



# Student Equity and Achievement Committee Minutes

May 15 2025; 2:00-3:15pm

Recorder: Jennie Graham and Kristy Woods

LPC Mission Statement		LPC Planning Priorities 2024	
Las Positas College is an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting life-long learning.		Equity: Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.	Student Success: Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.
		Health & Wellness: Establish a knowledge base and appreciation for health and wellness in the workplace; create a sense of urgency about wellness; prioritize wellness in decision-making, assessment and accountability; and build capacity to support wellness.	
Co-Chairs/Non-voting	Administrators (3 of 4)	Classified Professionals (3 of 5)	
<input checked="" type="checkbox"/> Jennie Graham (Co-Chair) <input checked="" type="checkbox"/> Cristine Sidela (Co-Chair) <input checked="" type="checkbox"/> Rajinder Samra (Director of IR)  <input checked="" type="checkbox"/> Kristine Woods <input checked="" type="checkbox"/> Cassondra Reinsel <input checked="" type="checkbox"/> Christopher Crone	<input type="checkbox"/> Jeannie Wilson (VP Student Services) <input type="checkbox"/> Joel Gagnon (Student Services) <input type="checkbox"/> Vacant (Academic Services) <input type="checkbox"/> Vacant (Academic Services)	<input checked="" type="checkbox"/> Lilibeth Juarez (Academic Services) <input type="checkbox"/> Yvette Nahinu (Student Services) <input type="checkbox"/> Evelyn Andrews (Student Services) <input type="checkbox"/> Vacant (Academic Services) <input type="checkbox"/> Vacant (At Large)	
Student Representative (0 of 2)	Faculty (3 of 5)	Guests	
<input type="checkbox"/> Vacant <input type="checkbox"/> Vacant	<input checked="" type="checkbox"/> Justin Garoupa (A&H) <input checked="" type="checkbox"/> Jin Tsubota (BSSL) <input type="checkbox"/> Jill Oliveira (Counseling) <input type="checkbox"/> Vacant (STEM) <input type="checkbox"/> Vacant (PATH)	<b>Jill Carbone</b> <b>Savannah Richardson</b> <b>David Rodriguez</b>	

Attendance: 9 (Quorum = 5)

Agenda Item	Information/Discussion	Action/Assigned To
1.	<b>Call to Order: 2:00pm</b>	
2.	<b>Review Agenda</b>	
3.	<b>Review Prior Minutes</b>	
4.	<b>Action Items</b> N/A	
5.	<b>Old Business</b> <ul style="list-style-type: none"> <li>Budget Review - Dr Cristine Sidela</li> <li>103% of our current budget is dedicated to salaries. We are getting lots of budget updates from Federal and State that may impact our budget moving forward. We hope to have a better idea of what monies we will have to dedicate in June 2025 and August 2025. <ul style="list-style-type: none"> <li>Goal is to continue to fund the areas that are clearly connected to equity and our equity plan.</li> </ul> </li> </ul>	
6.	<b>New Business</b> <ul style="list-style-type: none"> <li><a href="#">Review of the 2022-2025 DI Data – How did we do?</a></li> </ul> <p>Math &amp; English - Foster Youth completion increased by 6%</p> <ul style="list-style-type: none"> <li>Welcome Day Fall 2023</li> <li>New Hawks' Day Spring 2023 - 2025</li> <li>Learning Communities - API, Puente Mas, Mesa, Umoja and Tutorial Center embedded tutors</li> <li>Communication emails sent to all FG students to check-in and highlighted free supports</li> </ul> <p>Persistence - First Term to subsequent Term at LPC</p> <ul style="list-style-type: none"> <li>Learning Communities - API, Puente Mas, Mesa, Umoja and Tutorial Center embedded tutors</li> <li>Linguistic Justice efforts and classroom pedagogy work</li> <li>Caring Campus classified and faculty work; best practices shared with all new hire orientations, FLEX Day sessions, College Day sessions.</li> <li>Academic &amp; Career Pathways (program maps) and CSEP for clear pathways.</li> <li>Student Satisfaction Survey <a href="#">2023</a></li> </ul>	

	<p>Successful Enrollment at LPC - Black or African American students</p> <ul style="list-style-type: none"> <li>▪ Modality for many general ed classes moved to more online instruction and struggle to come back to face-to-face classes</li> </ul> <ul style="list-style-type: none"> <li>• <a href="#">Reminder: Overview of new SEA Template</a></li> <li>• <a href="#">Review of new Equity Dashboard</a> <ul style="list-style-type: none"> <li>▪ Non-binary is not actually DI, it is a data artifact</li> <li>▪ Completion is a tricky category <ul style="list-style-type: none"> <li>• First gen, hispanic, male</li> </ul> </li> <li>▪ Transfer: Asian female students are older and have a goal that is not to transfer, so DI markers are not accurate. <ul style="list-style-type: none"> <li>• First gen students are accurate</li> </ul> </li> </ul> </li> <li>• Equity Plan – 2025-2028: Which DI groups? <ul style="list-style-type: none"> <li>◦ <a href="#">SEA Template 25-28</a></li> </ul> </li> <li>• Consider NOT choosing based on.... <ul style="list-style-type: none"> <li>◦ We can not consider LGBTQ+ community as we can't do outreach to them (identification and engagements are against legislation. We can track but can't do targeted outreach.)</li> <li>◦ For complete equity, the numbers maybe too small to do anything or have data be unstable. Pay attention to the green data regarding number of students to close equity gaps or eliminate substantive DI.</li> </ul> </li> <li>• Consider choosing the following... <ul style="list-style-type: none"> <li>◦ For Access, Rajinder would like to run local data. The Dashboard has outcomes that do not match our internal data. Return to this conversation in August.</li> <li>◦ For Persistence, First Generation students.</li> <li>◦ For Transfer Math &amp; English, add Black and African American, and Hispanic students.</li> <li>◦ For Completion (3 years),</li> <li>◦ For Transfer, the First Generation is really the only group we can select; other impacted group is Asian students but many do not have a goal to transfer.</li> </ul> </li> <li>• Part of the goal will be to identify the work we need/want to do and then figure out who needs to be at the table. <ul style="list-style-type: none"> <li>▪</li> </ul> </li> </ul>	
7.	<p><b>Updates</b></p> <ul style="list-style-type: none"> <li>◦ N/A</li> </ul>	<b>None</b>
8.	<b>Adjournment : 3:00pm</b>	
10.	<b>Future Agenda Items</b>	

**Next regular meeting is Sept 18 th, 2025.**