Wednesday, October 13, 2021 3:00 - 4:30 pm
STUDENT EQUITY COMMITTEE

The Student Equity Committee meets the 2nd & 4th Wednesday of each month from 3:00 to 4:30 pm during the Fall & Spring semesters. Due to the COVID-19 crises, and in compliance with the Governor's Executive Orders N-29-20 and N-33-20, the SBCC Student Equity Committee has temporarily suspended physical meetings.

SEC Charge

The Student Equity Committee is a subcommittee of the College Planning Committee charged with creating, championing, and monitoring progress on SBCC's Student Equity Plan. The committee writes the three-year plan and provides an annual report on the state of student equity to the College Planning Council. The three-year plan and the annual reports provide guidance to the Student Equity and Achievement Committee for prioritizing recommended allocations of Student Equity and Achievement funds. The Student Equity Plan details the key performance indicators of student equity to illuminate and center our student populations that experience persistent disproportionate impacts. The committee works with departments, programs, and the campus community to understand disproportionate impact related to their role and to support activities focused at removing barriers to success and eliminating inequity from students' experiences at our College.

Members

Anselmo Villanueva, Executive Director of DEI (Administrative Co-Chair, non-voting)
Brittanye Muschamp, Automotive Services and Technology (Faculty Co-Chair, non-voting)
Andrew Gil, Academic Counseling (Faculty representative, voting)
Jennifer Maupin, Biological Sciences (Faculty representative, voting)
Marc Bobro, Philosophy (Faculty representative, voting)
Akil Hill, Senior Admissions & Records Technician (CSEA representative, voting)
Chelsea Lancaster, Student Program Advisor EOPS/CARE/CalWORKs (CSEA representative, voting)
Julio Martinez, Media Technician Learning Resource Center (CSEA representative, voting)
Sachiko Oates, Noncredit Coordinator (ALA representative, voting)
Adrienne Arguijo-Morgan, Coordinator Student Ready (ALA representative, voting)
Marueen McRae Goldberg, Director of Financial Aid (ALA representative, voting)
Elizabeth Imhof, Dean of Arts, Humanities, and Social Sciences (Advisory, non-voting)
Margaret Prothero, Guided Pathways Faculty Coordinator (Advisory, non-voting)
Paloma Arnold, Dean of Student Affairs - SEA Liaison (Advisory, non-voting)
Christina Llerena, Director of EOPS (Advising, non-voting)
Kyle Rasmussen, Veterans Coordinator (Advisory, non-voting)
Jenny Baxton, Academic Senate (Liaison, non-voting)
Victor Bryant, Acting Executive Director of Public Affairs & Communications (Advisory,non-voting)
Z Reisz, Senior Director of Institutional Assessment, Research, & Planning (Advisory, non-voting)
Kathy Scott, Interim EVP Educational Programs (Advisory, non-voting)
Roxane Byrne, Interim Coord. of Equity, Diversity, and Cultural Competency (Advisory, non-voting)

1. CALL TO ORDER

1.1 Welcome / Call to Order

Meeting called to order 3:06

1.2 SBCC Mission Statement

Santa Barbara City College welcomes all students. The College provides a diverse learning environment and opportunities for students to enrich their lives, advance their careers, complete certificates, earn associate degrees, and transfer to four-year institutions.

The College is committed to fostering an equitable, inclusive, respectful, participatory, and supportive community dedicated to the success of every student.

2. MEETING PROTOCOL

2.1 Meeting Protocol

The following "meeting etiquette requests" have been designed by the meeting co-hosts to ensure the meeting can proceed in a timely and secure way, while allowing input from members.
   (1) When entering the meeting committee members will initially be in a "waiting room," which is a feature that will allow the Co-chairs to admit participants and reduce zoom-bombing disruptions.
   (2) All meeting participants will be asked to mute their microphones throughout the meeting unless participating in a discussion. This allows for background noise to be minimized, as well as a smooth transition from one speaker to another so everyone can follow the discussion.
   (3) Members wanting to talk in discussion will be asked to raise their "hand" in the participant section of the Zoom meeting field. The moderating Co-Chair will call on members with their hands raised in order and when there is a natural break in the discussion.
   (4) Members may use the chat feature to ask questions and ask that no discussion take place in the chat so that items can be addressed and recorded in the minutes.
   (5) Members wishing to add an item to the next agenda can email the co-chairs 5 days prior to the meeting.

