



EQUITY AND STUDENT SUCCESS COMMITTEE Minutes

Wednesday, April 22, 2020 | 3:00 pm – 4:30 pm | Zoom Meeting

Committee Description: The Equity and Student Success Committee provides support, makes recommendations, and facilitates coordination of campus-wide efforts to promote diversity, equity and inclusion for all faculty, staff and students, close student achievement gaps, and align student success and retention efforts with institutional planning. The committee utilized participatory governance processes to make recommendations and disseminate information concerning the planning, coordination and implementation of instructional, student services and campus climate initiatives. The committee serves as the District advisory group to the Equal Employment Opportunity Plan, the Credit and Noncredit Student Success and Support Programs (3SP), Student Equity, and the Basic Skills Initiative.

Committee members:

X	Regina Voge, BSI Coordinator, Co-Chair
X	Madeline Medeiros, Dean of Arts, Humanities and Social Sciences, Co-Chair
X	Que Dang, Director, Student Equity & Success Centers, Co-Chair
X	Mark Turner, Mathematics Faculty Representative*
X	Rosemary Wrenn, Student Development & Success Representative (ESL or CSS)*
	Carina Love, Faculty from a dept other than Math, English or SDS*
X	Teri Sherman, Counseling Faculty*
X	Sean Boling, English Faculty Representative*
X	Anthony Gutierrez, Coordinator, Student Life and Leadership
	Vacant, Director, Assessment & Student Support & Success Program
X	Mia Ruiz, Associate Director of Noncredit Student Support & Success Program
X	Allison Phelps, Classified Union Representative
X	Darlene Azevedo, Student Services Representative

	Vacant, ASCC Student Representative
	Non-Voting Members
	Mark Sanchez, VP Student Services & College Centers, Liaison to Cabinet
	Jason Curtis, Interim VP Academic Affairs
	Rebecca Hart, Human Resources Representative
X	Aimee La Rue, Institutional Research Representative
	Jeffery Alexander, Director, Outreach, Orientation and Success Activities
X	Michalyn Maddalein, At Large
X	Parisima Goetz, Recorder

*One of these faculty should be a division chair

Committee Initiatives:

ACCJC Standard(s)	In Progress	Complete	Timeline	Initiatives
IIA, IIB, & IIC				1) Support and make recommendations for the English, Math, and the SDS Divisions in achieving the 2017 – 2020 Strategic Plan Institutional Objectives 1.1, 1.2, 2.1, 2.3, & 2.4.
IIA, IIB, & IIC				2) Identify and make recommendations to the campus community regarding practices and strategies that will improve student equity and success, including the implementation of the Student Equity and Achievement Plan, AB 705, and the Guided Pathways framework, along with continued development and implementation of integrated, unavoidable student services.
IIIA				3) Monitor completion of all commitments in the Equal Employment Opportunity (EEO) Plan, including conducting activities described in the EEO Plan, Component 12, through communication, participation and funding.
IIIA				4) Promote a more inclusive campus climate through awareness, cultural competency, and campus-wide practices.

ACTION ITEMS	NOTES	FUTURE ACTION
1. Approval of agenda	Motion – A. Gutierrez Second – A La Rue Approved – All	
2. Approval of minutes – ESSC Minutes 2/26/2020	Motion – R. Voge Second – T. Sherman Approved – All	
3. Zoom Meeting Participation Tools and Procedures		
4. 21-Day Challenge Follow-up and Next Steps 21-Day Challenge Feedback	<ul style="list-style-type: none"> • Analytics used to determine the number of people who opened emails and clicked links. • At least 55% opened the emails • Consideration to partner with community groups for the next 21 Day Challenge • Positive feedback from departments • Many of the students using the challenge reported they couldn't finish due to the multiple changes seen in March. Recommend to rerun the challenge in the fall. • Try different days and times for the weekly meet-ups • Before the Stay-at-Home order, there was a buzz in offices about the challenges. • Next 21-Day Challenge, set it up as a pledge or to create teams. • Possibly wait until Spring 2021 with the uncertainty about Fall 2020 face to face. • Consensus reached to run in Fall but do it monthly as a work up to the Spring launch; this way the momentum will not be lost. • Incorporate COVID-19 into the challenge and the disparities that it has created. • Challenge Planning Team? Premarketing with a monthly reminder would be sufficient. • Could include having input from students • Ideas on where to collect experiences from Spring 2020 challenge. • Webpage? Survey? • Student participation feedback – overall the challenge was impactful for the students that participated. Rosemary had her class participate and will share the feedback from her students with the committee. • Positive feedback from the people who participated from Cal Poly. 	

