



<b>Crafton Hills College SEA Committee</b>			Date: May 06, 2024 Time: 3:00pm.-4:00pm.  CCR 233 In-Person
<b>Minutes</b>			
Chloe de Los Reyes-P Gwen DiPonio-A Raquel Galvan-A Jimmy Grabow-P LaTasha Hagler-P Claudia Hayton-P Michelle Ly-A	Danielle McCoy-A Enggie Ocampo-P Ericka Paddock-A Ivan Peña-P Vannesa Ramirez-P Nick Reichert-P Jillian Robertson-A Jared Shaw-A	Gio Sosa-P Delmy Spencer-P Diana Vaichis-P Kay Weiss-P Keith Wurtz-A  Note taker: Lily Medina	
<b>Guests</b>			
<b>TOPIC</b>	<b>DISCUSSION</b>	<b>FUTURE ACTION</b>	
Review of 04-15-24 Meeting Notes  Delmy	<a href="#">04-15-24 Meeting Minutes</a> <ul style="list-style-type: none"> <li>Changes were suggested by member Diana Vaichis. Changes have been made by Lily on 05-06-24 to the meeting minutes.</li> </ul>		
NACCC Survey Results  Dari Poma	<ul style="list-style-type: none"> <li>Gio introduced the guest speaker as one Crafton’s research students.</li> <li>Dari shared a handout with all members to reference during her presentation.</li> <li>Her research was based off the student survey for CHC students from the USC Race &amp; Equity Center in Spring 2021.</li> <li>Focus question was “At your campus where have you learned about race?” Dari discussed the overall results.</li> <li>Dari discussed hypotheses of why students are learning more about race from the POC population on campus.</li> <li>Gap continues to increase, and equity is not being reached according to graph that showed white staff/faculty increased while POC students increased and the POC staff/faculty decreased.</li> <li>From Fall 2020-Fall 2022 the percent of POC professors: 38%, 34%, and then 37%.</li> <li>There is a 33% percent point difference between POC students to POC faculty, this shows there is no equity.</li> <li>The diagram showed that although the percent of white students has decreased, the percent of white professors has increased.</li> <li>The pie charts shared showed a 13% percentage point decrease in POC staff/admin in the last two years.</li> <li>Students aren’t learning about racial literacy on campus or outside the campus.</li> <li>Dari shared what steps can be taken to improve this: To take action steps during the hiring process, breakdown resistance to discussions about race, &amp; provide structured learning opportunities for students.</li> </ul>	<ul style="list-style-type: none"> <li>-Explore internal marketing to get faculty/staff/admin to attend events. How do we market to engage the student community?</li> <li>-Explore ways so that several events are not planned for the same date.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Delmy suggested continuing the research after the Fall 2022 to see what the current data shows.</li> <li>• Chloe asked if a parallel survey can be given to only faculty/admin? Many times, workshops or events are organized and many faculty do not attend, they become missed opportunities for the faculty.</li> <li>• Gio said he would like to follow up with the USC group to get on their timeline about the survey results from faculty.</li> <li>• Delmy asked, “as a college community what are we doing to help faculty?”</li> <li>• Ivan suggested that maybe recording the events to allow faculty/staff/admin to view the program later if they are not able to attend in person.</li> <li>• Kay suggested that having a popup on Canvas when student’s login they receive info about the upcoming events.</li> <li>• Jimmy suggested that the admin be supportive to allow staff to attend these events.</li> <li>• Kay shared that some of her staff has stated they prefer not to attend events at noon because they need a break from work. Maybe having some events later in the day or earlier in the morning would allow them to still take their lunch break and attend later.</li> <li>• Vannesa shared maybe going into the classrooms where the students are present and making a brief announcement of current events coming up.</li> <li>• Enggie suggested having the professors post the flyers on their Canvas page or offering extra credit to attend.</li> <li>• Kay pointed out to make sure we target faculty that are teaching courses that are tied to these students, providing them info about events students can attend and to share with them.</li> </ul>	
<p>Cascade Implementation Timeline</p> <p>Gio</p>	<ul style="list-style-type: none"> <li>• <a href="#">Equity Plan Implementation Timeline</a></li> <li>• <a href="#">Executive Summary Responsible Parties</a></li> <li>• Gio shared CHC Equity Plan Updates Calendar presentation.</li> <li>• August-September Goal 1: Increase application &amp; enrollment among Black/African American students.</li> <li>• October-November Goal 2: Increase Fall-Spring persistence among Black/African American students.</li> <li>• December-January Goal 3: Increase completion of transfer-level Math and English among Hispanic/Latinx students.</li> <li>• February-March Goal 4: Increase the degree/certificate attainment among Black/African American students.</li> <li>• April-May Goal 5: Increase the percentage of Hispanic/Latinx students transferring to a four-year institution.</li> <li>• To start the school year in August 2024, Gio suggested we look at the goals and discuss who are the individuals responsible for each goal/activity. Then discuss when are the updates due? At least once per year look at each goal and update the data.</li> <li>• Delmy shared that in the Equity Plan there is a table that shows each goal with the activities under each goal and the timeline. Delmy suggested transferring this information into Cascade over the summer before the Fall to have it ready.</li> <li>• Members supported this move.</li> </ul>	
<p>SEPI Convening Report Back</p> <p>Ivan</p>	<ul style="list-style-type: none"> <li>• Department Equity Reviews/Support</li> <li>• Schedule Equity Data Dashboard Presentation Fall 2024</li> </ul>	

