


Crafton Hills College SEA Committee			Date: May 15, 2023 Time: 3:00pm.- 4:00pm. Remote
Minutes			
Sean Ceballos-A Chloe de Los Reyes-P Gwen DiPonio-A Jimmy Grabow-P LaTasha Hagler-A Claudia Hayton-A Savannah Horton-A Alvin Jackson-A Marty Milligan-A	Ken Owens-A Ericka Paddock -P Ivan Peña-P Nick Reichert-P Josh Robles-A Shella Scott-A Gio Sosa-P Raquel Galvan-A Danielle McCoy-P Jillian Robertson-A	Delmy Spencer-P Diana Vaichis-P Kay Weiss-P Keith Wurtz-A Note taker: Lili Medina	
Guests			
TOPIC	DISCUSSION	FUTURE ACTION	
Review Meeting Notes 05-01-23 Delmy	<i>-Table for next meeting</i>		
SEPI Campus Teach Action Plan Ivan	<p>-Action Plan Template</p> <p>-As a team get feedback on 1. Goals 2. Progress 3: Restoration 4. Moving Forward</p> <p>-As a group, worked on answering the action plan questions. Ivan will make final edits on the presentation and send it out to all members for review.</p> <p>D. SEPI Convening - Crafton - Campus Team Action Plan PPT</p> <p>Goals:</p> <p>1. What Goals Did You Set Out To Achieve?</p> <ul style="list-style-type: none"> • <i>What racial equity efforts did the campus set out to achieve and what has been accomplished?</i> • Review our enrollment process in order to streamline and remove intentional and unintentional barriers. <ul style="list-style-type: none"> • We went from 6 steps to 3 steps. • GP Counseling model has been implemented in order to help retention, transfer, and completion efforts. <ul style="list-style-type: none"> • Milestone celebration/recognition event for students who completed 30 units. • We have laid the foundation to launch our Summer Bridge pilot for Black/African American and Latinx students. <ul style="list-style-type: none"> • We secured an embedded tutor and librarian for both cohorts. • Increase the equitable access to student support services by Black African/American, Latinx, and Economically disadvantaged students. <ul style="list-style-type: none"> • Streamlining project that encompasses broader Student Services and its impact on student success rates. • Last year we identified Fin Aid students, an increase of African American and Black students receiving financial aid compared to previous year. • 30 faculty members began the USC Equity Institute. • Rosters were made available to faculty by ethnicity to allow faculty to provide more support for our DI student populations. • We have started to revise the curriculum through the LFM team who held the first PD workshop to help imbed equity in Course of Records and other course content. • PD workshops on creating studentfriendly and liquid syllabi. • Instruction division has done workshops on Equitable grading practices. 		

	<p>Progress:</p> <p>2. How's the Progress and What's Been Learned? <i>Where is the campus now with its racial equity efforts? What progress has been made with SEP implementation? What's been learned so far?</i></p> <ul style="list-style-type: none"> • Considerable progress in terms of being able to sustain challenging conversations with regard to race. • We also recognize that some of these conversations open up to some resistance that we are learning to navigate. • Having foundational but challenging conversations are important. • Educational Master Plan, we have embedded equity throughout that document that speaks to human sustainability and well-being. • We also acknowledge the idea of first-generation equity practitioners- highlighting the continued need for our own professional development. • Importance of doing the intellectual work all while being kind to ourselves and each other by acknowledging that this is a process. • We are institutionalizing cultural celebrations and participation in equity conferences and training. • We have institutionalized and are being intentional in marketing in other languages including Spanish and Tagalog. <p>Restoration:</p> <p>3. How Do We Protect and Restore Ourselves? <i>As leaders of these campus efforts, where do you rest? How do you sustain yourselves and the team amid the long work of improving racial equity?</i></p> <ul style="list-style-type: none"> • Having gatherings, outings, and potlucks to build community. • Going to equity events and cultural celebrations to help build community. • Open dialog within this SEP committee that allows us to be vulnerable with one another. • Allow others to make their own contributions by sometimes knowing when to step back. • Relying on other committee members for support during difficulties or challenges. • We also recognize that we need to be more intentional about protecting and restoring ourselves to avoid collective burnout. • Understanding our positionality and power dynamics to help move the work forward. • Remind ourselves about our why and why we do this work. • Encouraging one another to pay attention to ourselves. <p>Moving Forward:</p> <p>4. What's the Path Forward for the Campus Team? <i>What are the immediate next steps?</i> Future out how to restore ourselves.</p> <p><i>What do you want to build on?</i> Community building. Work on creating a more inclusive environment, enhancing a sense of community, and feeling a sense of belonging for students, faculty, staff, and management.</p> <p><i>What changes need to happen?</i> More people on board doing equity work. Develop a sense of personal responsibility among our team members. Continue providing Professional Development opportunities. Work to get more buyin from all stakeholders. Work on diversifying the college workforce. More incentives for the campus community to participate in equity related events and activities.</p> <p><i>What additional supports are needed?</i> Providing us with specific resources that are relevant to our campus needs. Communication and provide us with the calendar for activities early on with advanced notice. Provide us with suggestions for keynote speakers for our I\$ervice and Flex PD. Provide us with ideas on how we can combat burnout as we continue with this work. Provide us with suggestions and ideas on how to incorporate others from our campus into this equity work.</p>	
<p>Spring 2023 Committee Self-Evaluation Survey</p> <p>Delmy</p>	<p>-Delmy shared the link for the survey for committee members to participate</p> <p>Spring 2023 Committee Self-Evaluation Survey</p>	

Resources	<ul style="list-style-type: none"> • 2022-2025 CHC Equity Plan • Equity Plan Executive Plan • SEPI Equity Hubs Design and Structure 	
Other		
Adjournment	3:54 pm	
Future Agenda Items:	<ul style="list-style-type: none"> • Equity Statement for Charters 	
<p>Mission Statement: To advance the educational, career, and personal success of our diverse campus community through engagement and learning.</p> <p>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.</p> <p>Values: Crafton Hills College values academic excellence, inclusiveness, creativity, and the advancement of each individual.</p>		

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

