



Minutes

Committee Name: Student Equity and Achievement Committee

Date: 2/7/2023

Time: 12:30pm - 2:30pm

Location: MB 318 | Zoom

Present: Heather Ostash, Tyson Huffman, Michael Chiang, Alex Muya, Corey Marvin, Jessica Kawelmacher, Betzabel Martinez, Vivian Baker, Missy Gross, Katie Bachman, Julie Cornett, Kim Blackwell, Christine Small, Yvonne Mills, Bryan King, Debilyn Kinzler

Absent: Lisa Stephens, Rebecca Pang

1. Call to Order

Time: 12:35PM by Vice President Ostash

2. Approval of Agenda

3. Approval of Minutes

4. Information Items

- [Pathways to Equity Conference](#) - *Equity in Action: Advancing Inclusion, Inspiring Change | April 8-9 in Anaheim*
 - Committee is asked to provide input to Tanner/Heather for those interested in attending. We are interested in sending a small team to this, similar to Strengthening Student Success, ideally with a variety of units represented.
 - *Tanner to send out conference information prompting responses.*
- **First Gen CFIT/Stop Out Work Updates | Katie Bachman**
 - The survey is now ready to go out, and is currently pending the completion of the part-time student survey. Katie indicated that the CFIT is looking into bringing students who have identified as first-generation together for a conversation surrounding first-year experience.
 - *Katie expects to have a report-out in March.*
 - Katie also provided updates on GradComm, who we had worked with on the marketing plan, and indicated that we would soon (mid-March) be having a stop-out survey sent to students who meet the definition (did not persist from fall to spring term, for instance). GradComm will be moving from Outreach to Marketing by July.
- **GP Regional Coordinator Update**
 - Heather provided updates regarding the Guided Pathways Regional Coordinator, previously Michelle Stricker (who is now in a different role within the FCCC), now Jainesh (Jay) Singh. Broadly: Guided pathways as a funding source is not currently slated to be on-going, but we are keeping an eye on updates from the Chancellor's office.



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- **Equity Updates | Betzabel Martinez**
 - Undocumented Student Support
 - Sending 3 students and 6 employees to Success Conference 2024 in Houston, TX. Betzabel asked where students may have the ability to present what they learned: SEAC/College Council/First Generation CFIT all good places to catch all stakeholder groups.
 - Noncitizen listserv has been created. This is a population that has continued to decline for us, no rebound after COVID. CFIT is conducting research to better understand this population and how best to reach them. Equity will be working with AR/FA on an AB540 campaign and ways we can hire AB540 students.
 - LGBTQ+
 - The first annual Cerro Coso Pride scheduled for 4/29-5/2. Equity is planning to provide lavender cords for graduation (will be a word of mouth to have them distributed but will also look into having it added to the graduation petition/eval form). Bishop Tri-County Fairgrounds hosting pride May 31-June 2. April 24-25 will have the 2024 CCC LGBTQ+ Summit (FREE): <https://californiacommunitycolleges.cventevents.com/event/3ee0cdc9-f8c4-4468-a5bb-5f0c0368c7ac/summary>
 - Umoja
 - Current co-coordinators are Tyrone Ledford and Nakysa Cummings. 666 Black students have been identified using expanded data (inclusion of two or more races and exclusion of rising scholars). Umoja will host a guest speaker on 2/23, Jehrid Mosley in EW203 (will be hybrid) 12-2 with books from the author available to those in attendance. Umoja will be participating in the Umoja Symposium 4/18 @ UCI, and we are looking at ways to support attendance at the HBCU Summit June 11-14 in Charlotte, NC (Counseling faculty would be ideal to attend, sponsored by Equity).
 - NASSSP
 - Leticia Gonzalez is new Program Coordinator located at the Bishop Campus. 377 American Indian/Alaska Native students have been identified (this includes those who selected two or more races). This is an opt-out program, so all qualifying students are in unless they choose to have themselves removed. IR has disaggregated data based on zip codes, with Tehachapi and Bishop leading the pack, followed by "Other" then Ridgecrest.