5. Equity in the Time of COVID-19: Role of our Committee

- [Racial Equity in Online Environments](#) – 4/23/2020 Webinar
- [Addressing Racial Bias and Microaggressions in Online Environments](#) – 4/28/2020 Webinar

- This is an excellent series - Thursdays at 11: <https://shindig.com/login/event/covid-equity>
- We need to find/advocate funding for DACA and undocumented students who will not have access to federal aid allocated to Cuesta
- Contact Donna Howard (donna-howard1@cuesta.edu)... She may have some resources.
- Also try contacting our campus Student Success Coaches because they will reach out to students.
- Are we anticipating to be online next fall? Concern regarding access issues; students received chrome books, but then didn't always have internet.
- We are getting students hotspots- if you can get the student's info to Donna Howard, she can get student access to a hotspot
- Also, contact Michelle Evans in Financial Aid if a student needs emergency funds. There is funding available depending on the student's situation.
- Ritchie is putting videos on Instagram and Facebook from faculty and staff encouraging students...You can record a short video on your phone and send to him.
- Many, many institutions are making devices available to everyone - and hot spots
- See link below for Bilingual Resource that contains information about relief funds for undocumented workers in California. Feel free to share with students and within your communities. https://docs.google.com/document/d/1sPLuHoYK6ec7Gzxaw0i7On-NT1Z9IEj/edit?fbclid=IwAR1gZTtvF6hggUmE1jW-Xs8RGAx5C-asS4Xtwlf3KcMVJtnfKJpviEmK_jl
- One thing that D. Howard in the VPSS office is doing and has encouraged others to do is check which students have not logged into Canvas. A few days a week or a month, and then calling those students to ask them about their situation. Often it is was due to lack of access.
- If it was presented with options to help the faculty support the students by adding processes, links, etc. to their syllabus might be useful.
- Professional Development Committee have been sending out information.
- Food distribution was very well received. Distributed over 160 bags of food. Will do it again in May.
- Pantry is still open in SLO (library) and NCC.
- Will look into if Guided Pathways funds can be used to support students.
- 20-30 requests a day for gift cards for students for food.
- Partner with Faculty Professional Committee. – with how to provide announcements – set up a meeting with ESSC and Faculty Professional Committee

	<ul style="list-style-type: none"> • Recommend checking out the webinars and Dr. Wood. 	
6. End-of-Year Report and Final Committee Meeting ESSC End of Year Report Template	<p>This was intended to be the final meeting of ESSC for Spring 2020. Committee discussed whether to add a final meeting for May off-cycle. Members agreed to meet May 20th 3-4:30 for off-cycle meeting. End of year report will be emailed before the 5/20 meeting.</p>	
7. Meeting Summary	Please complete the end of challenge feedback jotform – committee members will be emailed the link.	

Next Meeting: May 20, 2020 | 3:00 pm – 4:30 pm | Zoom Meeting



GUIDED PATHWAYS IMPLEMENTATION TEAM Minutes

Thursday, April 23, 2020 | 9:00 am – 10:30 am | Zoom Meeting

Committee Description:

The Guided Pathways Implementation Team is a task force of representatives from various constituent campus groups that directs the Guided Pathways Plan. The team establishes and carries out initiatives based on the Guided Pathways Plan, using Cuesta data, the feedback from student focus groups, and input from constituent committees and workgroups. At the end of each academic year, the team will evaluate whether it will be needed the following year or if it should be dissolved based on completion of the Guided Pathways Plan. The team will make recommendations to College Council, Academic Senate, and the Associated Students of Cuesta College.

