


Crafton Hills College SEA Committee			Date: September 22, 2025 Time: 2:30pm-3:30pm CCR 233 In-Person
Meeting Minutes			
Delmy Spencer-P Keith Wurtz-P Chloe De Los Reyes-P Diana Vaichis-P Claudia Hayton-P Ericka Paddock-A	Sarah Bulter-P Ivan Pena-P Gio Sosa-P Richard Hughes-A Nikki Baugh (Student Rep) -P		Note taker: Veronica Salceda
Guests			
TOPIC	DISCUSSION	FUTURE ACTION	
Keith: Review Charge and Membership	<ul style="list-style-type: none"> Additions to the Charge Correction to faculty section Add additional faculty to recommended representation. Norms: no changes 	<ul style="list-style-type: none"> Reach out to Natalie about SEAC membership. Provide Crafton Council changes for approval 	
Delmy: Meeting Times	<ul style="list-style-type: none"> All approved meeting time 2:30pm-3:30pm. 		
Delmy: 2025-2028 Equity Feedback Plan	<ul style="list-style-type: none"> 1st Read Equity Plan Feedback <ul style="list-style-type: none"> Curriculum that focuses on equity Community based learning/explore models 25- 28 SEAP Equity Plan Executive Summary Equity Plan 	<ul style="list-style-type: none"> Explore ways to communicate with the campus community the work being done on this committee. Ivan: Utilizing equity funding to create videos; highlight work. Need support with script/videos. Explore adding one assignment that shows how equity is addressed Explore prof. dev opportunities/provide incentives Ivan shared Curriculum Committee Equity review guidelines. Adapted from College of the Sequoias. Keith will provide some research on work that is being done with curriculum. 	
Resources	<ul style="list-style-type: none"> 2022-2025 CHC Equity Plan Equity Plan Executive Plan 		

	<ul style="list-style-type: none"> • SEPI Equity Hubs Design and Structure 	
Other		
Adjournment	3:29pm	
Future Agenda Items: <ul style="list-style-type: none"> • Equity Statement for Charters 	<ul style="list-style-type: none"> • Gio: NACCP Research Presentation • Keith: USC Race and Equity • Delmy: Streamlining • Delmy: Adult Education Student Parking 	<ul style="list-style-type: none"> • Gio: Highlight Ed. Master Plan. Discuss and talk to Michelle. • 2nd read of Equity Plan-Give to Senate • Invite faculty to next Equity meeting (Danae, Andrew, Isidro, Ed).

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: 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.

Values: We rely on the following values to support our vision and mission:

- 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.

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 (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
- 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 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.