

Student Success & Equity Committee (SSEC) MINUTES

February 22, 2021 | 1:30 p.m. - 3:00 p.m.
Zoom Meeting ID: 952 0712 4580

ATTENDEES: (BOLD indicates online presence)

Joseph Alonzo Joanne Armstrong Nena Baldizon-Rios Diana Babayan Jennifer Coto Jeffry Dennis Dora Escobar	Tiffany Gause Melissa Govea Anne Hauscarriague James Kennedy Kathryn Kosuth-Wood Baltimore Padron Mahbod Parvar	Rachel Petrocelli Syed Rizvi Maureen Roe Rosa Salazar de la Torre Martin Stringer Mike Taylor Aaron Voelcker	Corinna Evett Loretta Jordan Mark Smith Erika Gutierrez Christin Umali Kopp Nidzara Pecenkovic Morrie Barembaum	Jose Vargas Linda Martin Saul Lopez Loann Tran (657-305-2471) ? Michael Cummings (Equity) Aida Francis (ASG)
--	--	--	---	---

OLD BUSINESS	DISCUSSIONS/COMMENTS	OUTCOME/FOLLOW UP
Approval of prior Minutes from November 16, 2020.	Meeting called to order by Syed Rizvi at 1:30 p.m. Committee reviewed minutes. The following edits were suggested: Diana Babayan: #1, second line, change <i>“vocalize and demonstrate concerns”</i> change the word to <i>“express.”</i>	Motion to approve: D. Babayan Second: J. Coto Passed without dissent Abstain: E. Gutierrez and N. Baldizon-Rios who were not at the previous meeting.
NEW BUSINESS & UPDATES		
Public Comments	Nena Baldizon-Rios requested to make a public comment and read a statement that was originally made by a colleague at a recent Board meeting. Nena also emailed the statement to attendees. She thanked the group and asked that everyone read it and reflect upon what a fellow colleague felt in what should have been a very safe environment because at convocation the colleague found the term “Black Folks” to be offensive. Dr. Jordan commented that she was also offended by the term “Black Folks” used during convocation. Syed inquired if there were any comments before proceeding with the agenda. Rosa Salazar Dela-Torre commented that if we are looking at equity, we need to look at everything including incorporating non-credit into the formula. She commented that the Chancellor’s office in 2015 had stated that non-credit should be included, however, after multiple requests for inclusion, non-credit faculty is not yet represented in any percentage.	
1. Opening remarks from President Vargas (10 min.)	President Vargas shared his remarks that are attached.	
2. "Discussion of SSEC Roles/Responsibilities"	Syed skipped this subject to address the next agenda items that were leading into some of the same topic.	
3. Review of last week’s Board Institutional Effectiveness Committee (BIEC) Presentation. Group discussion led by <u>Syed Rizvi</u> redefining	<ul style="list-style-type: none"> • The state developed a new interpretation of COLA funding which states 1.5% COLA (2.5 million dollars) will be given to institutions only when they demonstrate a reduction in equity gaps via different equity activities, and 	

the equity DI groups that we will be working with for the next three years including:

- Activities/services discussion
- How to measure
- Review of previous activity measurement form (attached). Edit as needed. (30 min.)

this is supported by data.

- Syed stated that he has received several communications and questions regarding the existence of the Equity Core Team (ECT) and why no updates were provided during Student Equity Committee meetings.
- Goals for this meeting include strategies to isolate our DI groups and what measurement tools to implement, to provide background regarding the creation, purpose and activities, and how to reset all equity activities.
- The Chancellor and the Board have clearly advised that we cannot fund activities that are not related to equity gaps, or those for which we cannot demonstrate that the gaps have been reduced.
- The new funding formula now in place and the measurements required impact the entire District. The committee will strive to redefine the program as needed and measure results accordingly.
- The group discussed, at length, the current level of effectiveness of the committee, and concluded that the committee make changes to benefit students' interests and focus on closing achievement gaps. It was suggested that since the committee is a recommending body, perhaps it should make recommendations to the President. It was noted that perhaps when the committee was originally devised, its structure fit the time in which it was created, but that it no longer meets current needs.
- It was also recognized that the committee needs to improve how it is measuring the activities put into place, and what impact is being made. A revamping of the entire committee was suggested.
- Mandated faculty training at both colleges provide a good example of the need for realignment. This matter should have gone through the union, but did not. Need to ensure that employees are treated equally at both colleges as well as create an understanding of the importance of incorporating equity at all levels.
- As there is a body at the district level involved with equity, the Office of Diversity, Equity and Inclusion (ODEI) it is important to ensure that efforts do not overlap and resources are utilized accordingly. Collaboration is important.
- It was added that with regards to racism, training regarding African American students needs to include a voice from the same community, which is currently absent from the conversation.