Committee members:

X	Ryan Cartnal, Guided Pathways Dean, Co-Chair
X	Madeline Medeiros, Guided Pathways Dean, Co-Chair
X	Lara Baxley, Guided Pathways, Co-Coordinator
X	Heidi Webber, Guided Pathways, Co-Coordinator
X	Regina Voge, Academic Senate President or Designee, (*NCC Rep)
X	Alex Kahane, Curriculum Committee Chair or Designee
X	Genevieve Siwabessy, Student Services Administrative Representative
X	Que Dang, Director of Student Equity
X	Anthony Gutierrez, Student Services Faculty Member
X	Cherie Moore, Faculty Representative
X	Allison Head, Faculty Representative
X	Roland Finger, Faculty Representative
X	Jennifer Noriega, Classified Staff Representative
X	Becci Carter, Classified Staff Representative
X	Kate Porter, Counseling Faculty Representative
XX	Shannon Hill / Ritchie Bermudez, Marketing & Communications Rep (Alternating)

	Dawn Grillo, Student Representative – ASCC Senate
	Roy Valdez, Student Representative – ASCC Senate
	Non-Voting Members:
X	Jill Stearns, Superintendent/President
X	Mark Sanchez, Assistant Superintendent/VP, Student Services
X	Jason Curtis, Assistant Superintendent/VP, Academic Affairs
X	Parisima Goetz, Recorder
	Roseann Shaefer, Student Representative – ASCC Senate
	Claire Dostal, Math PT Faculty - Guest

ACTION ITEMS	NOTES	FUTURE ACTION
0. ZOOM Participation Committee Guidelines		
1. Approval of agenda	Motion – R. Voge Second – Q. Dang Approved – All	
2. Approval of minutes 3/12/2020 Meeting	Motion – H. Webber Second – A. Gutierrez Approved – All	
3. Announcements	<ul style="list-style-type: none"> • Areas of Study were approved in Senate. • The California GP Cohort 2 – 2020-2022 <ul style="list-style-type: none"> ○ We have been accepted as Cohort 2. ○ GPIT Co-Chairs will be meeting with GP Leaders for an interview. ○ Will be working alongside other colleges. • Program Mapper Update – <ul style="list-style-type: none"> ○ No fee for updates – DCT (data cleanup tool) will be free for use. ○ Mapper Taskforce met 4/22/2020 • GPIT Administrative Co-Chairs Update <ul style="list-style-type: none"> ○ At the end of Spring 2020 term – shift in administrative co-chairs. ○ G. Siwabessy will be stepping in as second administrative co-chair along with M. Medeiros ○ This allows for a co-chair from Academic Affairs and one from Student Services. 	
4. Cougar Welcome Days	<ul style="list-style-type: none"> • Small workgroup met on Monday 4/20 to discuss Cougar Welcome Days. • Working on creating an online version of Cougar Welcome Days. • May 8th is the planned date for Counseling and Workshop day. <p>Concern – that the canvas shell matches with the website.</p>	
5. Fall 2020 Theme Recommendation	<ul style="list-style-type: none"> • Voted to make a recommendation to administration. • Considering to postpone until Spring 2021 or Fall 2021. • Theme: Building Community Through Empathy, Self-Reflection, and Belonging. • Consider a soft opening with the theme for fall and work towards a bigger rollout for spring. • Work as a joint effort with Guided Pathways and Equity and Student Success Committee. • Reduce the theme to be Building Community through Empathy and Belonging. <p>Vote – if we should postpone.</p> <p>Motion – M. Medeiros motion to change the theme to Building Community through Empathy and Belonging Second – R. Voge Approve – All</p> <p>Co-chairs will forward proposal to Dr. Stearns.</p>	

<p>6. Guided Pathways in the Time of Covid-19</p> <ul style="list-style-type: none"> • Student Townhall • IDEAS? 	<ul style="list-style-type: none"> • Student Townhall • Hold a virtual student townhall via zoom • Can record it and make it available • Have a larger audience • Plan this for Fall 2020 • Build the student townhall around our theme. • Ask students “what does building community through empathy and belonging mean to you?” <p>Are there any panels that marketing and foundation can help with?</p>	
<p>7. Meeting Wrap Up</p>	<p>Food bank distribution on Tuesday – over 160 bags of food passed out. Will continue to distribute on May 12th Emergency food pantry grants – 300 grocery cards were passed out (15K). Students will know soon if they have been accepted by transfer schools. Career Services assessments are being done online. Website will be updated with Areas of Study. Please make an encouraging video for students and send to R. Bermudez</p>	

Next Meeting: May 14, 2020 | 9:00 am – 10:30 am | Zoom Meeting