Crafton Hills College SEA Committee Minutes		Date: September 8, 2021 Time: 4:00pm.- 5:00pm. Location: Remote

Rejoice Chavira **Chloe de Los Reyes** **Gwen DiPonio** **Ed Ferrari** **Jimmy Grabow** Alvin Jackson Alexander Manjarrez	**Ken Owens** **Ericka Paddock** **Ivan Peña** **Nick Reichert** **Josh Robles** **Shella Scott** **Gio Sosa** **Frances Southerland**	**Delmy Spencer** **Diana Vaichis** **Lindsay Weiler** **Kay Weiss** **Keith Wurtz** Isidro Zepeda Laura Van Genderen, Note taker

Guests	

TOPIC	DISCUSSION	FUTURE ACTION
Review of 5/12/21 Minutes	The committee reviewed the 5/12/21 minutes.	
Definitions	The committee discussed presenting the approved definitions of White Supremacy, White Privilege, and Systemic Racism to the senates.	Delmy will get the dates from the senates to present the approved definitions for volunteers.
Review the Charge (5 min) Delmy	- The committee discussed and reviewed the Charge of the Student Equity and Achievement Committee. - The committee discussed going to Crafton Council and asking that all committees review their charges to include equity in the language. - This committee could bring an example statement for the committees to consider working into their charges. - Keith shared an example from the PD Charge, "The Professional Development Committee reports to the Crafton Council and relies on research and evidence-based decision making to inform professional development activities that encourage collaboration and conversations to promote equity driven inclusive practices." - The committee discussed possible language to include equity in charges. Each committee would need to fit the statement to their unique purpose. - Some examples of equity statements could include: "using data that supports equity in decision making" or "encourage collaboration and conversations to promote equity driven inclusive practices."	Members will bring possible equity statements for charges to the next meeting to discuss.

Create Committee Norms (10 minutes) Keith	• Keith shared the Committee Norms from last year and the committee reviewed the list. • Some edits were made to the existing norms. • An addition of "We will make data driven decisions based on clear information" was made to the Norms. • Norms can be revised at any time during the year.	
Ice Breaker (15 minutes) Ivan	• Ivan led the group in an Icebreaker in which members were asked to introduce themselves and share a stereotype they heard about themselves that is one dimensional and fails to describe them accurately. • The committee discussed that we are multidimensional, and stereotypes are one dimensional. These views can affect students and how we can work with each other.	
Preliminary DI Data Review (25 minutes) Gio & Diana	• Gio and Diana shared a brief overview of disproportionate impact evidence and data. • Data can spur conversations and adjustments that can be made in the future. • Gaps and differences in outcomes regarding specific student populations were shown to the group- specifically the percentage point gap method. This method compares the performance of individual groups to the collective and in so doing identifies groups that are outperforming, and underperforming based on the student populations. • Gio shared tables reflecting Course Success that are explored by multiple methods. One table showed Course Success Rates by Ethnicity and Proportionality Indices. • The threshold gap needed to be identified as disproportionately impacted is driven by the cohort size. The more prevalent a given population is- the lower that acceptability threshold will be. The smaller the group-the higher that acceptability threshold will be. • Gio noted that negative point gap values that are not flagged as DI should still be given attention. Disproportionately impacted groups can be identified by percentage points values that exceed the negative threshold.	
Committee Meetings and DI Designed Teams (20 min)	• Delmy introduced the topic of meeting format for the committee. • She requested feedback on having the first meeting of the month as a group and the second meeting of the month for breakout design teams. • The breakout groups could work on actions for the identified DI groups. • The feedback was that the committee could be more productive with one collective	

	meeting and one breakout (design team) meeting per month.	
	• The committee can consider innovative activities and target what's missing.	
	• The first phase will be to target African American, Hispanic and Reentry students in the design team meetings.	
Equity Mindset Statement		
Other		
Adjournment	4:58pm	

Future Agenda Items:

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 Success Plan and 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.

Membership

- Vice President, Student Services (co-chair)
- Vice President, Instruction (co-chair)
- Two Deans (Dean of Counseling and Dean of Language, Arts, and Mathematics)
- A minimum of six faculty (including a faculty member from Academic Senate, English, mathematics, a Guided Pathways Lead, the Tutoring Center Coordinator, and one counselor)
- One Classified Senate Representative from Student Services
- One CSEA Representative
- and One Student Senate appointee

Term: Two Years (for appointees)

Recommended Representation:

- DSPS/EOPS/CARE/CalWORKS/Guardian Scholars
- Financial Aid
- Student Life
- Veterans
- Admissions and Records