TO: Board of Trustees  
Dr. David Mertes

FROM: Daniel Oroz, Director of Personnel/Affirmative Action Officer

SUBJECT: Annual Affirmative Action  
Program Activity Report - 1979-1980

DATE: July 22, 1980

The report that follows is the fifth annual summary report of actions taken by the District in 1979-80 to meet its Affirmative Action and Equal Opportunity requirements as set forth in Executive Order 11246 and the District's Affirmative Action Program Plan.

The subject areas covered in this report are as follows:

1. EMPLOYMENT - CERTIFICATED
2. EMPLOYMENT - CLASSIFIED
3. RECRUITMENT
4. SELECTION
5. JOB CLASSIFICATION/PERSONNEL POLICIES AND PRACTICES
6. DISCRIMINATION COMPLAINTS/GRIEVANCE RESOLUTION
7. IN-SERVICE AFFIRMATIVE ACTION TRAINING/ORIENTATION/DISTRIBUTION OF POLICY
8. GOALS AND TIMETABLES
9. AFFIRMATIVE ACTION - STUDENT BODY (TITLE IX)
10. AFFIRMATIVE ACTION SUB-CONTRACTOR REQUIREMENTS
11. COMMUNITY AND FEMALE/MINORITY ORGANIZATION PARTICIPATION
12. HANDICAPPED PROGRAMS
13. DISTRICT PROGRAMS

cc: Management Distribution List  
Affirmative Action Committee
1. EMPLOYMENT - CERTIFICATED

DISTRICT PERMANENT POSITIONS FILLED 1979-80 SCHOOL YEAR:

<table>
<thead>
<tr>
<th></th>
<th>MALE</th>
<th>FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minority</td>
<td>-0-</td>
<td>-0-</td>
</tr>
<tr>
<td>Other</td>
<td>-0-</td>
<td>4</td>
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</table>

Total New Hires: 4
Total Females: 4 (100%)
Total Minority: -0-
2. **EMPLOYMENT - CLASSIFIED**

**DISTRICT PERMANENT POSITIONS FILLED, FISCAL YEAR 1979-80**

<table>
<thead>
<tr>
<th></th>
<th>MALE</th>
<th>FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minority</td>
<td>2</td>
<td>4</td>
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<tr>
<td>Other</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td><strong>10</strong></td>
<td><strong>14</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>1979-80</th>
<th>1978</th>
<th>1977</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total New Hires:</td>
<td>24</td>
<td>27</td>
<td>34</td>
</tr>
<tr>
<td>Total Females:</td>
<td>14 (58.3%)</td>
<td>16 (59%)</td>
<td>19 (56%)</td>
</tr>
<tr>
<td>Total Minority:</td>
<td>5 (20.8%)</td>
<td>7 (26%)</td>
<td>9 (26%)</td>
</tr>
</tbody>
</table>

**PROMOTIONS:**

<p>| | |</p>
<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>Total</td>
<td>2</td>
</tr>
<tr>
<td>Minority</td>
<td>0</td>
</tr>
<tr>
<td>Female</td>
<td>1 (50%)</td>
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<table>
<thead>
<tr>
<th>GENERAL CLASSIFICATION</th>
<th>TOTAL HIRED</th>
<th>MINORITY HIRED</th>
<th>FEMALE HIRED</th>
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<tbody>
<tr>
<td>Professional/Management</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Secretarial/Clerical</td>
<td>11</td>
<td>3 (27.3%)</td>
<td>11 (100%)</td>
</tr>
<tr>
<td>Technical/Para-Prof.</td>
<td>8</td>
<td>-</td>
<td>3 (62.5%)</td>
</tr>
<tr>
<td>Service/Maintenance</td>
<td>3</td>
<td>2 (66.7%)</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>24</strong></td>
<td><strong>5 (20.8%)</strong></td>
<td><strong>14 (58.3%)</strong></td>
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</table>

