


Crafton Hills College SEA Committee Minutes			Date: October 27, 2025 Time: 2:30pm-3:30pm CCR 233 In-Person
Delmy Spencer Keith Wurtz Chloe De Los Reyes Diana Vaichis Claudia Hayton Ericka Paddock-A James Grabow-A Sara Sosa Julie McKee	Sarah Bulter Ivan Pena-A Gio Sosa Nick Reichert-A Nikki Baugh (Student Rep) Danae Hart Elizabeth Lopez		Note taker: Veronica Salceda
A=Absent			
	TOPIC	DISCUSSION	FUTURE ACTION
	Review of 10-13-25 Meeting Minutes	Equity Minutes 10-13-25 <ul style="list-style-type: none"> Minutes approved 	
	Equity Plan & Charge Approval Process Update – Delmy	<ul style="list-style-type: none"> Crafton Council Reviewed on October 14, 2025, and Approved Plan Next Steps: <ul style="list-style-type: none"> Board Review Nov 13th. CCCCO Deadline Nov 30th 	
	Diversity, Equity, Inclusion, and Accessibility (DEIA) Campus Dialogue Update – Keith & Delmy	<ul style="list-style-type: none"> November 7, 2025 – 1:00 to 3:00 pm CCR-219 	<ul style="list-style-type: none"> Veronica S. will send reminder email
	Institutional DEIA Progress Report - Ivan and Gio	<ul style="list-style-type: none"> Review highlights from the last meeting and discuss the next steps for campus communication. <ul style="list-style-type: none"> SD-3 activity Key Areas of Impact <ol style="list-style-type: none"> Student Success & Completion Transfer Success Belonging & Cultural Engagement Affordability & Access Ideas for video 	<ul style="list-style-type: none"> Focus on key areas of impact How do we elevate the work of the committee in the “Did you Know” newsletter. The research dept. will send out the newsletter. <ul style="list-style-type: none"> Provide narratives/graphs/data Share out to CHC campus The first newsletter will focus on Bullet #1 & #2 -Student

	<ul style="list-style-type: none"> ○ Highlight basic needs expansion/provide data ○ 300-400 students per day being served in basic needs 	<p>Success & Completion and Transfer Success. These showcase student and faculty success.</p> <ul style="list-style-type: none"> ● Video Ideas that highlight events and student success. <ul style="list-style-type: none"> ○ Bullet #3: Belonging & Cultural Engagement. Highlight multi-cultural center events ○ Bullet #4: Affordability & Access. Highlight Basic needs center-expansion, providing data.
<p>Equity Champion Timeline and Application</p> <p>Delmy & Diana</p>	<p>10/29/25: Send out Equity Champions nomination form to campus (open for 2 weeks). Close on Nov. 12th.</p> <p>11/12/25: Equity Champions nomination forms due date.</p> <p>11/17/25: Diana will compile nomination forms and send nominees for committee review.</p> <p>12/1/25: Committee members will submit/ complete rubric.</p> <ul style="list-style-type: none"> ● If committee members don't submit rubric on time, the committee will still move forward with selection process. <p>* 12/8/25: Committee deliberations. SEA committee will review and select Equity Champions.</p> <p>Equity Champions Nomination Form</p> <p>* Denotes SEA committee meetings</p>	<ul style="list-style-type: none"> ● The timeline was approved. ● Remove student category from nomination form <ul style="list-style-type: none"> ○ Work with student groups and student senate to come up with an alternative award for student groups. ○ All agree to change nominations to 1 classified, 1 faculty, 1 administrator, and 1 department. ○ Provides more opportunities for recognition. ● Review criteria on the Equity Champions Nomination Form. <ul style="list-style-type: none"> ○ Add examples to each category-make it more student centered. ○ Keith will provide Diana/Delmy with examples.

Priority Registration Rubric Review Keith & Delmy		Review at 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	<ul style="list-style-type: none"> • BookSaver Update <ul style="list-style-type: none"> ○ \$27.50/per unit ○ Take out ZTC courses ○ Collaborative effort with Instruction. ○ Communication will be sent out to students 	
Adjournment	3:27pm	Next Meeting Nov. 10, 2025 @2:30pm
Future Agenda Items: <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 	
<p>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.</p> <p>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.</p> <p>Values: We rely on the following values to support our vision and mission:</p> <ul style="list-style-type: none"> ▪ 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.