5. Discussion Items

- **Pathway Map Visualization**
 - The linked document was discussed, aiming to create a versatile pathway map that is accessible both in print or online. The document is currently loaded with various features like a list of advising notes and a more in-depth class schedule (to be integrated with the CALGETC structure once that has been rolled out). Julie suggested the pathway could feature actionable check-off items, including



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counseling appointments, FAFSA filing, LTEP. Vivian proposed that the more in-depth advising notes should be reserved for internal documents, rather than public-facing. The committee acknowledged the need for in-depth part-time pathways. The committee also discussed the importance of program descriptions not overwhelming students with jargon, and potentially including a QR code to easily link to more information. Missy suggested the use of arrows in the visualization could be confusing for students. The committee agreed that there should be space for students to make notes and a clear disclaimer at the top emphasizing that it is a sample pathway and not a substitute for academic counseling.

- **Collaboration/Coordination with the [Enrollment Management Committee \(EMC\)](#)**
 - The collaboration between the emerging EMC and SEAC was discussed, focusing on respective roles in addressing trends and gaps in access, recruitment, retention, and persistence, with an emphasis on equitable access. Dr. Marvin highlighted that the EMC's annual deliverables would help identify gaps and strategies for faculty use in planning. The work of the EMC will effectively reduce SEAC's workload across the EMC focus areas. The possibility of delineating the student experience continuum between the two committees was suggested to clarify their respective foci. Katie emphasized the initial step of assessing the effectiveness of current practices. It was also noted that scheduling for both committees must be carefully managed to accommodate overlaps, with a suggestion for EMC to meet weekly at the semester's start and then alternate bi-weekly meetings with SEAC, ensuring each committee meets once per month.

6. Other

- **ID.me**
 - ID.me went into effect 2/2. Applies a barrier to all students to help reduce fraud (all students who decline to go through the process are marked for manual review. Currently we are at around a 10% opt-in rate, but applications coming in without have an identification verification hold. Students generally do not understand the implication of choosing to opt-out.

7. Review of Action Items

8. Future Agenda Items

9. Future Meeting Dates

- ~~2/7/24~~
- 2/21/24
- 3/6/24
- 3/20/24
- 4/3/24
- 4/17/24
- 5/1/24



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10. Adjournment at 2:30pm.

Meeting Chair: Heather Ostash, Tyson Huffman

Recorder: Tanner Barnett

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Committee Name: Student Equity and Achievement Committee

Date: 08/30/2023

Time: 12:30pm - 2:30pm

Location: MB 318 | Zoom

Present: Heather Ostash, Tyson Huffman, Betzabel Martinez, Rebecca Pang, Jessica Kawelmacher, Franki Gregor, Vivian Baker, Kim Blackwell, Lisa Stephens, Anthony Briseno, Debilyn Kinzler, Bryan King, Yvonne Mills, Corey Marvin, Andrew Burch, Katie Bachman, Missy Gross, Christine Small, Julie Cornett

Absent:

1. Call to Order

Time: 12:35PM by Vice President Ostash

2. Approval of [Agenda](#)

3. Approval of [Minutes](#) and Action Items

- **VP Ostash to work with Academic Senate President to identify a Math Faculty Representative.**
 - Email sent.
- **VP Ostash, Tyson Huffman, and Institutional Research to work to gather available data regarding part-time students.**
 - Will be discussed today, student profiles to be presented by Jaclyn Kessler in a future meeting.
- **Tyson Huffman to take FIG concept to Academic Senate.**
 - To be discussed today.
- **Tanner Barnett to send out information regarding Strengthening Student Success Conference**
 - This has been sent out.