(2)
<table>
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<tr>
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<th>MALES</th>
<th>FEMALES</th>
<th>TOTAL</th>
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<tr>
<td><strong>NON-FACULTY</strong></td>
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<td>Executive/Admin</td>
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<tr>
<td>Administrative</td>
<td>16</td>
<td>21</td>
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</tr>
<tr>
<td>Professional</td>
<td>4</td>
<td>1</td>
<td>5</td>
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<tr>
<td>Secretarial/Cl</td>
<td>2</td>
<td>2</td>
<td>4</td>
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<tr>
<td>Clerical</td>
<td>1</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Technical/Para-</td>
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<td>10</td>
<td>11</td>
</tr>
<tr>
<td>Professional</td>
<td>20</td>
<td>24</td>
<td>44</td>
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<tr>
<td>Skilled Craft</td>
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<td>1</td>
<td>2</td>
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<tr>
<td>Service/Mainte</td>
<td>20</td>
<td>21</td>
<td>41</td>
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<tr>
<td>Service/Mainte</td>
<td>19</td>
<td>37</td>
<td>56</td>
</tr>
<tr>
<td>Service/Mainte</td>
<td>13</td>
<td>4</td>
<td>17</td>
</tr>
<tr>
<td><strong>Non-Faculty</strong></td>
<td>6</td>
<td>1</td>
<td>7</td>
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<tr>
<td><strong>Faculty</strong></td>
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<td></td>
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<tr>
<td>Natural Science</td>
<td>1</td>
<td>1</td>
<td>2</td>
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<tr>
<td>Social Science</td>
<td>1</td>
<td>1</td>
<td>2</td>
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<td>Social Science</td>
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<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Humanities</td>
<td>3</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Humanities</td>
<td>1</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Health &amp; P.E.</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Health &amp; P.E.</td>
<td>2</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td>Career Education</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Career Education</td>
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<td>4</td>
<td>6</td>
</tr>
<tr>
<td>Instructional Support</td>
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<td><strong>Unknown</strong></td>
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</tr>
<tr>
<td><strong>Faculty</strong></td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>1</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>8</td>
<td>153</td>
<td>161</td>
</tr>
</tbody>
</table>
3. **RECRUITMENT**

**General:**

a) The Personnel Department continued in 1979-80 its efforts to seek out and recruit highly qualified minorities and women to broaden its pool of qualified applicants. All permanent classified positions were advertised for at least two weeks, certificated at a minimum of one month.

b) All job announcements carried the statement "An Affirmative Action - Title IX Employer."

**CLASSIFIED:**

a) Job announcements were sent out for all permanent positions using the affirmative action distribution list which includes minority, female and handicapped oriented organizations.

b) Ads were placed in the Santa Barbara News Press and the Los Angeles Times.

**CERTIFICATED:**

a) Job announcements for all permanent positions filled in 1979-80 were sent to the California Community Colleges' Black/Chicano Studies Departments and Deans of Instruction/Directors of Personnel; California State College and University Black/Chicano Studies Departments and Placement Offices; private university and major university Black/Chicano Studies Departments and Placement Offices.

4. **SELECTION**

a) Screening committees have been used in the selection process for Classified and Certificated vacancies. For each vacancy, minorities and females have been named to the committee.

b) Upon completion of each selection process for both Classified and Certificated vacancies, an Employment Audit Report has been completed providing the ethnic/sexual composition of submitted applications, interviewed applicants and screening committees.

c) A case file has been maintained for documentation in case of EEOC/FEPC discrimination complaints and investigations.

d) EEO/AA Orientation: Each screening/interviewing committee has received orientation by the Personnel Department as to the "Do's and Dont's" of interviewing/screening. In addition, an "Orientation for Interviewing Committees" booklet is used in training all certificated and classified screening/interviewing committees regarding Federal and State EEO laws.

e) The Affirmative Action Officer provided Affirmative Action/EEO advice and guidance to the Business Manager selection committee throughout the selection process. The Affirmative Action Officer was present during all candidate interviews by the selection committee.
4. SELECTION, continued

f) In response to concern expressed by a faculty member regarding perceived limited promotion-from-within opportunities for administrative positions, the Affirmative Action Committee reviewed the Certificated Administrative Selection policies for possible change. After review, no changes to the policies were recommended by the Affirmative Action Committee.

5. PERSONNEL POLICIES AND PRACTICES

The District revised the following personnel benefit policies in compliance with Federal EED legal mandates:

(1) Medical Policies - revised in compliance with Federal sex non-discrimination requirements to provide full coverage for pregnancy costs.

(2) Sick Leave Policies and Disability Insurance Policy - also revised to comply with sex non-discrimination Federal requirements. Revision to sick leave policies and disability insurance program to provide that pregnancy disability is to be treated like any other disability and thereby not be excluded from benefit coverage.

(3) Mandatory Retirement Policy, Disability, Insurance and Life Insurance Policies - all revised in compliance with the new Federal Age Discrimination in Employment Act amendments (Dept. of Labor). Mandatory retirement changed to age 70 versus age 65. All benefit plans adjusted accordingly.

6. DISCRIMINATION COMPLAINTS/GRIEVANCE RESOLUTION

Informal: Two handicapped student discrimination complaints. One was in regard to classroom equipment and one in regard to "reasonable accommodation" in a classroom lab situation.

Both resolved by conference.

Formal: None.

