE BUSINESS (15 minutes)	
1. Welcome & Check-In	V. Rodriguez welcomed the committee and had everyone introduce themselves.
2. Public Comment	S. Davis asked that the committee look for a place to add “eradicate systemic racism” to purpose statement of the SSEC and to be explicit about that purpose in every meeting.

3. Additions/Deletions to Agenda	None.
4. Approve meeting notes 2/2/2023	There was not a quorum for an approval vote.

NEW BUSINESS (20 minutes)	
5. College KPI (Key Performance Indicators) Update	<p>J. Ahrens presented the Grossmont College KPI Targets for 2022/2023 – 2027/2028. She shared a spreadsheet with the disaggregated data on the KPIs. The information was categorized by Key Strategic Objectives, Guided Pathways Momentum Points, Year, Five-year Average, One-year Trend, One-year Change, Floor, Stretch, Short-term Target (1 year), Mid-term Target (3 years), and Long-term Target (5 years).</p> <p>The goal is to reach the targets over a six-year period. The targets can be changed if it appears they are not challenging enough.</p> <p>She reminded the committee that the Annual Planning Forum is on April 14th. The goal of this event is to help individuals and departments to strategically plan on how to reach these targets. The save-the-date for the Annual Planning Forum can be found here.</p>

OLD BUSINESS (45 minutes)	
6. Student Equity Plan Updates	V. Rodriguez shared a slide with Student Equity Plan (SEP) updates. Updates included cohort tracking, Black Ally Community Training, and Equity-minded Professional Development. She asked the committee to share any additional activities relevant to the SEP that weren't included in the slide. Additional activities mentioned by the committee included an UMOJA led college hour and the Male Success Initiative.
7. Exit Survey	V. Rodriguez shared discussion prompts for a discussion on the Student Exit Survey that will take place at the next meeting. The questions include: <ul style="list-style-type: none"> • What do we mean when we say "exit"? • Do we want to survey students when they drop a course, when they drop 3+ courses in a semester, and/or when they don't show up for a semester and haven't graduated? • If all of the above, what different kinds of questions might we need to ask? • What is the end goal for this survey? What do we hope to learn? • How would we make the data we gather actionable?

INFORMATION (5 minutes)	
8. CCC LGBTQ+ Summit	

9. USC Equity Alliance Update	
10. Antiracism Learning Community (formerly known as the book study)	<i>From Equity Walk to Equity Talk</i> - Wed. 3/8 from 4-5pm Dr. Tia Brown McNair – Wed. 4/12 from noon-1pm

COMMITTEE/CONSTITUENCY REPORTS (5 minutes)	
11. Reports on SSEC-related topics from constituency groups and other committees (as needed) <ul style="list-style-type: none"> Associated Students: Classified Senate: Faculty Senate: Admin Association Committees: 	

FOLLOW-UP		
Who	What	Timeline

Next meetings: Thursday, April 6, 2023, 2:00 pm – 3:30 pm via zoom

Student Success & Equity Committee Norms NORMS

Reviewed
September 1, 2022

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.