	<i>Table for next meeting</i>	
Equity in Policy Submit Delmy	<ul style="list-style-type: none"> <li>• May 9, 2024</li> </ul>	
Self-Evaluation Survey Delmy	<p><i>Table for next meeting</i></p> <ul style="list-style-type: none"> <li>• <a href="https://rebrand.ly/Committee-Self-Evaluation">https://rebrand.ly/Committee-Self-Evaluation</a></li> </ul>  <ul style="list-style-type: none"> <li>• Members were given time to take a survey at the end of committee meeting.</li> </ul>	
Resources	<ul style="list-style-type: none"> <li>• <a href="#">2022-2025 CHC Equity Plan</a></li> <li>• <a href="#">Equity Plan Executive Plan</a></li> <li>• <a href="#">SEPI Equity Hubs Design and Structure</a></li> </ul>	
Other	<ul style="list-style-type: none"> <li>• Delmy asked if members agreed on making today's meeting the last meeting for the 23-24 FY. May 20<sup>th</sup> is the next meeting, but that is the day before commencement. Members agreed to cancel the last meeting. If any questions or feedback arise, we can email each other.</li> <li>• Lily will send an updated Equity Champions form to Diana via email. Then members can review. Have the document ready by the Fall so we can implement the criteria and then have the awards ready for Spring 2025 presentation.</li> </ul>	
Adjournment	4:00 pm	
Future Agenda Items: <ul style="list-style-type: none"> <li>• Equity Statement for Charters</li> </ul>	<ul style="list-style-type: none"> <li>• NACCP Research Presentation - Gio</li> <li>• USC Race and Equity - Keith</li> <li>• Streamlining - Delmy</li> <li>• Adult Education Student Parking-Delmy</li> </ul>	
<p><b>Mission Statement:</b> To advance the educational, career, and personal success of our diverse campus community through engagement and learning.</p> <p><b>Vision:</b> Crafton Hills College will be the college of choice for students who seek deep learning, personal growth, a supportive community, and a beautiful collegiate setting.</p> <p><b>Values:</b> Crafton Hills College values academic excellence, inclusiveness, creativity, and the advancement of each individual.</p>		

**Charge:**

The Student Equity and Achievement Committee (SEAC) is charged with developing and overseeing the implementation of the Student Success Plan and the Student Equity Plan for the college. Specifically, the SEA

Committee addresses the recruitment, admission, retention, and success of all students, including the development of support services and programs for transitioning students to higher levels of learning.

**Membership:**

- At least six managers (including Vice President of Student Services, Vice President of Instruction (co-chair))
- At least six faculty (including a faculty member from Academic Senate, English, mathematics, a Guided Pathways Lead, the Tutoring Center Coordinator, and one counselor)
- At least two classified Senate Representatives
- One CSEA Representative
- At least one Student Senate Appointee or Proxy

**Term: Two Years (for appointees)**

**Recommended Representation:**

- DSPS/EOPS/CARE/CalWORKS/Guardian Scholars
- Financial Aid
- Student Life
- Veterans
- Admissions and Records

**Norms:**

- We will start and end meetings on time.
- We will follow the agenda.
- We will read materials, minutes, etc. and be prepared to discuss them at meetings.
- We will listen to our colleagues without interruption and will show mutual respect.
- We will operate on consensus and seek agreements all can “live with.” All points of view will be considered before reaching consensus.
- We will make decisions based on clear information.
- We will bring closure to decisions.
- We will support the committee’s recommendations.
- We will accept the fact that there will be differing opinions and encourage open dialogue and courageous conversations.
- We will use the best interests of our stakeholders (especially students) as the basis for our decision making.
- We will honor brainstorming without being attached to our viewpoint.
- We will give the opportunity for all members to contribute.
- We will be free to speak our minds without fear of consequences.
- We will be transparent with our colleagues and our positions on issues.
- We will identify pending issues, agreements, and action steps at the end of the meetings.
- We will stay focused on topics under the charge of the committee.
- We will report back to and seek input from constituents.