

# Student Success & Equity Committee (SSEC) MINUTES

May 24, 2021 | 1:30 p.m. - 3:00 p.m.  
Zoom Meeting ID: 952 0712 4580

**ATTENDEES:** (BOLD indicates online presence)

<b>Joseph Alonzo</b> <b>Joanne Armstrong</b> Nena Baldizon-Rios <b>Diana Babayan</b> <b>Jennifer Coto</b> Deisy Covarrubias <b>Jeffry Dennis</b>	<b>Dora Escobar</b> <b>Tiffany Gause</b> <b>Melissa Govea</b> <b>Anne Hauscarriague</b> Scott James <b>Loretta Jordan</b> James Kennedy	Kathryn Kosuth-Wood <b>Linda Martin</b> Baltimore Padron Mahbod Parvar Janis Perry <b>Rachel Petrocelli</b> <b>Elizabeth Pinon</b>	<b>Syed Rizvi</b> <b>Maureen Roe</b> Craig Rutan <b>Rosa Salazar Dela-Torre</b> Mark Smith Martin Stringer <b>Christine Umali Kopp</b>	Yanina Valdos <b>Jose Vargas</b> <b>Aaron Voelcker</b> Brianna Bellis (SSEC ASG) Michael Cummings (Equity) Aida Francis (ASG)
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OLD BUSINESS	DISCUSSIONS/COMMENTS	OUTCOME/FOLLOW UP
Approval of prior minutes from April 26, 2021 (5 minutes – all)	Meeting called to order at 1:31 p.m.  Committee was advised that the meeting would be recorded.	Motion to approve the April 26, 2021 minutes: A. Hauscarriague Second: D. Babayan Abstention: L. Martin Minutes approved
NEW BUSINESS & UPDATES		
1. Public Comments	None	
2. Future Faculty Equity Coordinator (5 - minutes President Vargas)	President Vargas expressed his thanks to everyone who served on the Core Team and commented on the valuable work that had taken place thus far. He announced that the committee would move forward with a different model which would no longer include a Faculty Equity Coordinator. The committee would identify a plan for closing achievement gaps at SCC and design the format for that work. This would be shared with the administration and once agreed upon, would be presented to the Cabinet and then to College Council for discussion and agreement. President Vargas provided the example of opening up the process to everyone to submit proposals identifying individual achievement gaps and how those would be addressed and measured. The committee could then review proposals and make recommendations. Proposals approved for funding would provide an estimated number of hours required to complete the task to ensure proper compensation for those performing the work. President Vargas stressed that this was a recommendation only, and that the committee would assume the responsibility of developing a process that was agreeable to everyone including the new President. He reminded the committee that the new President could chose to return to the single faculty coordinator model, however, for the upcoming fall semester, an administrative co-chair and a faculty co-chair would serve as leads moving forward.	
3. Equity Core Team Update (3 minutes – Tiffany Gause)	Tiffany Gause reported that the Equity Core Team (ECT) had postponed their final meeting of the semester in order to attend the recent Chancellor’s Town Hall meeting in the hopes of obtaining needed information. During fall semester the	

	<p>ECT will meet to review the final trainings it has developed. Ms. Gause expressed gratitude and appreciation to ECT members for being outstanding and dedicated leaders on the SCC campus. She shared that the ECT had gone through extensive training with one of the best in the state and looked forward to offering trainings in the future. She added that the ECT would continue their dedication to equity work at SCC.</p>	
<p>4. Task Force Update (35 Minutes)</p> <ul style="list-style-type: none"> <li>a. Review of minutes <b>(2 sets of minutes please review prior to meeting)</b></li> <li>b. Presentation-summary report</li> <li>c. Discussion on assessment Piece</li> </ul>	<p>Diana Babayan reported that between February and May she had researched other colleges' equity plan activities and discovered that many were moving toward more course and class level focused activities. In addition, she learned that many colleges have struggled with closing equity gaps. Some had made progress in different sections of the five indicators, but most had not achieved their stated goal of a 40% reduction, and had not even come close to that goal. She noted that SCC was in the same situation being experienced by other colleges that are reevaluating their equity plans and activities.</p> <p>Ms. Babayan shared a PowerPoint presentation prepared by Dr. Rachel Petrocelli which summarized the work performed by the Equity Task Force (ETF) from May 4<sup>th</sup> through May 18<sup>th</sup>. The following information was presented and discussed:</p> <ul style="list-style-type: none"> <li>• The ETF agreed that efforts need to be refocused and directed to classroom focused activities. Most colleges are rethinking their plans and refocusing efforts to close gaps, including a shift from a heavy faculty dominant portion of the budget toward more classroom/student oriented, depending on indicators.</li> <li>• Joseph Alonzo commented that a report from the state which had reviewed SCC's Equity Plan had made a similar assessment, stating that the focus should be redirected toward the classroom and faculty. He will send that report to committee members.</li> <li>• The ETF agreed unanimously that it should continue its work next year, ideally meeting during the summer or flex week in August, and made that recommendation to the SSEC.</li> <li>• It was suggested that the SSEC consider dividing into smaller components comprised of 3 - 4 people to focus on specific indicators, as well as, designate the ETF as a standing committee for at least two years and/or ad hoc.</li> <li>• It was suggested that the ETF play an integral role in writing the new plan.</li> <li>• The ETF agreed to 3 general goals for the SSEC, ETF and equity overall: <ul style="list-style-type: none"> <li>(1) To reorient the equity plan around classroom and course level activities because that is where reduction in gaps will occur.</li> <li>(2) To revise the budget - which is important for discussion in the fall to establish budget percentages for different activities, which may also</li> </ul> </li> </ul>	

