

	<ul style="list-style-type: none"> • Is there a criterion for being an Asian American serving institution? • Delmy asked if members who just attended the APAHE conference if they have any resources they can share with the committee, so they can do some research on being an Asian American Institute, please share. Jimmy stated he did have some resources he could share. Keith said that would be helpful and it could be incorporated into the Equity plan as well. • Keith suggested to Gio that there aren't really any direct tips on how to measure the number of black students. Maybe we could look at the data and see at all the different groups they have identified in mixed race. • Keith discussed pg. 11, Strategic Plan, which our Equity Plan will include the four items (A-D) listed in the document. Keith shared that Danae Hart wrote the curriculum for Race, Ethnicity, & Diversity which will be offered in FA25. Keith also shared we are hiring another Ethnicities Study full time faculty position. 	
<p>Equity Plan Activities Update Delmy & Ivan</p>	<ul style="list-style-type: none"> • We have received feedback from the PD Committee and Student Senate. • Ivan has also worked with his area to add activities from their departments: like Counseling, Transfer, EOPS, & SAS. He just met with them last week and will make sure to update the spreadsheet with what they have discussed. • Willie has also updated the activities with what Outreach has been doing regarding activities. • Delmy asked members to please go into the document Gio has shared and continue to add activities under the two areas/tabs of persistence and completion, those areas need additional work to be added please. • 25-28 Equity Plan Activities (Due April 4).xlsx - Google Sheets 	
<p>Focus Group Question Review Gio & Diana</p>	<ul style="list-style-type: none"> • Gio was able to partner with the district to get gift cards to provide students who participate in the Focus group survey questions. Student ambassadors have been calling students to participate. • Diana shared the questions that will be asked to the students that are participating in the Focus 	

	<p>Groups and asked for feedback from committee members.</p> <ul style="list-style-type: none"> Members reviewed each question, discussed as a committee, and Diana took notes on feedback that was provided. 	
<p>Equity Plan Approval of Timeline</p> <p>Delmy</p>	<ul style="list-style-type: none"> The Equity Plan is due to the state on 11-30-25. It has been discussed to have the first draft to be able to present to the different senates in the month of May. The understating is to have the data from the focus groups incorporated into the Equity Plan in the summer so when we return in the fall, they can do the second read with the data elements/student voices from the focus groups. 1st read week of May 7th for the first draft. 2nd read August/September for the second draft which will include the focus groups data/student voices. 	
Resources	<ul style="list-style-type: none"> 2022-2025 CHC Equity Plan Equity Plan Executive Plan SEPI Equity Hubs Design and Structure 	
Other		
Adjournment	3:51 pm	
<p>Future Agenda Items:</p> <ul style="list-style-type: none"> Equity Statement for Charters 	<ul style="list-style-type: none"> NACCP Research Presentation - Gio USC Race and Equity - Keith Streamlining - Delmy Adult Education Student Parking-Delmy 	

Mission Statement: The Crafton Hills College mission is to change lives. We seek to inspire our students, support our colleagues, and embrace our community through a learning environment that is transformational. Crafton Hills College welcomes everyone and is committed to working with students from diverse backgrounds. The College has an exceptional learning environment built on a tradition of excellence, a talented faculty, a driven student body, a committed staff, with passionate leadership and community support.

Vision: To empower the people who study here, the people who work here, and the people who live in our community through education, engagement, and innovation.

Values: We rely on the following values to support our vision and mission:

- Respect: To champion active listening and open dialogue within our community.
- Integrity: To uphold honesty in our interactions and academic pursuits and maintain community collaboration.

- Diversity & Inclusion: To promote a welcoming environment through equitable and antiracist practices in all aspects of our work.
- Innovation: To actively grow and adapt to support our mission and vision through a willingness to embrace new perspectives and new ideas.
- Leadership: To develop and inspire current and future leaders through professional development, mentorship, education, and experience.
- Sustainability: To be a leader in our community by reducing environmental impact with practices that meet the needs of the present without compromising the future.

Charge:

The Student Equity and Achievement Committee (SEAC) is charged with developing and overseeing the implementation of 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.

Preferred 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, the Tutoring Center Coordinator, and one counselor)
- At least three classified Senate Representatives
- At least three CSEA Representatives
- At least six Student Senate Appointees or Proxies

Desired Term: Two Semesters (for appointees)

Recommended Representation:

- SAS/EOPS/CARE/CalWORKS/NextUp
- 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 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.