4. Introductions

- **Welcome to Betzabel Martinez, Director of Equity and Inclusion**

5. Discussion Items

- **CFIT Focused on First-Gen Students**
 - Heather has worked on the charge for the CFIT ([CFIT Draft Charge – First Generation](#)) about First Generation students, a group now about 38% (a near 10% increase year-over-year). We are using the Chancellor's Office definition of any student whose parents never attended college. This CFIT will utilize student feedback/inquiry as part of the process, as well as considerations of other groupings

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such as major, location, modality. The committee discussed that it is important to also consider group intersections such as first generation and student parent, etc. Age is also an important factor as the experiences of a returning student versus a high-school age student could be wildly different. Some of these characteristics are pulled into Navigate and can allow counselors to shape the conversations they have with students.

- The committee indicates that strategic communications for first-generation students are also important for necessary touchpoints and resources like tutoring. Classroom strategies that benefit first-generation students can also be explored. Andrew Burch provided some review materials from his graduate program research that has been uploaded to the SharePoint ([From Burch – First Generation Student Project](#)).
- Outcomes:
 - The committee discussed a few potential outcomes to include support service pathways, communication plan, instructional strategies, and a mentorship model (that can be more broadly applied once conceived more fully) that helps students connect with peers and resources more effectively.
- Suggested Composition
 - Frank Guevara (Spanish Language Child Development Program)
 - Marilyn Turrietta for A&R/Veteran Services
 - Ivan Ibarra for Outreach
 - Bryan King for Institutional Research
 - Instructional programs should be reviewed to determine which have high first-generation populations
 - Counseling representation
 - Heather and Katie to work on identifying students
- **Potential FIG Focused on Career Development College Preparation (CDCP)**
 - [FIG Proposal – CDCP](#) document was presented. CDCP is a non-credit program offering that is fully-funded and is a regular load for faculty. After committee discussion, Tyson Huffman will be presenting the topic to Senate but will be holding off until the new faculty contract becomes available for review as there is a change that could impact this (load considerations for faculty). Heather sees this as a handoff from SEAC to Faculty with support of the committee in the work. The committee also discussed that connections between this topic and Credit for Prior Learning should be explored as the interplay between them could become impactful.
- **How to Approach Committee-Wide Topics**
 - The committee discussed ways to approach the broader discussions identified in the planning meeting, such as student profiles/part-time student data and strategies for transfer level English/math improvements. It is indicated that the next meeting will have a presentation of the part-time student data and viewing the breakdown of part-time students (9 units vs 3 units, online vs on-ground, etc.). The committee also is interested in seeing data around why students are not completing English and math in the first year, whether to do with success rates, limited enrollment opportunity, or not completing/following an education plan.



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- **Strengthening Student Success**
 - We have 10 signed up so far. Will be opening this opportunity up for other faculty and staff.
- **Other?**
 - NASSSP Funding Received
 - Betzabel shares about the NASSSP grant that we have received, which is a cohort program for Native American students with intentional support strategies. Betzabel also shares that we are planning an initial Indigenous Peoples Day recognition along with Native American Heritage Month. Once the NASSSP program coordinator is recruited, more meaningful activities will be planned.
 - Student Success Grant
 - District is pursuing a student success grant that is very consistent with the work we are currently doing and will help further support the work.
 - Open For Anti-Racism (OFAR) Program
 - Rebecca Pang shares about a program started by College of the Canyons with the goal of training faculty on anti-racism classroom practices. More information can be found:
<https://www.canyons.edu/administration/pio/news/2021-09-14-oer.php>

6. Review of Action Items

- **Tanner Barnett and Denise Allen to work to identify new Classified member**
- **VP Ostash, Tyson Huffman, Institutional Research to work on gathering part-time student data**

7. Future Agenda Items

- **Student Profiles – Jaclyn Kessler**
- **Umoja Program Updates – Betzabel Martinez**

8. Future Meeting Dates

- 9/20/2023
- 9/27/2023
- 10/25/2023
- 11/8/2023
- 11/29/2023
- 12/6/2023

9. Adjournment at 2:30pm.

Meeting Chair: Heather Ostash, Tyson Huffman
Recorder: Tanner Barnett



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Committee Name: Student Equity and Achievement Committee

