


Crafton Hills College SEA Committee Meeting Minutes		 Date: October 13, 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-A James Grabow Sara Sosa Julie McKee	Sarah Bulter Ivan Pena Gio Sosa Richard Hughes-A Natalie Lopez-A Nick Reichert Nikki Baugh (Student Rep) Danae Hart Elizabeth Lopez	Note taker: Veronica Salceda
Guests		
TOPIC	DISCUSSION	FUTURE ACTION
Review of 09-22-25 Meeting Notes	<ul style="list-style-type: none"> • Equity Minutes 09-22-25 • Meeting minutes approved by members 	<ul style="list-style-type: none"> • Add new members to agenda/distribution list.
Equity Plan Approval Process Update – Delmy	<ul style="list-style-type: none"> • Academic, Classified and Student Senates approved Second read of the Equity Plan. • Crafton Council Review on October 14, 2025. • Board Review Nov 13th. • CCCCCO Deadline Nov 30th 	
Diversity, Equity, Inclusion, and Accessibility (DEIA) Campus Dialogue Update – Keith and Delmy	<ul style="list-style-type: none"> • Overview <ul style="list-style-type: none"> ○ 1st meeting on 10/3/25 approx. 20 people. Co-Facilitated by HR Dr. Aysia Brown and Leah Nepomuceno ○ Campus dialogue to achieve the following: <ul style="list-style-type: none"> ▪ Improve the lived experience of BI-POC or allies on campus. ○ Meetings 1x month ○ Feedback received: Survey with open-ended questions will go out with email. <ul style="list-style-type: none"> ▪ Focus on retention of staff/faculty 	<ul style="list-style-type: none"> • Campus Dialogue #2 Nov. 7th 1pm-3pm. • Work with student senate to create student forum. <ul style="list-style-type: none"> ○ Create sense of belonging for students.

	<ul style="list-style-type: none"> ▪ Provide tools and build a community of practice. 	
<p>Institutional DEIA Progress Report -Gio and Ivan</p>	<p>Educational Master Plan (EMP) Equity Review:</p> <ul style="list-style-type: none"> • EMP is the guiding principle to help define the vision, mission, and values of CHC. • EMP is made of 5 strategic directions “goals”. • One goal is to increase student success and equity. <p>SD1 SA2&3 SD2 SA1-3 SD3 SA1&2 SD4 SA2</p> <ul style="list-style-type: none"> • The 4 strategic directions linked to the document are directly related to the charge of the SEAS committee: inclusion, equity, and diversity. • Strategic directions documents are updated every semester. • Group breakout to review SD3-come up with highlights-to share out with campus community. <ul style="list-style-type: none"> ○ SD3 -Activity ○ Key highlights: zero textbook cost-grown from 91 courses to 171 courses. \$443K in new ZTC funding <ul style="list-style-type: none"> ▪ Basic needs expansion ▪ Tech upgrades ▪ Closed equity gaps 	<ul style="list-style-type: none"> • Work with research team to create a “Did you know” video story. Partner with marketing and student senate. Highlight the work that is being done on the SEA committee. • Keith will partner w/Gio to help tell the stories • All committee members review SD’s identify items that relate to the work of this committee. • Identify the what, how, why? What are the outcomes?
<p>Equity Champion Timeline and Application</p> <p>Delmy and Diana</p>	<ul style="list-style-type: none"> • The 1st Equity Champion award was last year-recognition happens at the Spring in-service. • The Committee updated the timeline for the application and agreed to remove “nominee acceptance process” • Staff/Faculty and Students are eligible for nominations <ul style="list-style-type: none"> • Suggested Timeline • Equity Champions Nomination Form 	<ul style="list-style-type: none"> ▪ All committee members review the process, bring to discussion at the next meeting.

Resources	<ul style="list-style-type: none"> • 2022-2025 CHC Equity Plan • Equity Plan Executive Plan • SEPI Equity Hubs Design and Structure 	
Other		
Adjournment	3:31pm	Next Meeting: October 27, 2025@ 2:30pm
Future Agenda Items:	<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. 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 (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
- 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.