

Los Rios District Equity & Student Success Committee

3.21.2022 2:30 - 4:30 PM

Via zoom: <https://lrccd.zoom.us/j/2085010302>

Attendees

Jessica Pressley (ARC), Olga Prizhbilov (DO), Ea Edwards (CRC), Inna Tikhonov (FLC), Victoire Chochezi (FLC), Bernadette Anayah (FLC), Karen Tercho (SCC), Tera Reynolds (ARC), Sonia Ortiz-Mercado (FLC), Kellie Butler (FLC), Valerie Chueh (SCC), Jae Anderson (FLC), Miguel Lemus (CRC), Leila Stone (SCC)

Guests

Yolanda Garcia & Parrish Geary (DO)

Minutes

- I. Call to Order - Meeting was called to order at 2:32pm
- II. Approval of Agenda - Agenda approved by consensus
- III. Approval of Minutes [2.28.2022 Minutes](#) - Minutes approved by consensus
- IV. Administrator's report - See items 6b and 6c
- V. Chair's report
 - a. Welcome to DESSC to Jessica Pressley
 - b. Ea Edwards (CRC) has agreed to chair DESSC for the 2022-2024 term. Thank you Ea!
- VI. Discussion items
 - a. Refugee Pathways Program and DESSC (Olga Prizhbilov)
 - i. About 450 refugees in our service areas are connected with resettlement agencies. 96 new students have been enrolled in Los Rios; currently there are about 840 refugee students at Los Rios.
 - ii. Four peer mentors who are students at LR have been mentoring refugee students in their first languages.
 - iii. New position of Student Personnel Specialist will be dedicated to refugee students - will work in person so that in-person outreach activities will happen (which is much easier).
 - iv. Listening session for Ukrainian students took place. The International Rescue Committee is organizing an immigration town hall - scheduled for tomorrow, Tuesday 3/22.

- v. Computer literacy program for 23 students took place at CRC. Most of these students will become LR students, so it was a success as far as outreach and a learning opportunity.
- vi. Ongoing work continues with local resettlement agencies.
- b. Dual Enrollment Update (Sonia)
 - a. Workgroup had a kick-off meeting last week with really good conversation.
 - b. Will conduct student focus groups, surveys, or both. What would DESSC want to know from students? Goal is to support students.
 - c. **Action item:** DESSC members are asked to complete a short questionnaire to help build a student survey:
<https://forms.gle/SqUi3fx4JJSNVV8U9> - please complete by Friday, **Mar 25, 2022**.
- c. Workgroup Charter for Undocumented Students (Sonia)
 - i. [2021-22 DESSC Charter Undocu-Student Workgroup](#) includes key strategic goals and objectives the workgroup plans to accomplish in 2022.
 - 1. Formal convening of workgroup took time, because when the original workgroup charter was created, timely and urgent work was being done in response to the federal government's aggressive methods around undocumented residents. Workgroup composition in 2020 and 2021 was not formally completed.
 - ii. Each college will hire full-time permanent specialists based on new ongoing state CCCCO allocation to support Undocu-Scholar Liaisons at each college..
 - 1. Workgroup will ensure that new specialists are onboarded in addition to other goals.
 - iii. In January 2023, workgroup will present recommendations to DESSC and report on progress they have made toward the workgroup's goals that are outlined in the charter.
 - iv. The revised [2021-22 DESSC Charter Undocu-Student Workgroup](#) charter will be voted on at the April DESSC meeting.
 - v. Bernadette, Sonia and Karen will meet with DAS president Julie Oliver to finalize workgroup composition and request appointments. DESSC asked for recommendations on workgroup composition.
- d. A&R and FA Redesign (Yolanda & Parrish) - Slides were presented that show the guiding principles of this redesign work. Parrish and Yolanda, in this project, partnered with two companies - AACRAO and Blue Icon.
 - i. [DESSC Presentation on A&R and Financial Aid Redesign 3-21-22.pdf](#)
 - ii. [Admissions & Records and Financial Aid Redesign Project | Los Rios Community College District](#)
 - iii. Timeline: 70+ interviews and feedback sessions were conducted with classified professionals, students, supervisors, and faculty). End of March, final reports are expected and will be shared in April. In April and

May the initial implementation plan will be developed. In fall 2022 implementation will begin.