help narrow down proposals. Also discussed was the question if activities funded in the past from different budgets should continue to be funded by equity. No conclusions were reached by the ETF, only a recommendation or future discussion.

- (3) To help departments identify who their DI impacted groups are by providing academic areas with data about those groups. Aaron Voelcker's department may be able to provide this information by January 2022 which would provide faculty some time to discuss data and create activities. Mr. Voelcker commented that he hoped to have some data to share with the SSEC at the start of fall semester and requested that information regarding an upcoming Power VI flex session be included in the SSEC minutes.

Additional recommendations included:

- The need for more conversation and communication with the ODEI (Office of Diversity, Equity and Inclusion) to avoid redundancies due to possible overlap between the ODEI and the colleges' approaches.
- The application of a case management type system to mentor students from DI groups throughout their SCC careers. Utilizing a system similar to what Guided Pathways uses may help with structuring this system.
- The need to establish realistic and achievable equity plan goals. The 40% reduction recommendation made several years ago was commendable but proved unachievable. Different areas can have different goals and data can help in this area. Several colleges have lowered their targets.
- Rosa Salazar Dela-Torre added that the ETF had discussed overlaps and if the committee wanted to explore where that additional support for students existed (i.e. EOPS, noncredit, CAMP, counseling, etc.) it would need to determine how to divide that task looking at the cohort and taking ownership for parts of that cohort.

Ms. Babayan concluded her presentation and commented that the ETF had completed a great deal of work within three weeks and looked forward to seeing progress in narrowing equity gaps next year.

Syed Rizvi commented that the work performed by the ETF provided a very good framework and starting point for next year. He emphasized that a measurement and assessment component was essential to identifying progress and recommended that this be the focus of meetings at the start of the academic year. Mr. Rizvi added that the committee has another year under the current equity plan and requested suggestions for how to fund ongoing projects for the upcoming 2021/22 academic year.

	<p>The committee reviewed and discussed the Equity Assessment document shared by Mr. Alonzo who announced that the form would now be available online and was similar to the version that had been distributed previously, but with a few revisions. He explained that it was necessary to break down multilayered questions into individual questions in order to obtain more thorough information from respondents who sometimes only answered portions of the multilayered questions. Mr. Alonzo advised that he would review recommendations made by Ms. Babayan, Dr. Petrocelli and any others submitted by committee members with the goal of distributing information for review before the end of the spring semester.</p>	
<p>5. Annual Committee Evaluation (45 minutes)</p>	<p>Syed requested feedback on accomplishments the committee wanted included in the evaluation and offered the following items for consideration:</p> <ul style="list-style-type: none"> <li>(1) Completion of the Preferred Name Option. Students may now have a preferred name of their choosing reflected in the system.</li> <li>(2) Formation of the Equity Task Force.</li> <li>(3) Consolidation of the SEAP budget from multiple programs to a single program.</li> <li>(4) Development of a SEAP Assessment form.</li> </ul> <p>Ms. Salazar Dela-Torre commented that as a member of the equity subgroup that reviewed projects submitted for funding, she believed transparency and clarity regarding steps being taken in the decision-making process were crucial. In addition, she stated that it was also important to ensure that notes were shared from all committees that reported to the SSEC.</p> <p>Mr. Rizvi advised that he would distribute minutes from previous 2020/21 SSEC meetings for the committee to review and requested that they forward him any additional accomplishments, by the first week of June, they would like included in the evaluation. If there are no additional items, he will move forward with the items identified during this meeting.</p>	
<p>6. Other Items:</p> <ul style="list-style-type: none"> <li>a. Questions</li> <li>b. Information Items</li> </ul>	<p>Ms. Babayan thanked Mr. Rizvi for his leadership, wished him well in his retirement and expressed her appreciation for his service as co-chair on the committee. Mr. Rizvi expressed his thanks and appreciation to Ms. Babayan.</p> <p>Mr. Rizvi shared that there would be a change coming soon as Mr. Alonzo would be moving away from his equity role to transition fully to his position as Dean in noncredit.</p> <p>In closing, Mr. Rizvi commented that it had been a pleasure working with the committee and thanked everyone for all their hard work.</p>	
<p><b>FUTURE AGENDA ITEMS</b></p>		
<p>Next meeting: TBD</p>	<p>Meeting adjourned at 2:52 p.m.</p>	

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**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.*