



EQUITY AND STUDENT SUCCESS COMMITTEE
Minutes
Wednesday, February 27th, 2019
3:00 pm – 4:30 pm, Rm. 3409 & NCC N3213

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 utilizes 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: A third co-chair will be selected from the membership at the beginning of the new academic year. The three co-chairs will report to Academic Senate regularly.

x	Regina Voge, BSI Coordinator, Co-chair
x	Madeline Medeiros, Dean of Arts, Humanities and Social Sciences, Co-chair
	Denise Chellsen, Mathematics Faculty Representative*
x	Sean Boling, English Faculty Representative*
x	Rosemary Wrenn, Student Development & Success Representative (ESL or CSS)*
	Jennifer Martin, Faculty from a dept other than Math, English or SDS*
x	Teri Sherman, Counseling Faculty*
	*One of these faculty should be a division chair
x	Anthony Gutierrez, Coordinator, Student Life and Leadership
	Erin Lastreto, Director, Assessment & Student Support & Success Program
	Mia Ruiz, Associate Director of Noncredit Student Support & Success Program
x	Que Dang, Director, Student Equity & Success Centers
x	Allison Phelps, Classified Union Representative
x	Lana Nelson, Student Services Representative
x	Fredy Herrera/David Santander, ASCC Student Representatives
	<u>Non-Voting Members:</u>

	Mark Sanchez, VP Student Services & College Centers, Liaison to Cabinet
	Deb Wulff, VP, Academic Affairs
x	Janeal Blue, Human Resources Representative
	Institutional Research Representative (Vacant)
x	Jeffrey Alexander, Director, Outreach, Orientation, and Success Activities
	Siboney Guardado
X	Alysha Nye
X	Ariel Abbott
X	Melissa Richerson
X	Bret Clark
X	Maria Escobedo
x	Parisima Goetz, Recorder

2018-2019 Committee Initiatives

<i>Initiative #</i>	<i>ACCJC Standard(s)</i>	<i>Strategic Plan</i>	
			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.
1	IIA, IIB, &IIC	Goal 1 & Goal 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 Guided Pathways framework.
2	IIA, IIB, &IIC	Goal 1 & Goal 2	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.
3	IIIA		Promote a more inclusive campus climate through awareness, cultural competency, and campus-wide practices.
4	IIIA	Goal 1 & Goal 2	Promote a more inclusive campus climate through awareness, cultural competency, and campus-wide practices.
5	IIA		Assist the college in completing the 2020 Institutional Self-Evaluation report by responding to Standard II.A.7: The institution effectively uses delivery modes, teaching methodologies and learning support services that reflect the diverse and changing needs of its students. Prompts: <ol style="list-style-type: none"> List specific processes (examples) that demonstrate how Cuesta meets this standard. List specific evidence (i.e. minutes, plans, processes, polices, etc.) for each example listed above, and the specific location in that evidence, which supports Cuesta meeting this standard. List the areas where Cuesta may not fully meet the standard and/or where Cuesta does not meet the standard at all.

Agenda

Standing Agenda Items: 3SP, BSI, BSSOT and Equity Reports		Taskforce and Subcommittee Reports:		
AGENDA ITEMS - DOCUMENTS	WHO	TIME	INTENT	NOTES
1. Approval of agenda Description: Order of the agenda	All	1 min.	A	Janeal motion; Que seconds; All Approve
2. Approval of <u>ESSC MINUTES 1/23/19</u>	All	1 min.	A	Que motion; Janeal seconds; All Approve
3. Student Success Classroom Presentation: Committee is asked to provide feedback on the presentation content <u>Student Success Study Guides</u> <u>Student Success Weekly Schedule</u> <u>Student Success Talking with your Instructor</u> <u>Student Success Resources</u>	Alysha Nye, Ariel Abbott and Belem Diaz Infante	25 min.	I,D	<ul style="list-style-type: none"> Plan to keep presentation streamlined and uniform. Evaluate the classes to present in, due to some students seeing it 3 times in a semester.

*Discussion on any agenda item may lead to Action

<p><u>Student Success Career Lab Flyer</u></p>				
<p>4. EEO Training: Committee is asked to provide feedback on the training</p> <p><u>17-18 Classified – CUE Hiring Institute Candidate Persistence Data</u></p> <p><u>17-18 Faculty – CUE Hiring Institute Candidate Persistence Data</u></p> <p><u>17-18 Management – CUE Hiring Institute Candidate Persistence Data</u></p>	<p>Melissa Richerson</p>	<p>25 min.</p>	<p>I,D</p>	<p>Melissa –</p> <ul style="list-style-type: none"> • The trainings feel rushed and there is a need to answer questions and feedback. • We are not trying to change the way people are hiring but more the way that they look at applicants. • Chancellor’s office is sending constant updates to make the hiring process less challenging. • EEO Trainings – Usually run out of time before the interactive activities are reached. <p>Melissa - Title V states that you cannot create barriers for applicants.</p> <p>Melissa – we have been getting more diverse applicant pools, but the diversity diminishes once it goes to committee panels.</p> <p>EEO training is required annually in order to be on a hiring committee.</p> <p>Madeline – what would you like ESSC to assist with?</p> <p>Melissa – feedback of any kind is helpful.</p> <p>Madeline – mock scenarios using actual issues that have occurred would be helpful for small discussion groups during trainings</p>
<p>5. Title 5, Hispanic Serving Institution Grant Presentation</p> <p><u>Title V Grant Hispanic Serving Institution Grant Presentation PowerPoint</u></p>	<p>Bret Clark</p>	<p>25 min.</p>	<p>I,D</p>	<ul style="list-style-type: none"> • \$2.5 million grant received October 2017 • CCCApply needs to be revised; most students don’t know that they don’t have to pick a teacher pathway.

				<ul style="list-style-type: none"> • Have about 600 students that are interested in being a student in one of the pathways. <p>Madeline – but was the 600 from CCCApply? Bret – 400 from CCCApply, the rest from surveys.</p> <p>5 teaching pathways</p> <ol style="list-style-type: none"> 1. Pre-K 2. K-6 3. Single Subject 4. CTE Credentials 5. Special Ed <p>Rosemary – the bridge between Cal Poly and Cuesta Bret has met with some faculty at CP for how to get the credentialing 5th year there.</p> <p>Bret – CP pulls from Hancock for diversity, but the problem is that those students will go back to SB County to teach and leave SLO County short.</p>
6. Updates and future agenda items	All	10 min.	I,D	<p>Future Agenda Items:</p> <p>Que – add discussion for the three presentations from today’s meeting.</p> <p>Regina – HR data was not reviewed or discussed by Melissa.</p> <p>Agendize the information for the next meeting</p> <ul style="list-style-type: none"> • Title V grant funds • Program mapper update (Guided Pathways) • Diversity resolution • EEO training and data • ESSC budget
7. Meeting Summary	Co-chairs	3 min.	D	

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