7. IN-SERVICE AFFIRMATIVE ACTION ORIENTATION/TRAINING/DISTRIBUTION OF POLICY

a) The Director of Personnel/Affirmative Action Officer met with all Certificated Department Heads and Screening/Interviewing Committees for Affirmative Action orientation and training. Follow-up meetings were held with Certificated screening/interviewing committees.

b) The Assistant Personnel Director or the Personnel Director met with all Classified employee screening/interviewing committees during the year, providing Affirmative Action orientation and training to Classified employees. Individual meetings with Department Heads were held during the year by the Director of Personnel/Affirmative Action Officer to provide Affirmative Action guidance and review.

d) The Board of Trustees and the Affirmative Action Committee were kept informed regarding the WEBER decision and the issue dealing with "reverse discrimination."

e) The Affirmative Action office distributed to appropriate parties (Deans, P.E. and athletic departments, Affirmative Action Committee), the new HEW policy interpretations of Title IX. The required Notice of Non-Discrimination was also updated and posters distributed.

f) The Affirmative Action Officer attended the following workshops and conferences for legal updates on EEO law.


   (2) Chancellor's Office Conference: 10/29/80 workshop on State guidelines in developing Affirmative Action goals and time tables.

g) The District continued providing, as part of its Affirmative Action upward mobility commitment, in-service training to a number of classified employees as indicated in Attachment A.

h) In Spring 1980, the Affirmative Action Officer presented an Affirmative Action presentation as part of the Classified Employees Professional Growth Program.

i) The District continued to participate in the Comprehensive Employment and Training Act, Title VI (CETA), and has provided on-the-job training to the participants. The District has also participated in the Summer Youth Project.

8. GOALS AND TIMETABLES

The Affirmative Action Officer developed and submitted to the Chancellor's Office an updated work force analysis and Affirmative Action plan policy statement regarding the dissemination of the District Affirmative Action plan. The items were developed in accordance with the State legal guidelines provided by the Chancellor's Office to all California Community Colleges.

9) AFFIRMATIVE ACTION - STUDENT BODY

a) The Administrative Dean, Student Services, is preparing in accordance with ACR 151, an updated review of the District's efforts for addressing and overcoming by 1980, ethnic, economic and sexual under-representation in the District Student Body as compared to the composition of our local high school students. The report will be sent to the Chancellor's Office in Fall 1980.

b) Curricula: The District offered several credit and non-credit courses in 1979-80 which were designed to meet the needs of minorities and women in the community and on campus. The courses contributed to a better understanding of the contributions and special needs of minorities and women in society. Attachment B provides a listing of these courses.
9. AFFIRMATIVE ACTION - STUDENT BODY (Continued)

c) Woman's Program: The District continued its Woman's Program with program
designed to meet the changing needs of today's female student: job
re-entry, personal counseling, job readiness skills, etc. A full report
on the program is contained in Attachment C.

10. AFFIRMATIVE ACTION SUB-CONTRACTOR REQUIREMENTS

As required by E.O. 11246, all appropriate off-campus sub-contractors have
been notified of their responsibilities for implementation of the Equal
Opportunity clause and certification of non-segregated facilities. All
have signed an affirmation of intended compliance; the Director of Personnel/
Affirmative Action Officer has attended all appropriate contractor pre-award
bid conferences.

Sub-contractors:

Granite Construction Co.    4/17/79

Goleta Valley Adult Education Center Parking Lots

11. COMMUNITY AND FEMALE/MINORITY ORGANIZATIONS

The College's image and reputation as an Affirmative Action employer has been
greatly enhanced by staff and faculty participation in various community and
minority/female oriented organizations.

Attachment D provides a list of the Affirmative Action Committee members who
have during the year participated in such organizations.

12. HANDICAPPED

ENABLER/HANDICAPPED PROGRAM

A full-time Enabler/Learning Disability Specialist was hired by the District.
The Enabler administers the Physically Limited Program on campus: counseling,
preferred registration, on-campus parking, tutorial services, use of media
center and health services, etc. A status report on the program is found in
Attachment E.

13. DISTRICT PROGRAMS

   . . . . EOPS PROGRAM
   . . . . HUMAN RELATIONS PROGRAM - H.S./RECRUITING/PEER COUNSELING
   . . . . TUTORIAL CENTER & READING/Writing LABS
   . . . . COLLEGE READINESS PROGRAM - SUMMER
   . . . . LEARNING RESOURCES CENTER
   . . . . BASIC SKILLS & ENGLISH/MATH (ESL)
13. **DISTRICT PROGRAMS** (Continued)

