


<b>Crafton Hills College SEA Committee</b>			Date: February 10, 2025  Time: 3:00 pm- 4:00 pm  CCR 233 In-Person
<b>Minutes</b>			
Larry Aycock-P Sara Butler-P Chloe de Los Reyes-P Jimmy Grabow-P LaTasha Hagler-P Claudia Hayton-A	Elizabeth Lopez-P Natalie Lopez-P Ericka Paddock -P Ivan Peña-P Vannesa Ramirez-P Nick Reichert-A	Gio Sosa-A Delmy Spencer-P Victoria Van Stee-P Diana Vaichis-P Keith Wurtz-P  Note taker: Lily Medina	
Guests			
<b>TOPIC</b>	<b>DISCUSSION</b>	<b>FUTURE ACTION</b>	
Review of 11-18-24 Meeting Notes	<ul style="list-style-type: none"> <li>• <a href="#">Table for next meeting</a></li> <li>• <a href="#">Equity Minutes 11-18-24</a></li> </ul>		
Feedback on Standards 1.1, 1.2, and 1.3  Ivan & Keith	<ul style="list-style-type: none"> <li>• Standard 1.1: The institution has established a clearly defined mission that appropriately reflects its character, values, structure, and unique student demographics. The institution's mission articulates its commitment to ensuring equitable educational opportunities and outcomes for all students.</li> <li>• Standard 1.2: The institution establishes meaningful and ambitious goals for institutional improvement, innovation, and equitable student outcomes.</li> <li>• Standard 1.3: The institution holds itself accountable for achieving its mission and goals and regularly reviews relevant, meaningfully disaggregated data to evaluate its progress and inform plans for continued improvement and innovation.</li> <li>• Ivan divided each standard into 3 tables. Members were divided into 3 groups. Each group rotated to each table to discuss each standard per round. During each round members reflected and wrote notes on poster paper answering questions related to the standard.</li> </ul>		

	<ul style="list-style-type: none"> <li>Committee contribution: How has our committee contributed to meeting his accreditation standard? Impact assessment: What impact have these actions had on equitable student success? Lessons learned: What lessons have we learned? Future Innovation: How can we improve and innovate moving forward?</li> </ul>	
<p>Equity Plan Metrics Review</p> <p>Diana &amp; Delmy</p>	<ul style="list-style-type: none"> <li>Delmy shared that we need to start working on the 2025-2028 Equity plan. We need to decide if we are going to keep the same DI group or add to the group. We need to start thinking about what we are going to do and be reflective about the Equity Plan. What did we do that worked or didn't work, what will we be doing moving forward?</li> <li>Diana shared spreadsheet "2022-2025 Student Equity Plan Metrics - Baseline, Yearly Goals, and 23-24 Annual Report Observables". She discussed each metric data.</li> <li>Metric 1 Successful Enrollment AA/Black: target was met 34.1%, actual 37.7%.</li> <li>Metric 2 Completed Transfer Level Math &amp; English Hispanic/Latinx: target not met 19.6%, actual 18.2%.</li> <li>Metric 3 Persistence first primary term to secondary term AA/Black: target not met 57.9%, actual 56.3%.</li> <li>Metric 4 Completion AA/Black: target was not met 6.3%, actual 5.8%.</li> <li>Delmy suggested that the data is showing that we need to look at what is currently being done and discuss ways that we can close the gap with these groups. Collaborate with departments like English or counseling on ways we can help students in these groups, get their feedback.</li> <li>Delmy suggested to follow up with Research and see what the data means or get additional student data from each group for next steps.</li> <li>Delmy stated that we will send this data to all members for everyone to review and please write down questions you may have to review for the next meeting that can be used for the 25-28 Equity Plan writing.</li> </ul>	<p>Delmy suggested to follow up with Research and see what the data means or get additional student data from each group for next steps.</p>

Equity Plan Amendment  Diana & Delmy	<ul style="list-style-type: none"> <li>• <i>Table for next meeting</i></li> </ul>	
25-28 Equity Plan  Delmy & Keith	<ul style="list-style-type: none"> <li>• <i>Table for next meeting</i></li> <li>• CHC Equity Plan Deadline May</li> <li>• Develop Committee/ Department Feedback Plan</li> </ul>	
Resources	<ul style="list-style-type: none"> <li>• <a href="#">2022-2025 CHC Equity Plan</a></li> <li>• <a href="#">Equity Plan Executive Plan</a></li> <li>• <a href="#">SEPI Equity Hubs Design and Structure</a></li> </ul>	
Other		
Adjournment	4:02 pm	
Future Agenda Items: <ul style="list-style-type: none"> <li>• Equity Statement for Charters</li> </ul>	<ul style="list-style-type: none"> <li>• NACCP Research Presentation - Gio</li> <li>• USC Race and Equity - Keith</li> <li>• Streamlining - Delmy</li> <li>• Adult Education Student Parking-Delmy</li> </ul>	
<b>Mission Statement:</b> To advance the educational, career, and personal success of our diverse campus community through engagement and learning. <b>Vision:</b> 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. <b>Values:</b> 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.