

Crafton Hills College SEA Committee		Date: October 28, 2024 Time: 3:00 pm- 4:00 pm CCR 233 In-Person
Minutes		
Larry Aycock-A Sara Butler-P Chloe de Los Reyes-P Jimmy Grabow-A LaTasha Hagler-P Claudia Hayton-P	Elizabeth Lopez-A Natalie Lopez-P Ericka Paddock-A Ivan Peña-P Vannesa Ramirez-A Nick Reichert-P	Gio Sosa-P Delmy Spencer-P Victoria Van Stee-P Diana Vaichis-P Keith Wurtz-P Note taker: Lily Medina
Guests		
TOPIC	DISCUSSION	FUTURE ACTION
Review of 10-14-24 Meeting Notes	<ul style="list-style-type: none"> • Equity Minutes 10-14-24 • Members approved minutes 	
Equity Champion Rubric Scores Review Gio & Diana	<ul style="list-style-type: none"> • Gio discussed reviewing norms and how the results that would be reviewed today would be confidential within the committee members. • Gio asked members for feedback about the rubric used to score. • Gio shared, reviewed, and discussed Conversational Values/Norms slide-document with members: 1) Acknowledge one another as equals. 2) Actively listen, share authentically and be radically honest. 3) Practice self-awareness. Be generous with each other and mindful of your impact on others. 4) Recognize that no one knows everything, but together we know a lot. 5) What is said here, stays here. 6) Have fun! • Suggestion: Winner gets a plaque, and finalists will get certificates. • Suggestion: For next year, when nominees acknowledge their nomination, can we let the campus know who was nominated and allow the campus to add additional acknowledgments for the nominees, especially for student nominees. Also allow students to add additional comments or acknowledgments for faculty nominees. 	Employees: Winner-Chloe de Los Reyes Finalists-Diane Pfahler, Sandra Ruiz, Herberth "Alex" Jaco, Nicholas Reichert Students: Winner-Jared Shaw Finalists-Ross Wallbank, Hadi Natour Teams: Need to vote at next meeting 11-18-24

	<ul style="list-style-type: none"> • Suggestion: Would it be possible to get the questions in advance so the nominees can prepare before they begin writing their response. • Feedback: Some of the items included as evidence were hard to figure out how to score them or what category to include it in as evidence. • Feedback: Adapt the criteria to the evidence provided by the nominees. • Bring examples of wording and plaques for next meeting. • Still need to vote on the Teams category for next meeting 11-18-24. • Members discussed confidentiality and agreed not to discuss names of winners. 	
Resources	<ul style="list-style-type: none"> • 2022-2025 CHC Equity Plan • Equity Plan Executive Plan • SEPI Equity Hubs Design and Structure 	
Other		
Adjournment	4:15 pm	
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 	
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 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.

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

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 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.