. . . . WOMEN'S CENTER AND RE-ENTRY PROGRAM
. . . . GRANTS, e.g., BILINGUAL/BICULTURAL
. . . . FINANCIAL AID AND PLACEMENT OFFICE (WORK STUDY)
. . . . CAREER DEVELOPMENT FACILITY
. . . . CHILD CARE CENTER
. . . . VETERAN'S OFFICE
. . . . CAREER DAYS
. . . . HEALTH FAIR & CLINICS
. . . . UNIVERSITY & COLLEGE DAY (RECRUITS)
. . . . PHYSICALLY LIMITED PROGRAM (HANDICAPPED)
. . . . STEP, OPEN ROAD PROGRAM
CETA DISTRICT PARTICIPATION
<table>
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<tr>
<th>Name</th>
<th>Workshop</th>
<th>Dates</th>
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<td>Bill Regis</td>
<td>Effective Communications</td>
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<td>Charles Christian</td>
<td>Management Skills, Part I</td>
<td>February 1, 1979</td>
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<td>Laboratory Technician</td>
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<td>Senior</td>
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<td>Ricardo Valenzuela</td>
<td>Supervisory Training Program (How to Train Effectively)</td>
<td>February 8, 1979</td>
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<td>Custodial Supervisor</td>
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<td>Trish Dupart</td>
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<td>Administrative Training for Secretaries</td>
<td>March 14, 15, 1979</td>
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<td>Mary Griffith</td>
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<td>Business Services</td>
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<td>Supervisor</td>
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<td>Barbara Armstrong</td>
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<td>Secretary/Confidential</td>
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<td>Betty Bartels</td>
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<td>Mary Borgman</td>
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<td>Arlene Douglas</td>
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<tr>
<td>Judy Woodward</td>
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<td>Certificated Personnel Technician</td>
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<tr>
<td>Cecilia Tatsch</td>
<td>Developing Positive Employee Relations</td>
<td>May 10, 1970</td>
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<td>Purchasing Technician</td>
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<td>Lana Rose</td>
<td>Supervisory Training</td>
<td>April 26, 1979</td>
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<td>Division Aide</td>
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<tr>
<td>Rachel McKeone</td>
<td>Leadership Skills, Part I</td>
<td>April 20, 1979</td>
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<td>Typist Clerk, Intermediate</td>
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<td>Terri Fawcett</td>
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<td>Lucille Dungan</td>
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<td>April 20, 1979</td>
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<td>Anne Munoz</td>
<td>Leadership Skills, Part I</td>
<td>April 20, 1979</td>
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(9)                                  |                                               |                  |
SANTA BARBARA CITY COLLEGE
CREDIT COURSES - SPRING 1980/FALL 1979

SPRING 1980
American Women and the Social Revolution
History of Women
Sociology of Sex Roles
Contemporary Problems in American Society
Afro-American in U.S. History
Afro-American Culture
Black Politics
Literature by Black Authors
Mexican American Chicano History
Mexican American Chicano Culture
Spanish for Native Speakers
History of Mexican Art
Ethnic Studies - Independent Studies (3)
The American Indian
Indian Culture
English as a Second Language
Development of the Bilingual Child
History of Mexico
Awareness Group (Women)
Beg Body Conditioning (Women)
Int Body Conditioning (Women)

FALL 1979
Afro-American in U.S. History
Afro-American Culture
Literature by Black Authors
Mexican American Chicano History
Mexican American Chicano Culture
Chicano Literature
Spanish for Native Speakers
Contemporary Women Writers
English as a Second Language
Racism in America
History of Women
History of Mexico
Ethnic Studies - Independent Studies (2)
The American Indian
Indian Culture
Sociology of Sex Roles
Contemporary Problems in American Society
Psychology of the Bilingual Child
Beg Body Conditioning (Women)
American Women and the Social Revolution

ATTACHMENT B
AFFIRMATIVE ACTION REPORT ON COURSES - FISCAL YEAR 1979-1980

FALL 1979

CAREER COUNSELING & FUTURE PLANNING FOR WOMEN
ON BEING AN ASSERTIVE WOMAN
WOMEN IN MID-LIFE
CHORAL SINGING FOR WOMEN
AFRICAN DANCE
CREATIVE CRAFTS, BILINGUAL
PHYSICAL EDUCATION FOR WOMEN
THE BUSY WOMAN'S SEWING CLASS
RECYCLING WOMEN'S CLOTHES
LADIES' CUSTOM PATTERN MAKING
KNOW YOUR CAR (AUTO MECHANICS) FOR WOMEN
DRIVER TRAINING/PHYSICALLY DISABLED
SPANISH GRAMMAR FOR THE BILINGUAL CLASSROOM
HOW TO KEEP YOUR HUSBAND ALIVE - FOR WOMEN ONLY
THE HANDYMAN'S HERE - AND SHE'S A WOMAN
INVESTING IN THE STOCKMARKET FOR WOMEN, PT. I
WORKSHOP FOR HANDICAPPED ADULTS - WORK, Inc.
INSTRUCTION PROGRAM FOR SPECIAL NEEDS ADULTS - WORK TRAINING PROGRAM
INSTRUCTION PROGRAM FOR SPECIAL NEEDS ADULTS - ALPHA TRAINING CENTER
ENGLISH AS A SECOND LANGUAGE
EMERGENCY ADULT EDUCATION PROGRAM FOR REFUGEES

