



Wednesday, September 9, 2020 3:00 - 4:30 pm

Location: Zoom

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 facilitate activities focused on removing barriers to success and eliminating inequity from students' experiences at our College.

Committee Members Present:

Roxane Byrne, Interim Coord. of Equity, Diversity, and Cultural Competency (Administrative Co-Chair, non-voting)
Brittanye Muschamp, Automotive Services and Technology (Faculty Co-Chair, non-voting)
Andrew Gil, Academic Counseling (Faculty representative, voting)
Donte Newman, Communication (Faculty representative, voting)
Benjamin Reyes, Accounting (Faculty representative, voting)
Shelby Arthur, International Student Program Advisor (CSEA representative, voting)
Chelsea Lancaster, Student Program Advisor EOPS/CARE/CalWORKs (CSEA representative, voting)
Julio Martinez, Media Technician Learning Resource Center (CSEA representative, interim, voting)
Sachiko Oates, Noncredit Coordinator (ALA representative, voting)
Vanessa Pelton, Director of Enrollment and Retention Services (ALA representative, voting)
Elizabeth Imhof, Dean of Arts, Humanities, and Social Sciences - SEA Liaison (Advisory, non-voting)
Paloma Arnold, Dean of Student Affairs (Advisory, non-voting)
Noel Gomez, Interim Director of EOPS (Advising, non-voting)
Luz Reyes-Martin, Executive Director of Public Affairs & Communications (Advisory, non-voting)
Z Reisz, Senior Director of IR, Assessment & Planning (Advisory, non-voting)

Committee Members Not Present:

Margaret Prothero, Guided Pathways Faculty Coordinator (Advisory, non-voting)
Claudia Johnson, Director of Dual Enrollment (ALA representative, voting)
Kyle Rasmussen, Veterans Coordinator (Advisory, non-voting)
Robin Goodnough, Academic Senate (Liaison, non-voting)
Pamela Ralson, EVP Educational Programs (Advisory, non-voting)



Guest: Raquel Hernandez

Recorder: Bea Dones

1. CALL TO ORDER

1.1 Welcome / Call to Order

1.2 Land Acknowledgement

Before we begin, we would like to acknowledge the Chumash people, who are the traditional custodians of this land. We pay our respects to the Chumash elders, past, present, and future who call this place, the land that Santa Barbara City College sits upon, their home. We are honored to be guests upon this land and are proud to continue their tradition of coming together and growing as a community. We thank the Chumash community for their stewardship and support, and we look forward to strengthening our ties as we continue our relationship of mutual respect and understanding. *Developed by Mia Lopez, member of the Coastal Band of the Chumash Nation*

1.3 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.

The committee agreed to record the meeting for minutes taking and working on the next agenda. The recording will not be distributed and will be deleted after the minutes are recorded.

4. INTRODUCTIONS

4.1 Introduction of 2020-2021 SEC members

Members will provide a brief introduction of themselves and their role on campus.

5. DISCUSSION ITEMS

5.1 Approve/review [5/6/2020](#) meeting minutes

(M/S)

Motion to approve by Shelby and Julio - Minutes approved

5.2 Review 2 most recent equity plans - Z

- [2015 - 2016 SEP](#)
- [2019 - 2022 SEP](#)

Z Reisz provided a review of the 2015-2016 and 2019-2022 Student Equity plan formats. The primary goal of these plans is to identify disproportionate impacts and then find the solutions for those impacts. Metrics and target groups are identified by the CCCCCO and the SEC is charged with analyzing the data, indicators, goals and activities to address the disproportionate impact. One challenge is that changing metrics can affect the comparison between reports and the measurement of success. Also, in the past the SEC has chosen to have very wide reaching goals that are more difficult to measure.

- [13 Years of Course Success Inequity](#)
 - Rethinking how we work to reduce and remove equity gaps
 - Thoughts on why prior plans did not have sustained reductions in equity gaps

Completion data shows the course success rates by ethnicity, enrollment status, and delivery method *see attachment. Overall since the 1990's, we have seen little impact of the SEP on our outcomes. We can use



this data to help plan for phase two of the Student Equity Plan. One stand out metric is that most of the students for SBCC are Part-Time students and data indicates that we may be creating barriers for the Part-Time Student success through scheduling, support service hours, resources for FT only etc, hours available (most students work and are unable to make it), scheduling, etc.