Date: 09/20/2023

Time: 12:30pm - 1:45pm

Location: MB 318 | Zoom

Present: Tyson Huffman, Corey Marvin, Lisa Stephens, Kim Blackwell, Rebecca Pang, Betzabel Martinez, Debilyn Kinzler, Julie Cornett, Katie Bachman, Christine Small, Vivian Baker, Alex Muya, Michael Chiang, Jessica Kawelmacher, Bryan King, Missy Gross, Yvonne Mills, Andre Burch

Absent: Heather Ostash

1. Call to Order

- Time: 12:35PM by Vice President Marvin

2. Approval of Agenda

- Introductions for new members – Alex Muya and Michael Chiang

3. Approval of [Minutes](#)

4. Discussion Items

• English and Math Data – AB 1705

- The committee reviewed the Equitable Placement Support and Completion Data from the CCCCO website. Cerro Coso has made increases in this area, though have seen slight declines recently, potentially related to the changes in ISEP. The committee notes that 19-21 were COVID years, and that should be considered when reviewing the data. This data only includes regular admit students.

- Data can be viewed: <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Educational-Services-and-Support/transfer-level-dashboard>

• Updates

- Coordinated Care – Topic at the Student Services All Staff October 4th.
- Pathways
 - Faculty Chairs asked to have pathways completed by 10/1

• Revised First Generation CFIT Charge

- Katie has reached out to Ana Mora to help identify students. Yiwen Liang (Melody), a financial aid student worker, has joined as well.. Katie asks for student names to be sent to her if anyone has someone in mind for this. Julie Cornett, Debilyn Kinzler have volunteered, Vivian Baker recommends Frank Guevara as well. The lit review materials are in the [SharePoint](#) and are available for full committee and CFIT review. Katie will do some follow-up for students and Frank Guevara, and will be looking out to schedule the meetings.

• CPL Update



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- “Charge”
 - SEAC is not driving CPL, the CFIT charge is only for the infrastructure/process alongside the faculty-led processes (operationalizing CPL)
- Update from working group – Jessica Kawelmacher and Christine Small
 - Counseling and Admissions are working on a process for transcript evaluation/banner articulation, which goes into CPL. Cerro Coso is the only college in our district to not articulate into Banner, so Christine Jessica and Missy are working with Heather to develop a formal evaluation process for this. Palomar College is a strong resource, has office hours available for questions. Need to ensure that students understand that CSUs will accept CPL but the UC system will not.
- ASCCC CPL Toolkit (<https://www.asccc.org/sites/default/files/CPL%20Toolkit.pdf>)
- CPL Webinar ([Meeting Registration - Zoom](#))
 - Annual summit via Zoom for CPL
- **Part-time Student Discussion**
 - Complete College America (<https://files.eric.ed.gov/fulltext/ED622497.pdf>)
 - Data – What do we want to know about our part-time students?
 - The committee discussed ways to survey students we have now before the end of the semester. Questions that have been suggested including: How many hours do you work? What resources would you need to be more successful? What is keeping you from being full-time, and would you ever want to be full-time? What are your goals? Heather and Tyson to work with IR on the preliminary survey.

5. Review of Action Items

6. Future Agenda Items

7. Future Meeting Dates

- ~~9/20/23~~
- 9/27/23
- 10/25/23
- 11/8/23
- 11/29/23
- 12/6/23

8. Adjournment at 1:45PM

Meeting Chair: Corey Marvin, Tyson Huffman

Recorder: Tanner Barnett



Minutes

Committee Name: Student Equity and Achievement Committee

Date: 10/25/2023

Time: 12:30-2:30PM

Location: MB 318 | Zoom

Present: Tyson Huffman, Heather Ostash, Vivian Baker, Debilyn Kinzler, Alex Muya, Julie Cornett, Michael Chiang, Rebecca Pang, Katie Bachman, Betzabel Martinez, Jessica Kawelmacher, Kim Blackwell, Yvonne Mills, Bryan King, Missy Gross

Absent: Corey Marvin, Lisa Stephens

- I. Call to Order**
- II. Approval of Agenda**
- III. Approval of Minutes – Not available**
- IV. Discussion Items**