WINTER 1980

CAREER COUNSELING AND FUTURE PLANNING FOR WOMEN
ON BEING AN ASSERTIVE WOMAN
CHORAL SINGING FOR WOMEN
CREATIVE CRAFTS, BILINGUAL
PHYSICAL EDUCATION FOR WOMEN
THE BUSY WOMAN'S SEWING CLASS
RECYCLING WOMEN'S CLOTHES
LADIES' CUSTOM PATTERN MAKING
KNOW YOUR CAR (AUTO MECHANICS) FOR WOMEN
WORKSHOP FOR HANDICAPPED ADULTS - WORK, Inc.
INSTRUCTION PROGRAM FOR SPECIAL NEEDS ADULTS - WORK TRAINING PROGRAM
INSTRUCTION PROGRAM FOR SPECIAL NEEDS ADULTS - ALPHA TRAINING CENTER
BASIC EDUCATION FOR DISABLED ADULTS - DEVEREUX FOUNDATION
DEVELOPMENTAL SKILLS FOR DISABLED ADULTS - HILLSIDE HOUSE
ENGLISH AS A SECOND LANGUAGE
EMERGENCY ADULT EDUCATION PROGRAM FOR REFUGEES
KINDERGARTEN: GET READY, GET SET, GO WITH CONFIDENCE (BILINGUAL)
PARTNERS IN LEARNING: BILINGUAL PARENT-CHILD PLAYGROUP
WOMAN AS ENTREPRENEUR: RISK, CHALLENGES & REWARDS
INVESTING IN THE STOCKMARKET FOR WOMEN, PT. II
COLOR SLIDES FOR PHYSICALLY DISABLED PERSONS

ATTACHMENT B
SPRING 1980

ON BEING AN ASSERTIVE WOMAN
CHORAL SINGING FOR WOMEN
CREATIVE CRAFTS, BILINGUAL
PHYSICAL EDUCATION FOR WOMEN
THE BUSY WOMAN'S SEWING CLASS
RECYCLING WOMEN'S CLOTHES
LADIES' CUSTOM PATTERN MAKING
KNOW YOUR CAR (AUTO MECHANICS) FOR WOMEN
WORKSHOP FOR HANDICAPPED ADULTS - WORK, Inc.
INSTRUCTION PROGRAM FOR SPECIAL NEEDS ADULT - WORK TRAINING PROGRAM
INSTRUCTION PROGRAM FOR SPECIAL NEEDS ADULT - ALPHA TRAINING CENTER
BASIC EDUCATION FOR DISABLED ADULTS - DEVEREUX FOUNDATION
DEVELOPMENTAL SKILLS FOR DISABLED ADULTS - HILLSIDE HOUSE
THE EMERGING WOMAN IN MANAGEMENT
FINANCIAL AWARENESS FOR WOMEN
ENGLISH AS 'A SECOND LANGUAGE
EMERGENCY ADULT EDUCATION PROGRAM FOR REFUGEES
WOMAN AS ENTREPRENEUR: RISK, CHALLENGES & REWARDS
REPORT ON WOMEN'S PROGRAM - 1979/80

This year was a year of flux and changing directions for the Women's Center. Because there was no "Center", the Women's Center Director during the fall changed her title to Director of Women's Programs. The "Center" was her office. The changing of direction was an emphasis on the re-entry woman; meeting her personal counseling needs, developing her job readiness skills, building her self-confidence, and exploring her problems and aspirations.

In the fall, a successful jogathon was planned and generated $700.00 in funds for the Women's Programs. The jogathon drew many students, faculty, and administrators into the Women's Program arena. It was an excellent public relations event, besides raising needed monies.

A Family Violence workshop was presented in November (enclosure). The topic was controversial and yet many students attended. It was a needed and timely event. Mr. Novison was excellent, the statistics and information was informative and shocking. As a result of the workshop there were several letters from battered women thanking the Women's Programs for offering the workshop, who thought they were all alone and didn't know where to turn.

The Self-Defense Seminar on a Saturday for course credit had an excellent turn-out (enclosure). We will be presenting more of these workshops in the future semesters. The seminar was a joint effort of Pat Heaphy, Kathy O'Connor, and the Physical Education Department.

During Add-Drop week of the fall semester a survey was taken with 88 responses (enclosure)--55% of the respondents were not aware of the service, 52% wanted
personal growth workshops such as assertiveness training and anger seminars, 47% wanted individual personal counseling, and 43% wanted a place to affiliate with women.