3. PUBLIC COMMENT

3.1 Public Comment Guidelines

Public Comment: Limited to 2 minutes per speaker unless modified by Co-Chair to ensure committee has sufficient time to address committee business. Committee will not respond to comments during public comment.

No public comment

4. APPROVAL OF MINUTES
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4.1 Review/Approve [09_22_2021 SEC Minutes](#)

Moved by Adrienne, seconded by Jen

Yes: Sachiko, Marc, Andy, Jen, Adrienne

09_22_2021 SEC Minutes Approved

5. COMMITTEE CO-CHAIR UPDATES
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5.1 Welcome New Members Members

- Akil Hill, Senior Admissions & Records Technician, CSEA Representative

Welcomed Akil to the committee.

5.2 Student Representatives

- Working with Amy Collins to get ASG reps.

Brittanye provided an update about getting a student rep from ASG. One to come soon now that there is a larger representation on ASG.

5.3 California Community Colleges Diversity, Equity, & Inclusion Learning Modules (1 hr each)

- "I Don't See Color, I Just See People: Becoming Culturally Competent"
  - This learning module examines the way in which the U.S. educational system perpetuates inequity and introduces various frameworks that can be leveraged to promote cultural competence and develop culturally affirming policies, practices and pedagogies that improve students' experience on campus.
- "Playing Behind the Screen: The Implicit Bias in Our Colleges"
  - This learning module introduces implicit bias and how it manifests on a college campus. The module offers strategies to address implicit bias at the institutional level to improve the educational outcomes for students and experiences for everyone on our campuses.

Brittanye shared the Michael Shanahan shared CCC systemwide webinars accessible through Vision Resource Center.

6. DISCUSSION ITEMS
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6.1 Timeline for Student Equity Plan

- 2022 - 2025 Student Equity Plan due November 2022
- Fall 2021
    - Review current **SBCC 2019 - 2022 SEP**
    - Review other SEP plans
        - **Southwestern College SEP**
        - **Santa Monica College 2019-2022 SEP**
        - **Compton Community College (added during meeting)**
        - **NORCO College (added during meeting)**
    - Review SEP Planning Resources
        - **CUE Final Student Equity Report**
        - **Creating an Actionable Equity Plan**
    - Review Community College Campus Initiatives
        - **CCCCO Vision for Success**
        - **Guided Pathways**
        - **AB705**
        - **Strong Workforce**
        - **California College Promise Grant**
    - Review SBCC Campus Initiatives
        - Title V Grant Funding
        - Racial Equity Impact Assessment Project (REIAP)
    - Review Tableau data for SBCC
    - Have President Murillo attend SEC meeting
    - Begin to write **2022-2025 SBCC Student Equity Plan**

- Spring 2022
  - Continue writing 2022 - 2025 SBCC Student Equity Plan
  - Work with constituent groups for involvement in sections
  - Finalized rough draft of 2022 - 2025 SBCC Student Equity Plan completed by March 1, 2022
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  - Review and edit 2022 - 2025 SBCC Student Equity Plan from March to May 2022 as a committee

  - Have finalized draft of 2022 - 2025 SBCC SEP ready before end of Spring 2022 semester to share out to campus constituent groups beginning Fall 2022
  - Share out 2022 - 2025 SBCC SEP to groups before Summer 2022?

- Summer 2022
  - Possible workgroup with co-chairs and campus community members who want to be involved to continue reviewing SEP plan?

