

Crafton Hills College

SEA Committee – Minutes

Meeting Details

Date: September 28, 2026

Time: 2:30pm-3:30pm

Location: CCR 233

Acronyms used in this agenda

- SD# = Strategic Direction number(s)
- SEG# = Student Equity Goal number(s)

Members (Attendance)

Enter P (present) or A (absent) in the Attendance column.

Attendance (P/A)	Member	Role / Representation
P	Delmy Spencer	Co-Chair /VP Student Services
P	Keith Wurtz	Co-Chair/VP Instruction
A	Diana Vaichis	CSEA, Office of Institutional Effectiveness, Research, & Planning
P	Claudia Hayton	CSEA, Financial Aid
P	Ericka Paddock	Associate Dean, Student Life, Student Services
P	James Grabow	Faculty, Counseling
P	Sara Sosa	Faculty, Counseling
-----	Vacant	Dean, Languages, Arts, and Academic Support
-----	Vacant	Dean, Student Services & Counseling
P	Gio Sosa	Dean, Office of Institutional Effectiveness, Research, & Planning
P	Katie Baugh	Student Senate Representative
P	Danae Hart	Faculty, Ethnic Studies
	Elizabeth Lopez	Classified
P	Karen Peterson	Classified
P	Toni Parsons	Associate Dean, Instructional Support Services
P	Nancy Yuen	Faculty, Ethnic Studies
P	Ed Ferrari	Faculty, English

Attendance (P/A)	Member	Role / Representation
A	Kristin Flores	CSEA, A&R
P	Tate LeBlanc	Guest- Research Analyst, Office of Institutional Effectiveness, Research, & Planning
P	Michelle Ly	Guest-Student Volunteer, Office of Institutional Effectiveness, Research, & Planning

Action Items

Item, presenter, time	Minutes	SD#	SEG#	Proposed action / next steps
Review Minutes	09/14/26 - Minutes approved			
Participative (Shared) Governance Committee Self-Evaluation Keith	25-26-Self Evaluation Report Results - Reviewed with committee-no feedback provided.			

Equity Champion Review Gio and Diana	• Review Equity Champion ○ Application/Rubric ○ Based on feedback from last year the following changes were made to application: ▪ Added First/Last name ▪ Added Rubric at the top of form and a 0 (insufficient evidence) ▪ Heading, definition and examples were added to make it easier to submit evidence. ▪ Combined criteria from 7 to 4. ○ Thank you to Diana V. for the work she did to update the application. ○ If a person submits the application and then needs to come back and complete remaining nominations, if they come back to the same computer, they can continue with submission. However, it's best to get it done all at once. ○ 26-27 Timeline ▪ Send it out by Wed, Sept 30th. • 3rd year of Equity Champion Award • Identifying an Equity Champion based on the following criteria ○ Advocating/Leading ○ Fostering Belonging & Support			• If a person or department is nominated by multiple people are the scores added together or averaged? • Can discuss this question before application closes. • Application email will be sent out to CHC campus community by Wed, Sept 30th.
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Item, presenter, time	Minutes	SD#	SEG#	Proposed action / next steps
	○ Partnering Across Campus ○ Listening & responding to student feedback • Nominations will be submitted through the application form • SEA committee will steward the process ○ Review nominations and use rubric to tally. ○ 1-1 ½ weeks turnaround time • Categories for nominations ○ Classified ○ Administrator ○ Team (Program, Department) ○ Faculty • Selected nominees will be presented with award at the Spring 27' In-Service • Equity Champion ties back to Equity plan. • If SEA committee members are nominated, they will excuse themselves from discussion for that category. • Delmy motion to approve application and timeline. Karen seconds the motion. • Nominee must have been at CHC for a min. of a year.			

CHC Focus Group Data Review Review Gio, Diana, Tate	• <u>Collective Transcript Review: A Closer Look at Student Voice</u> ○ Review student voices on focus group ○ Within the last 2 weeks IERP office has been preparing transcripts to review. ○ Thank you to Michelle Ly-former student trustee and CHC alumni. Student volunteer w/IERP office. She contributed to putting together the transcripts. • Three questions to consider as transcripts are reviewed. ○ What are students saying? ○ What do we do next? ○ What do we make of this information? • Review transcripts as a group ○ 2 out of 4 transcripts will be reviewed.			• Take away from transcript review • Facilitator of focus group to give clarification on terminology provided. • Opportunities for collaboration with faculty on campus and student services; resources, classroom etiquette and management, students networking with each other. • Departments come to a class to provide information on services. - Centralize information • Share out ideas on how to structure the first 2 weeks of new academic year; making students feel welcome • Delmy will take this information to SS Council and Professional Development committees
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Item, presenter, time	Minutes	SD#	SEG#	Proposed action / next steps
				- Common Themes: Classroom etiquette, management, networking - Continue conversations next week.
Resources	2025-2028 CHC Equity Plan Equity Plan Executive Plan SEPI Equity Hubs Design and Structure			
Adjournment	3:33pm			Next Meeting: October 12, 2026
Future Agenda Items	- NACCP Research Presentation - Gio - USC Race and Equity - Keith - Adult Education Student Parking- Delmy			

SEAC Strategies 2026-2027 Committee Accomplishments

Use this section to capture accomplishments discussed during the year.

Topic	SD#	SEG#
Submitted 25-28 Student Equity and Achievement (SEAP) Plan		
Awarded Equity Champion Awards		

College Mission, Vision, and Values

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 Statement

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.

Institutional Values

- **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.

Student Equity Committee 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 all members the opportunity 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.