	<ul style="list-style-type: none"> • It was noted that not everyone is informed about the ECT or its work. ECT members have reached out to the ODEI to collaborate, but were told that the two programs were different, so collaboration was unnecessary. Open communication and cooperation are needed to ensure the best training available which will ultimately benefit all students. • Discussion concluded with a goal of reaching an agreement on how to move forward. 	
4. "Process of the Equity plan"	This was discussed in the above agenda item.	
5. Background of Equity Core Team formation, member selection, and overview of the Core Team work with the committee. Roll out plan. <u>(Tiffany and Melissa) (30 min.)</u>	<p><u>An overview of the ECT was provided:</u></p> <ul style="list-style-type: none"> • The ECT is under the direction of Joseph Alonzo and is a model that has been adopted by colleges statewide. • John Hernandez supported the ECT with Joseph Alonzo, Melinda Womack and Christine Umali Kopp as the first equity co-chairs, with Tiffany Gause joining thereafter. • The plan was for two rounds of ten people receiving intensive training to better support students and close equity gaps. • Veronica Keifer Lewis (preeminent equity trainer) provided professional training to ECT members with the goal of strengthening existing skills and creating trainings for faculty. Have received over 100 hours of training. • The ECT is currently working towards providing professional development opportunities and a Faculty Equity Certificate as a training incentive. • Syed and President Vargas will meet to discuss the ECT <p>In regard to reevaluating the Equity Committee, it was advised that the committee is obliged to maintain the 2019-22 plan currently in place and report as directed by the plan, however, discussions about strategies for overhauling it can begin now.</p> <ul style="list-style-type: none"> • It was confirmed that the new funding cycle is 2019-22 which coincides with the Equity plan, which is also 2019-22. The three-year reporting requirement was completed in December and those groups could not be changed as they'd been the same reported within the past three years. • Discussion can commence now regarding changes and additions for future cycles. To change the Equity plan that was submitted to the Board would require an appeal to the Chancellor's Office because any changes would be required to go through the approval process once again. 	

	<ul style="list-style-type: none"> As changes are needed now in order to align with new funding stipulations, the committee needs to discuss what changes can be implemented immediately to put things in place for DI students to be accurately measured and reported. <p>Due to the complex nature of implementing wide-scale changes, it was suggested that the matter be made a formal agenda item for a future meeting. This will allow members time to gather and consider input from constituents to make a fully informed decision.</p> <p>It was suggested that the committee forward reports to the Academic Senate after each meeting to open a dialogue with the Senate, which could assist the committee in this complex process.</p> <p>The following motion was made:</p> <p><i>“I move that the committee assess the current equity plan in place, determine if we require a new one, and to work on that plan while also asking for data and reports from the Equity Core Team, Co-Coordinator and Director as to current activities so we can be educated in that process. I move that we do this as soon as possible, starting with the next meeting and in a timely manner.”</i></p> <p>Discussion followed that in order to perform the assessment, just having a meeting once a month for three to four months each term it is not possible to yield any results, we need to gather a group and form a task force to start assessing.</p>	<p>Motion made by Rachel Petrocelli Seconded by Nena Baldizon-Rios Passed without dissent Abstain. E. Gutierrez</p> <p>Syed to send out a call for the group to come together before the next meeting.</p>
<p>6. Development of the survey to isolate students' needs during the COVID environment (<u>Equity coordinators and group input</u>). (15 min.)</p> <p><u>Intent of the Survey</u> This survey seeks to understand how COVID-19-related financial hardship, personal life challenges and parenthood have impacted students' academic participation. Data provided in this survey will be used to create and bolster instruction and programs which support the SCC students</p>	<p>Not discussed at this meeting to due lack of time.</p>	<p>Syed requested that committee members forward him feedback on agenda item #6 – as he would like to know the hardships students are currently facing. Another round of CARES Act funding is coming, a significant amount of money a portion of which should be used to improve equity gaps. In the next week or two, please forward two questions.</p>
<p>7. Future Meeting Agenda Topics Submission and Meeting Format (<u>Syed</u>) (5 min.)</p>	<p>Committee will assess the current equity plan in place – per motion made at today's meeting.</p>	
<p>8. Other</p>		
<p>FUTURE AGENDA ITEMS</p>		

Next meeting: March 22, 2021	Meeting adjourned at 3:25 p.m.	
------------------------------	--------------------------------	--

Santiago Canyon College Mission Statement - *Santiago Canyon College is an innovative learning community dedicated to intellectual and personal growth. Our purpose is to foster student success and to help students achieve these core outcomes: to learn, to act, to communicate and to think critically. We are committed to maintaining standards of excellence and providing accessible, transferable, and engaging education to a diverse community. (Approved by RSCCD Board of Trustees, 9-23-13)*

Student Success & Equity Mission Statement - *The Student Success and Equity Committee helps facilitate college-wide development, support, and implementation of programs, evaluations, policies, and procedures that are in line with Santiago Canyon College's vision of student access, success, equity, social justice, and multicultural education. The committee helps meet the goals and objectives of student success and equity at Santiago Canyon College.*

Approved 3.22.21