- Fall 2022
  - Student Equity Plan Due November 2022
  - Continue to share finalized draft to constituent groups and obtain feedback and make edits
  - Submit 2022 - 2025 SBCC Student Equity Plan

Discussion around what other documents, points of reference to consider reviewing for the committee's work. Review of timeline for the 2022-2025 Student Equity Plan. Roxane shared challenges of sharing the SEP for review right before summer, because this is what happened during the previous plan that caused a lot of contention because some campus members and committees are not officially working during this time. Roxane suggested mid spring 2022 is a better timeline for feedback from different groups/committees (CPC, Senate, shared governance groups review and approve the plan). Perhaps share out the plan in the beginning of March and get feedback within 2 weeks, then review and revise the SEP as a committee. Program Review process redesign should be mentioned, as well as the REIAP are things that should be shared. It was talked about that things like the activities should be talked about on the macro versus micro level as an institution. Another thing should be mentioned in the plan is Building an Equity Mindset course by Carrie Hutchinson. This course was part of moving all courses online during COVID-19.

The SEC is responsible for writing the plan, then monitoring it. What is so hard is that we have been focusing on all of the groups and have made very little progress in terms of closing equity gaps. If we were to focus on a few specific groups of students, we may be able to close more gaps. It was asked for all committee members to commit to read at least a few student equity plans, that way during the next meeting, we can have an informed discussion about things that we liked and don't like to get prepared for writing the plan. It was presented that everyone should read one assigned SEP, we will have a quick breakout group session during our next meeting, then discuss it as a committee, that way it does not overwhelm committee members with other commitments. It was also discussed that program review can be used hopefully to assist with the SEP. Victor also agreed that SEP could be connected to Program Review.

It was mentioned by Marc that our current student equity plan was very hard to follow and detailed. The data goals in the plan in some areas seem hard to achieve given our campus baselines. Roxane shared that some of these goals were established by the Chancellor's Office. Chelsea provided some insight into current barriers our racially minoritized students face, such as expensive housing and part time students.. Akil made the point that the goals established by the Chancellor's Office need to be aligned with our campus community and our baseline so that they are realistic. Akil suggested we may want to focus on wrap around support for our students, rather than focusing on the data numbers. Roxane shared the connection between SEA and SEC and discussed that both committees are planning on attending a "joint" meeting, but to have members from SEA to attend the November 10 meeting that will have President Murrillo present.

When part time faculty were discussed and even though there are departments that want to diversify, because of part time rehire rights, there are departments that cannot do so. Another committee that we should work closely with is the EOHC committee to make sure to include in conversations. We should be reviewing the other initiative plans like the EOHC plans and see how to embed these initiatives into the SEP. Minimum qualifications and equivalency for hiring were discussed and how it affects staff and the process. The process is extremely tedious which leaves people from being hired for positions because while they do have a lot of the job experience, it is hard for leaders to hire these individuals because it takes so much to complete this task. Hiring diverse full-time faculty members has a major impact on the campus.

It was discussed that as a committee, we need to identify people who will be our contacts for consulting with different sections of the SEP from the beginning. Having a town hall meeting about the upcoming SEP was also suggested, but it was stressed by Brittanye that we need to start writing the plan and consulting with campus members that way the plan will start forming itself, rather than continuing to talk about it because the last thing that we want is to keep talking about what should be in the plan and then do not have anything by next spring. During the next meeting, the committee will talk about things that we liked and didn't like about the other SEP plans, then create an outline for things that should be included in the upcoming SEP. This will also allow us to be better prepared for the November 10th meeting when President Murillo will be attending.

7. HOMEWORK

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7.1 [Agenda Collaborative Document](#)

- If you have any thoughts or ideas that you would like to address in the following Student Equity Committee meetings, please use this document or contact Anselmo and Brittanye by email
    - *Add the date to your item*

7.2 Reading for Equity Plan Writing

- Please read and review the documents linked in 6.1 agenda relating to Student Equity Plans.

Other homework will include reading a specific Student Equity Plan assigned to each member of the SEC to be prepared for discussion during the October 27th meeting.

8. UPCOMING MEETINGS

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Fall 2021 Meetings

- October 27, 2021
- November 10, 2021
- November 17, 2021

9. ADJOURN

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Meeting adjourned at 4:33 pm