- [SEP 2 Phase Process](#)

Phase 2 is an opportunity to think beyond the compliance element of the SEP. This committee will engage the data and unique needs of our student populations (beyond those identified by the CCCCCO) to create an operational plan.

5.3 Fall 2020 committee goals (13 meetings)

- **2019-2022 Student Equity Plan CCCCCO Annual Report**
 - [Timeline](#) Equity annual report due early January to CCCCCO
 - Agreement on how to proceed with the annual report

The Annual Report is due in early January. The SEC only has a total of 13 meetings this academic year. Brittanye M. suggested that a workgroup would be formed to draft the report. The current group consists of Roxane, Brittanye, and Z. Paloma A and Elizabeth I volunteered to join the workgroup others are invited to join. The group will develop a timeline and then bring the draft to the committee to review. The committee agreed to this process and acknowledges that it will allow us to focus on larger planning and assessment issues.

A member inquired how AB705 fits into the SEP. Z's office is working on assessing the impact, "we have a lot of students that are affected, and we are still gathering the data. How it fits our equity work is for discussion for this group".

- **Discussion:** If we weren't compelled to do equity planning, how would we engage in this work?

The committee discussed how we want to engage in this work together. Based on the data, we can see that our disproportionate impact has not been addressed successfully by previous plans. The group was asked to think beyond the compliance element of the SEP to what we think SBCC needs to address DI.

A member requested increased collaboration with SEA. Chelsea L. stated that we need resources behind the work. Members discussed making sure that the SEA funding is equity focused. Z identified that SEA funding is largely tied to permanent positions (as a legacy of SSSP funding) and Paloma said that while we may not be able to alter this funding, we can work to align these positions with increased equity focus.

A member asked about SEA funding processes. Paloma (SEA co chair) suggested that she and Elizabeth (SEA/SEC liaison) can do a presentation at the next meeting about SEA. Roxane, Paloma, and Elizabeth are also on SEA. Collaboration with SEA and SEC involves using the SEP as a tool for addressing how SEA should be funding allocations.

Roxane asked what it would look like if we were able to be visionary about the needs of our disproportionately impacted students. What would we need to move the needle for these students? In this new committee, we have an ability to meet the compliance space of the student equity plan while also be visionary, and have an action plan to outline procedures on how to reduce equity gaps successfully. The chancellor's office is very



specific in what they are asking for, but Phase 2 can be more detailed than the parameters set by the Chancellor's Office.

A member noted that it becomes challenging when we come up with ideas that are only in paper and we do not have the resources behind them to move them forward. It will be great to have clarity in their (SEA) responsibilities, and how the SEC and SEA fit together. Another member noted that we understand there are limitations, so we must have realistic goals. Transparency is an issue on campus, so having transparency between committees is important.

Paloma suggested that more people need to see themselves as part of the equity work and understand and see what needs to happen. There are people on campus that really understand equity, the opportunities from SEA funding need to be multi-level. Having options to engage and empower people to run with projects that need to be done to help support students.

A SEA presentation will be scheduled for the next meeting and this discussion will be continued.

5.4 How will we be reporting back to constituent groups

Suggestions, ideas, questions, and concerns can be emailed to the co-chairs Brittanye and Roxane. Benjamin R. suggested creating a collaborative document where members can add ideas. Brittanye said that it will be created.

6. ACTION ITEMS

6.1 Find an alternate meeting in November

November 11 No Meeting Veterans Day- Campus Closed
November, 25 3:00 - 4:30 pm

An alternate meeting for November was proposed due to holidays. The committee agreed and a survey will be sent to set up a different time for our meeting in November.

7. UPCOMING MEETINGS

September 23 3:00 - 4:30 pm
October, 14 3:00 - 4:30 pm
October, 28 3:00 - 4:30 pm
November 11 No Meeting Veterans Day- Campus Closed
November, 25 3:00 - 4:30 pm
November Special Meetings: (Discussion)
December, 9 3:00 - 4:30 pm



8. ADJOURN
