

<b>Crafton Hills College</b> <b>SEA Committee</b> <b>Minutes</b>			Date: December 8, 2025 Time: 2:30pm-3:30pm CCR 233 In-Person
Delmy Spencer Keith Wurtz Chloe De Los Reyes-A Diana Vaichis Claudia Hayton Ericka Paddock James Grabow-A Sara Sosa-A Julie McKee-A	Sarah Bulter-A Ivan Pena Gio Sosa Nick Reichert-A Nikki Baugh (Student Rep) Danae Hart Elizabeth Lopez -A	Note taker: Veronica Salceda	
Guests	A=Absent		
<b>TOPIC</b>	<b>DISCUSSION</b>	<b>FUTURE ACTION</b>	
Review of 10-27-25 Meeting Minutes	<ul style="list-style-type: none"> <li>• <a href="#">Equity Minutes 10-27-25</a></li> <li>• Minutes Approved</li> </ul>		
Equity Champion Review Gio & Diana	<ul style="list-style-type: none"> <li>• Application Review Debrief</li> <li>• 68 total evaluations</li> <li>• Review scores of nominees</li> <li>• Next year-start application process earlier</li> <li>• Revisit Scoring Forms               <ul style="list-style-type: none"> <li>○ One form/one submission</li> <li>○ All candidates on one sheet</li> </ul> </li> <li>• Faculty-issue a Co-Award               <ul style="list-style-type: none"> <li>○ Faculty: Dr. Danae Hart, Dr. Christopher Olivera</li> </ul> </li> <li>• Administrator: Dr. Willie Blackmon</li> <li>• Classified: Rosemarie Hansen</li> <li>• Department: Counseling</li> <li>• Awarded at in-service on Jan. 16<sup>th</sup>.</li> </ul>	<ul style="list-style-type: none"> <li>• Update application</li> <li>• Address each category-make it required               <ul style="list-style-type: none"> <li>○ Revisit the requirements Currently there are 7 questions, aim for 3-4.</li> <li>○ Combine question #2 &amp; #3</li> <li>○ Change question #5 from data to evidence</li> </ul> </li> <li>• Create a sub-committee to work together to streamline application and bring to the larger committee. Start to meet in Spring 26' so application is ready by Fall 26'.               <ul style="list-style-type: none"> <li>○ Keith</li> <li>○ Gio</li> <li>○ Ericka</li> <li>○ Diana</li> </ul> </li> <li>• Veronica S.-order awards</li> </ul>	

		<ul style="list-style-type: none"> <li>• Delmy-provide information to Michelle for in-service PowerPoint.</li> </ul>
<p>Diversity, Equity, Inclusion, and Accessibility (DEIA) Campus Dialogue Update – Delmy &amp; Gio</p>	<ul style="list-style-type: none"> <li>• <a href="#">Vision Aligned Report Review</a> <ul style="list-style-type: none"> <li>○ It used to be called Streamlining Project for State Chancellor’s Office-CHC was pilot program approx.5 years ago</li> <li>○ Look at equity gaps within activities/services in departments</li> </ul> </li> <li>• 5 years ago, there were equity gaps within Black/African American, Latinx students. What are the interventions to close the gaps? <ul style="list-style-type: none"> <li>○ Example: FA office-identified Black/African American students who were not receiving a grant they were eligible for. FA office made them aware they could apply. FA office was able to close the gap within the semester.</li> </ul> </li> <li>• Identify gaps where they exist and strive to close. CHC has done a great job within the last 4-5 years in closing equity gaps.</li> <li>• Take time to review activities by department and review narratives submissions.</li> <li>• VAR allows us to be able to be intentional with outreach, recruitment efforts.</li> <li>• The VAR dashboard is integrated into PPR.</li> </ul>	<ul style="list-style-type: none"> <li>• Gio will send Keith VAR history data (5 years ago) related to closing equity gaps.</li> <li>• Gio will reach out to Nick in tutoring for data reporting/narrative.</li> </ul>
<p>Resources</p>	<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		
Adjournment	3:31pm	Next Meeting: Feb 9, 2026
Future Agenda Items:	<ul style="list-style-type: none"> <li>• NACCP Research Presentation - Gio</li> <li>• USC Race and Equity - Keith</li> <li>• Priority Registration Rubric Review Keith &amp; Delmy</li> <li>• Adult Education Student Parking-Delmy</li> </ul>	

**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. In addition, the committee works to promote a welcoming environment through equitable and antiracist practices in all aspects of our work.

**Preferred Membership:**

- At least six managers (including Vice President of Student Services, Vice President of Instruction (co-chair))
- At least six faculty
- 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
- Ethnic Studies Faculty
- English and math faculty
- Tutoring representative

**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 a 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.