The spring semester brought a new Director of Women's Programs who was also appointed Gender Equity Coordinator by Dr. Mertes. The two positions blended together very well. The emphasis in this Vocational Education position is to facilitate women into taking courses in non-traditional careers (i.e. automotive, building, drafting), and the same with men (i.e. health occupations).

The combined energy brought about an excellent film called, "Who Remembers Mama?" on April 23 (enclosure). It was a film about displaced homemakers--women who live the "happily ever after" myth until their husband leaves. They are left with no skills, middle age, and disillusionment. It was very well received. The women we made contact with were career counseled and an effort is being made to make them aware of the well-paying non-traditional courses at Santa Barbara City College.

An Anger workshop was presented by Barbara Crawford (instructor) and Laura Chambliss (dance therapist). It was well received and many students wanted a series on it for the fall.

The high point of the spring semester was "Discovery Days" (enclosure), a recruiting effort geared toward the re-entry adult. It was offered on campus and at an outreach place at the Goleta Valley Adult Education Facility. The "Discovery Day" included speakers on the services at City College, besides re-entry adult students talking about their fears, successes, and growth as a result of returning to S.B.C.C. Eighty percent of the participants said they were going to attend summer or fall; 45% made appointments with the Career Center Director or myself to discuss career options. The event also brought the support services on campus together, made them aware of the new "majority" student, and reestablished their commitment to Women's Programs.
Along with these workshops, as Director of Women's Programs I attended a C.C.J.C.A. conference on "Recruiting and Retaining the New Majority Student". I attended a workshop on counseling in the Family Violence area. I am on a countywide committee on creating a Women's Building in Santa Barbara to house several of the services women use with a referral component to other community agencies and personnel that can help.

I continued doing extensive personal counseling out of my office. Most of my client's being women, I presented my Personal Development 4 and 5 - Personal Awareness Group for Women to offer the connection to relate on a personal level with other women.

Overall, the year has been diverse and in transition. Combining the Director of Women's Programs and Gender Equity Coordinator in one person will lead the Women's Program's to a more defined role. I will focus on recruiting and retaining the re-entry woman. I will gear my classes and workshops to exploring non-traditional careers that pay well and are here in Santa Barbara. The Women's Program will work more closely with the other services on campus such as the Career Center and the Reading and Writing Labs. It will offer support and direction for the woman who wishes to participate.

Peggy Smith
Peggy Smith
May 29, 1980
Hello Faculty,

Hope you enjoyed your vacation. Please let your students know what is available for them. Thanks,

Ginny Jass, Director, Women's Center

WOMEN'S CENTER CALENDAR * * * * * * * * * * * * * APRIL, 1979

Wednesday, April 11  
12:00-2:00  
A232  
(Administration Bldg.)  
Food Liberation Workshop  
A psychological approach to eating and overeating. Learn to eat with awareness and satisfaction. Free. Open to all.  
Facilitator: Melinda Badcock, M.A., Harmony House

Monday, April 16  
12:00-3:00  
A232  
Single Parent Effectiveness Workshop  
Come to give and receive encouragement and practical, problem-solving suggestions. Free. Open to all.  
Facilitator: Joan Sullivan, R.N., M.F.C., Social Advocates for Youth

Tuesday, April 17  
12:30-2:00  
A237  
(Administration Bldg.)  
Stress Management Workshop I  
How to recognize the sources and symptoms of stress and techniques to reduce it. Free. Open to all.  
Facilitators: Lois Carbone, Counseling, Psychology Intern  
Ginny Jass, Women's Center Director

Wednesday, April 18  
12:30-2:00  
A232  
Career Planning: Choice Not Chance  
Begin to learn how to define your career goals and how to achieve them. Free. Open to all.  
Facilitator: Margo Handelsman, Director, Career Center

Friday, April 20  
12:30-2:00  
A237  
"Rape Culture" (film) and Elie Owen, Director, Santa Barbara Rape Crisis Center.  
Excellent film examining the social framework for attitudes and feelings of men and women regarding rape. Discussion led by Elie Owen will follow.

Ginny Jass, Women's Center Director, is also available for personal counseling by calling Ext. 282 or dropping by her office in the Counseling Center.
Approximately one-fourth of all murders in the United States occur within the family. Half of these are husband-wife killings.

In California, one out of three female homicide victims is murdered by her spouse.

At least 10% of the children who witness parental violence eventually become adult batterers themselves.

20% of the police killed in action are killed while responding to family violence calls.

Spouse battering crosses all socio-economic lines; it is not restricted to the working class populations as many people seem to think it is. As a matter of fact, an unusually high incidence of spousal battery is found in families of police, M.D.'s, and others belonging to the helping professions.

