

## Student Equity Success Committee (SESC) Minutes

Tuesday – November 12, 2025 - 3:30-5:00 pm

In-Person Meeting in Fairfield Room 437 “The Nest”

[Zoom Link](#) (Room# 846 8618 7222)

Members: Amanda Morrison (SESC Faculty Coordinator and Co-chair) and Heather Watson-Perez (Administration) Co-chair

<u>Faculty</u>	<u>Administration</u>	<u>Special Programs</u>	<u>Special Programs</u>	<u>Students</u>	<u>At-Large</u>
Atticus Frey - Library	Patrick Scott - Financial Aid	Maria Isip-Bautista - AANHPI	Greg Natali-Sherman - ASTC	Mikaela Mack – Student Ambassador	Ashlie Lawson - Faculty
Denise Martinez - Liberal Arts	Brandon Carrera - Vallejo Center	Isabel Anderson - Puente	Matthew Schweitzer - Pride Center	Angelika Duculan - ASSC	
Com St. Germain - Math & Science		Christina Rodriguez – Basic Needs	Michael Reilly - T4E		
LaNae Jaimez - Social & Behavioral Sciences		Terri Martin - Ethnic Minority Coalition	Rei Leal - CSEA		

Present: LaNae Jaimez, Amanda Morrison, Heather Watson-Perez, Kairi Soungpanya (AANHPI intern), Mikaela Mack, Greg Natali-Sherman, Angelika Duculan, Amri Thornton (student), Atticus Frey, Com St. Germain, Terri Martin, Shilah Johnson, Denise Martinez, Isabel Anderson, Yusra Ghaleb, Sandra Hernandez, Ashlie Lawson, Melissa Reeve, Jenny Gonzalez, Shanan Danley

- Call to Order at 3:36pm
- Angelika moved to approve Agenda. Mikaela seconded.
- Greg moved to approve Agenda. Heather seconded.
- SEA Plan 2.0 and 3.0 discussion:
- We started with a grounding activity: What do you love about our college community?
- A lot of our focus was on the previous plan, which people had a lot of feelings about. There was deep disappointment, concern, and frustration expressed over the fact that quantitative goals set in the previous plan were not met for most metrics, and numerous action steps on the previous plan were not implemented.
- There was also acknowledgement that ambitious goals were set in the previous plan, and there are huge challenges in implementing all this within the set timeframe; some initiatives of the previous plan are just beginning to be piloted and implemented.
- There was a desire for clearer and more frequent progress measures addressed periodically throughout the plan cycle. The idea is we need to collectively evaluate progress on actions rather than just outcomes at the end.
- There was wide agreement that a dedicated project manager and implementation team would help. Currently, the primary leads on the SEA Plan have numerous other responsibilities.
- Concerns were raised that the new plan overpromises what faculty and academic departments will do. The plan is developed and implemented more within the Student Services arena, but there needs to be more partnership between Student Services and Academic Affairs. Maybe SESC could help bridge this.
- There was widespread feeling expressed that people who do equity work are doing too much with too little; that folks are trying to make important things happen without sufficient staffing. Programs and initiatives are often implemented by adding onto people’s existing duties, or giving modest reassign time, or hiring temporary workers. These efforts need dedicated fulltime staff.
- Concerns were also raised about staff retention and support, and how staff turnover hindered the implementation and stability of some key programs.

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- We debated the 72% budget allocation for salaries and benefits on the previous plan. Some of us defended the expense of staffing to carry out programs, services, and activities, but there was agreement that we need better measures of spending effectiveness, including spending on “contracts” which was 22% of spending in this last cycle.
- Some expressed a desire for more direct aid to students. But there was also some awareness of limitations on direct monetary aid to students, such as impacts on financial aid, and parameters on how categorical funds can be spent. More education on how Student Equity funds can and can’t be spent, and more transparency on how it has and is being spent—down to individual line items—would help this.
- Discussion ended with an expression of love from Com. “We may fight and disagree, but I still love you guys.”

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Created: 2026-Jan-14 by Amanda Morrison