- iv. Strengths and challenges of Financial Aid found by Blue Icon were presented and opportunities were identified.
 - v. Strengths and challenges of Admissions & Records found by Blue Icon were presented. Then opportunities were identified.
 - 1. In both cases some concerns were lack of metrics for assessment, the need for technology (less manual work), and opportunities for better communication and cross-training, knowledge-sharing, and professional development.
 - vi. It's expected that consultants will recommend centralization of some services. Goal is for better alignment across colleges for greater personalization of services. Local college services will become transformational for students. While reporting might be centralized, services and frontline staffing for students would continue to be localized.
 - vii. Intentional capturing of student feedback about their experience is a main goal of this redesign. Recommendations from consultants that A&R and FA policies, training, technology, could be centralized. These are recommendations for now.
 - viii. Q&A feedback - need to remove pain points for students; need for SMS for students; need for higher-level personnel to staff front desks for FA and A&R
 - ix. In advance of the April 18 DESSC meeting, DESSC members will have the reports from the consultants with recommendations. The report will be agendaized for DESSC discussion and input.
- e. Outreach (Kellie)
- i. Conversations with college presidents about Outreach and possible changes and alignment to Outreach at the colleges. District-wide enrollment decline - how to address this, what could we do better. Questions raised on how each college engages in outreach with service areas and high schools. In these discussions, Chancellor King asked presidents to explore how they approach outreach. College practices are not aligned, currently.
 - 1. All four colleges practice outreach and enrollment management but the practices differ.
 - ii. VPSS team was asked to work with deans to align practices and how they serve the high schools in their service area. College presidents engaged in discussions around outreach and possibly bringing in a consultant to assist in reviewing the colleges' outreach approaches.
 - iii. The presidents identified a consultant that has experience in all 3 California higher education systems CCC, CSU and UC, particularly in the California community college setting as an administrator – president and chancellor, Dr. Eric Gravenburg. Dr. Gravenberg (and his company) specializes in Strategic Enrollment and Outreach with an equity lens. The

- presidents asked that he attend and present to the LR Board retreat. The LR Board had a positive response to Dr. Gravenberg's presentation
- iv. Consultants are in the process of preparing a proposal because the LR Board was receptive to contracting with his team as a consultant for the district.
 - v. Acknowledgement that the four colleges each have very different service area characteristics, so potential students are approached differently.
 - vi. DESSC comments/feedback
 - 1. There is a need to bring the community element back into outreach, because all colleges have done (and still need to do) the grassroots outreach methods.
 - 2. Questions about each college's outreach budget and how might this alignment change or improve budgetary situations.
 - 3. Opportunity for outreach to re-engage students we've lost; possibility for district PIO to help with this.
 - f. Equity work at the colleges (All)
 - i. FLC (Kellie) - FLC is implementing a Caring Campus initiative - engage with staff as educators. All college personnel are part of students' version of success.
 - ii. SCC (Karen) - (1) SCC's college president Michael Gutierrez is leaving for Hartnell College. (2) For next DESSC agenda, include connection between local college committees and DESSC.
 - iii. CRC (Ea) - Feb. 22 LRCFT email from Jason Newman "Accessibility and faculty contractual obligations, a message from LRCFT" - language of email was not inclusive and wording not kind to DSPS. An equity-minded approach is that accommodations are good practice. Some DESSC members agreed that accessibility and making courses accessible are the responsibility of faculty, regardless of what it says in the contract. Ea told us that a response to the email from concerned parties is forthcoming.
 - iv. SCC (Leila) - Recent incident with racist messages directed at Melanie Dixon, ARC president, should be addressed in this forum.
 - 1. This will be added to the next DESSC agenda. Suggestion to incorporate some of Debra Crumpton's points (reference: [email sent out on behalf of the LRCCD Black Faculty & Staff Association](#)).

VII. Future Agenda Items

- a. Response to racist attacks at ARC; review of Debra Crumpton's points about allyship and anti-racism ([email sent out on behalf of the LRCCD Black Faculty & Staff Association](#)).
- b. A&R and FA Redesign feedback (All)
 - i. [DESSC Presentation on A&R and Financial Aid Redesign 3-21-22.pdf](#)
- c. Call Center & Basic Needs charters

- d. Connection and formal communication between local college student equity-related committees and DESSC

IX. 2021- 2022

Spring semester meeting dates: January 24, February 28, March 21, April 18

Fall semester meeting dates: August 22, September 19, October 17, November 21

X. Workgroups/Sub-committees

- Digital Equity - sub-committee of DESSC
- Dual Enrollment (& Advanced Ed) workgroup - chartered under DESSC
- Undocumented Students workgroup - chartered under DESSC
- Basic Needs workgroup –update DESSC
- Call Centerworkgroup –update DESSC