If you are being beaten by the person with whom you are living, be aware that you are not the only one to whom this is happening. Many women feel isolated and alone in their suffering and feel, as well, that no one would understand their situation if it were known. Millions of women, nationwide, share such suffering. Within Santa Barbara County, at least 375 women per month are reporting family violence incidences to authorities.

In its effort to offer quality and timely information to the students and staff of Santa Barbara City College, the Women's Center invites you to attend this important seminar presented by:

Noel Novison, MFC
Training Coordinator
Family Violence Program

Thursday, November 3, 1979 - 10am-12noon - A-121
TO:       All Staff

FROM:     Pat Heaphy, Director - Women's Programs

DATE:     February 15, 1980

SUBJECT:  Self-Defense Seminar

The Women's Center and the Physical Education Department have
finally gotten together and are about to offer you the opportunity
of a lifetime--or, more appropriately, the opportunity for
a lifetime.

On Saturday, March 1 from 8:00 a.m. to 5:00 p.m., our own
incredible Kathy O'Connor will teach a Seminar in Self-Defense
for Women which will include lecture, film, demonstration and
practice and one-half unit of college credit. A $2.00 health/
insurance fee is required if you're not a current SBCC student,
and it just may be the best investment you'll make all year.

The course is open to all who want to participate, so plan to be
there and bring a friend to PS-101 at 8:00 a.m., March 1. Be
ready for a day of information, exercise and enlightenment.
9:30 Introduction to "DISCOVERY DAY"

9:45 Welcome

10:00 Vocational Education - Non-traditional Careers for Women

10:20 Career Center

10:40 Academics

11:00 Student Activities

11:15 Essential Skills, Tutoring, Writing and Reading Lab, Study Skills

11:30 Break

11:45 Financial Aids

12:10 Extended Opportunity Programs and Services

12:30 Re-entry Students

12:40 Admissions

1:00 Closure, Questions, Counseling Appointments, Tour of the Campus

Peggy Smith, Director of Women's Programs; Counselor, SBCC

Dr. David Mertes, President Santa Barbara City College

Mr. Mel Elkins, Dean Occupational Education

Margo Handelman, Director Career Center

Dr. Curt Solberg, Professor Political Science
Dr. Joan Grumman, Professor English

Elizabeth Lockhardt Re-entry Student

John Romo, Director Reading Study Skills Center

Bill Cordero, Coordinator

Alicia Abesilla, Assistant Special Programs
Gregory Brown, Peer Counselor

Sydney Jackson

Lynda Rodrigues, Ass't. Dean Admissions and Records

Peggy Smith

Refreshments will be served.

Please feel free to ask questions at any time. There will be two opportunities during the program to ask College personnel individual questions: at 11:30 and at 1:00.

Please complete the evaluation form and return it before you leave.
An Invitation To

WHO REMEMBERS MAMA?

An award-winning documentary film demonstrating the economic and emotional frustration facing the middle-aged woman who has been suddenly plunged into the world because of divorce after spending most of her life as a homemaker. An objective journalistic exploration of the changing values in our society and their impact on the family.

Awards and featured screenings:
Silver Gavel Award, American Bar Association
American Film Festival Finalist
Honors, Clarion Awards, Midwest Film Conference

A panel discussion will follow the presentation.
Moderators: Peggy Smith and Alice Frame

Wednesday April 23 - Garvin Theatre, West Campus
Santa Barbara City College
2 - 4 p.m. OR 7:30 - 9:30 p.m.

Sponsored by: S.B.C.C. Women's Programs,
Counseling Department
Community Action Commission:
Displaced Homemakers Center

For more information contact
Displaced Homemakers Project - 966-5530
Peggy Smith - Director of Women's Programs, S.B.C.C.
965-0581, ext. 282
A SEMINAR IN SELF-DEFENSE FOR WOMEN

Saturday
March 1, 1980
8 a.m. - 5 p.m.
Santa Barbara City College
721 Cliff Drive

REGISTRATION and ORIENTATION: 8 a.m. in Room PS-101
½ unit credit - $2.00 fee
Instructor: Kathy O'Connor

PRESENTATIONS:

8 - 12: Rape Awareness
       Prevention
       Legal Aspects
       Film

12 - 1: Lunch (on your own)

1 - 5: Instruction and Practice (wear appropriate clothing)

Co-sponsored by the SBCC Women's Center and the Physical Education Department
SANTA BARBARA CITY COLLEGE

AFFIRMATIVE ACTION COMMITTEE ORGANIZATIONAL COMMUNITY ACTIVITY - 1979-80

ALICIA ABESILLA:  Calif. Community Colleges EOPS Association
                      Junta Directiva, S.B.C.C.