- **Report Out from Strengthening Student Success**

- Betzabel attended a session hosted by Cabrillo College regarding land acknowledgement and representation of Native American students, born out of the calls to racial and social justice that started back in 2020.
- Katie attended a session hosted by College of the Canyons regarding the promise program, who run the program via their VPSS and Admin Assistant while partnering with Financial Aid and Counseling. Utilized AB19 funding, removing barriers to further expand the program. COC only pays the cost of attendance, whereas we pay out a full \$1000 per semester.
 - We are moving towards a simpler process for students to grow the cohorts out. Also looking to move away from Foundation funding as it is less stable.
- Rebecca learned that all students will be required to be placed in ADTs starting Fall 2024, and a session on CalGETC that explained that lifelong learning will be removed from the transfer pathway. If we have a 5-unit course, only 3 semester units will transfer (which is the way it is now). Some colleges are discussing how to fit Counseling courses into ethnic studies, and Library courses into research areas.
- Kim attended a session on equity in early college programs, which touched on gatekeeping. Good to hear the different strategies for approaching schools/districts that are less interested in participating in early college programs. Presentation from Dr. Amanda Tachine on Native American students was also particularly meaningful. Also attended a session on creating inviting student spaces, particularly student centers, and are looking into some ways we can build out some student spaces at ESCC.
- Debilyn attended a session on the use of disaggregated data from Math gateway courses to learn some strategies that could be applied from English gateway courses.



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The schools are using the disaggregated data to identify data by instructor to provide the instructors with data from their courses that can be used to lead changes in instruction methods or philosophies. Debilyn also attended a session from El Camino on first generation students, who survey faculty as well as students on first generation status, then getting those faculty on board to help recognize or represent first generation visibly across the campus.

- Michael attended a session on noncredit and adult education, CCCC would like to see this expanded further. North Orange and San Diego Continuation are two noncredit institutions. A goal would be to create pathways between noncredit and credit programs, and to help expand the number of Californians who receive some level of higher education. ESL to Child Development Program could be an example of a pathway, where the CDCR ESL pathway could lead into the Spanish-language Child Development. Many changes surrounding noncredit are working through the state legislature.
- Heather attended a couple of sessions regarding student success coaching and the models that are being used. In some it's classified led, some are using temporary employee "interns" that can help a student through processes that they may not understand (concierge concept). This concept would help ensure that we have fewer students falling through the cracks and missing the holistic services and programs that we offer. Early in GP, there were many models but now the models are being worked out to be manageable and sustainable. We would likely try to work towards identifying the touch points for students, and then using data to identify the students who may need a higher level of support that can be communicated with more intentionally. Also need to create warm handoff points for all staff and students.
 - Julie anonymously surveys her students to find out if there are any potential hiccups for the student in successfully completing and has been able to more intentionally reach out and provide support.
- **Part-Time Survey – Final**
 - The group discussed some changes to the proposed survey, and changes were made directly in the document [SEAC Survey \(Round 2 Review\)](#).
- **First Gen CFIT**
 - **Sub-Teams**
 - **National First Gen Day – November 8th**
 - **Activities**
 - Would like to get a survey off to faculty and staff to help identify some activities we can hold.
 - Vivian suggests using a jamboard
 - One undocumented ally week, we had students and staff share their immigration story, could do something similar for first-generation.
 - **Faculty/Staff Engagement**
 - CFIT is looking into ways we can celebrate first generation students. Steven Bowman is creating a first-generation logo for stickers and banners and a backdrop.



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- Katie to work on a survey for faculty and staff to identify who would be willing to wear the first-generation shirt.

- Pathways Next Steps
- Other?

V. Review of Action Items

VI. Future Agenda Items

VII. Future Meeting Dates

- ~~9/20/23~~
- ~~9/27/23~~
- ~~10/25/23~~
- 11/8/23
- 11/29/23
- 12/6/23

VIII. Adjournment at 2:30PM

Meeting Chair: Heather Ostash, Tyson Huffman

Recorder: Tanner Barnett