Crafton Hills College SEA Committee		Date: March 24, 2025
Minutes		Time: 3:00 pm- 4:00 pm CCR 233 In-Person

Larry Aycock Sara Butler Chloe de Los Reyes Jimmy Grabow LaTesha Hagler Claudia Hayton	Elizabeth Lopez Natalie Lopez Ericka Paddock Ivan Peña Nick Reichert	Gio Sosa Delmy Spencer Victoria Van Stee Diana Vaichis Keith Wurtz Note taker: Sharon Zerbel

Guests		
TOPIC	**DISCUSSION**	**FUTURE ACTION**
Review of 02-24-25 Meeting Notes	• SEAC 02-24-25 Minutes • 02/24/25 minutes approved with changes noted below. Questions Raised: • What specific errors did the Chancellor's Office make? (Unclear due to missing category in the annual report.) • Does the denominator include all Hispanic students enrolled or just those with a grade on record? (Confirmed as the latter for 2021, and also including 12 or more units)	
VAR Overview Gio	• Gio: Delivered a Vision Aligned Reporting (VAR) overview. • The California Community Colleges Chancellor's Office (CCCCO) developed this program reporting process designed to transform data collection and strengthen equitable student outcomes. It was implemented statewide to the California Colleges in Fall 2024. • The focus is to help colleges, especially categorically funded programs call out specific work that they do to support students and help close any equity gaps. • The Office of Institutional Effectiveness, Research & Planning Team has implemented	Gio, Diana, and Natalie to meet to discuss how the library can help close equity gaps.

	• a dashboard to highlights all the different activities that the CHC programs have engaged in over the years. • Members reviewed a sampling of reports on the dashboard. • Categories are predetermined by the state. • SARS is currently being used to track students in the Tutoring Center, and Counseling. Research disaggregates the data. • There are new requirement starting in fall 2025. All data related to VAR is submitted via the colleges MIS system. (Management Information Systems). This is the largest higher education database in the country and managed by the State Chancellor's Office and is required to submit data to the state.	
Data Coaching Gio	• Gio: Delivered a Data Coaching overview. • This dashboard is something that is being finalized. • The focus is enhancing data literacy and awareness on campus and how the work can be used to inform the work we engage in, to close equity gaps. • Gio will be recruiting a small cohort of faculty staff and managers (8-12 people) for activities related to data and equity coaching. • If you are interested in learning about data coaching and being part of the first cohort you can submit interest on the Office of Institutional Effectiveness, Research & Planning Home page. • Gio recommended listening to the 1619 Project a podcast. • SBVC to collaborate with CHC on the Data Coaching dashboard.	
Equity Student Focus Groups Gio	• Gio provided an Equity Student Focus Groups overview. • It was noted that Crafton has a wealth of data but lacking in qualitative data, narrative based data from our students particularly minority student data. • Office of Institutional Effectiveness, Research & Planning has partnered with Student Services and student ambassadors to recruit students that were identified as not meeting certain milestones. They will be	

	invited to engage in focus groups in hopes to help us identify what resources are needed so they can meet these milestones. Preliminary findings to be obtained as early as fall 2025.	
Announcements:	• Ivan working to collect ideas for the 2025-2028 Equity Plan on activities to incorporate, to close equity groups. • Updated Deadline is April 4th 2025.	
Resources	• 2022-2025 CHC Equity Plan • Equity Plan Executive Plan • SEPI Equity Hubs Design and Structure	
Other		
Adjournment	pm	
Future Agenda Items: • Equity Statement for Charters	• NACCP Research Presentation - Gio • USC Race and Equity - Keith • Streamlining - Delmy • Adult Education Student Parking-Delmy	

Mission Statement: To advance the educational, career, and personal success of our diverse campus community through engagement and learning.
Vision: 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.
Values: Crafton Hills College values academic excellence, inclusiveness, creativity, and the advancement of each individual.

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.