ABELINO BAILON:  Centro Familiar de Santa Barbara
                     El Concilio De La Raza
                     Junta Directiva, S.B.C.C.
                     La Raza Faculty Association, Calif. Comm. Colleges

JOHN FORSYTH:  American Civil Liberties Union
                   Amnesty International, U.S.A.
                   Santa Barbara City College Fund
                   Tri-County Foreign Language Association

M'LISS GARZA:  California Women in Higher Education
                     Calif. Clearing House on Library Instruction
                     Calif. Library Assoc., Calif. Comm. Colleges Chapter
                     California Teachers Association
                     Hermanas: Mujeres Unidas
                     Junta Directiva, S.B.C.C.
                     Reforma, National Organization of Spanish Speaking Librarians

EUGENIO LUJAN:  Channel Coast Regional Training Center
                     Congress of Raza Organizations
                     County of S.B. Affirmative Action Committee
                     El Concilio De La Raza
                     Junta Directiva, S.B.C.C.

DANIEL OROZ:  Channel Coast Regional Training Center
                      Congress of Raza Organizations
                      El Concilio De La Raza
                      Junta Directiva, S.B.C.C.
                      S.B. County Affirmative Action Officer Council

ROBERTO ROBLEDO:  A.M.A.E.
                       Congress of Raza Organizations
                       Junta Directiva, S.B.C.C.
                       La Raza Faculty Association, Calif. Comm. Colleges

LYNDA RODRIGUES:  Assoc. of Calif. Comm. College Administrators
                       Calif. Organization for Women Deans, Administrators, Counselors
                       National Organization for Women Deans, Administrators, Counselors

ROBERTA JACKSON:  California Asc. of Post-Secondary Educators of Disabled
                      Santa Barbara Council for the Retarded Board of Directors
                      Independent Living Resource Center
                      Alpha Training Center Advisory Committee

ATTACHMENT D
In the third year of existence, the Handicapped Student Services Program has become an integral part of the college. This year 253 individuals took advantage of the program and services. While not all were seen on a weekly basis, over 160 students were seen at least three times weekly. Handicapped Student Services provided special classes in reading and math for the learning disabled as well as for some who were physically disabled. Special mobility aides, notetakers and readers were made available for the physically disable, visually impaired and dyslexic individuals. In addition, special equipment to aid in mobility - two electric wheelchairs - were in use full time. Tape recorders, special print enlargers, large print typewriters were also used through the school year.

This school year saw the active participation of students in the Special Abilities Union (SAU), a social/action group composed of interested students, both able bodied and disabled. The SAU met weekly and sponsored fund raising activities in the form of bake sales and greeting cards sales. The money earned was placed in a special emergency transportation fund for the physically disabled to get to college. The SAU sent out a monthly newsletter with information regarding college and community activities.

Awareness of the Handicapped Student Services Program was heightened by monthly articles in the "Channels." Topics included a description of the Handicapped Student Services Program, interviews with students, discussion of the mobility concerns of the disabled and a review of the activities of Handicapped Awareness Week. In addition, an article and picture describing the Handicapped Program appeared in the Spring Semester Class Schedule. The college specialist Robbie Jackson, had three radio interviews throughout the school year in which she was able to describe the services offered at SBCC for disabled students.

During the week of March 24 - 28, the Handicapped Student Services and the Campus Affirmative Action Committee sponsored Handicapped Awareness Week. The activities took place in the Campus Center. Each day was devoted to information regarding a specific disability:

**MONDAY:** A display of equipment used by the physically handicapped and two movies: "A Different Approach" - vocational skills of the disabled; "We know who we are" - National Federation for the Blind.

**TUESDAY:** Information regarding deafness, including a display of TTD's (telecommunication devices for the deaf) and a demonstration of sign language interpreting.

**WEDNESDAY:** Panel presentation of challenges faced by the disabled and how those were met.

**THURSDAY:** Activities to give able bodied people an opportunity to experience mobility through wheelchairs. A video tape presentation of mobility barriers and solutions at SBCC.

The week was quite successful. Organizations assisting in the Handicapped Awareness Week were: Independent Living Resource Center, Community Center on Deafness, Department of Rehabilitation and National Federation of the Blind.

The Handicapped Student Services Program participated in recruitment activities in the local high schools during the Spring 1980. Program and campus orientation with high school seniors took place. These recruiting meetings were held in conjunction with the UCSB Special Services Program counselor. This recruiting has resulted in an additional ten students arriving on campus this Fall.

Overall, the 1979-80 School Year has been filled with many activities and changes. Students in the Program here have transferred to UCSB, Cal Poy, Fresno, as well as going into employment.
The challenges and rewards of assisting people in meeting their human potential is unending. It is with a great deal of enthusiasm that the 1980-81 School Year is anticipated.

Robbie Jackson,
College Specialist for the Handicapped
June 1980