



**Wednesday, September 23, 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.*

### **Members**

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)  
Claudia Johnson, Director of Dual Enrollment (ALA representative, voting)  
Vanessa Pelton, Director of Enrollment and Retention Services (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)  
Noel Gomez, Interim Director of EOPS (Advisory, non-voting)  
Kyle Rasmussen, Veterans Coordinator (Advisory, non-voting)  
Robin Goodnough, Academic Senate (Liaison, 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)  
Pamela Ralson, EVP Educational Programs (Advisory, non-voting)



## 1. CALL TO ORDER

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### 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

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### 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

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#### 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.

### 4. Updates

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#### 4.1 Discussion about notetaker role *Semester-by-semester notetaking responsibilities; Fall 2020 Shelby*

#### 4.2 Alternate November Meeting

- The SEC committee will hold an alternate meeting on **Nov 18 1:00 - 2:30 pm** to accommodate holiday closures. *No objections*

#### 4.3 Equity Initiatives

- [Race Equity Assessment](#) (Elizabeth I.)
  - *Pilot program, approx 50 people total for first year (departments volunteer through chair with 50% FT faculty approval)*
  - *Funded through Title III and Title V grants for faculty stipends*
  - *Relates to SEA and SEC: identified need for people proposing to SEA to understand how to assess for equity. Refutes “all boats rise to the top” approach.*
  - *Led by new Title V coordinator (Adrienne Arguijo-Morgan)*
  - *Fall semester:*
    - *Begin with Equity Training, online NC course (Hutchinson) modified for this faculty group purpose*
    - *Smaller group completes additional hours to become coaches*
    - *Develops decolonized meetings, identify ways to communicate with each other*
    - *Identify disaggregated data for their departments and examine syllabi, pedagogy, curriculum*
  - *Spring semester: work on projects, present back with results*
- Guided Pathway Data Inquiry Teams (Margaret P.)
  - *Resources:*
    - *SBCC GP Updates: <https://trello.com/b/p4yN6pwS>*
    - *<https://www.insidehighered.com/views/2020/06/09/defeat-systemic-racism-institutions-must-fully-integrate-truly-diverse-subject>*
  - *Onboarding at SBCC beyond Steps to Enrollment, the first year as a whole*
  - *SEC members (and any interested campus community members) can get involved in Onboarding team by contacting Margaret Prothero. Meet every other Tuesday from 1:30 - 3 PM*
  - *building a campus-wide calendar connected to student outcomes, gains, and metrics. Create a way to give information intentionally and in an integrated way, centering the students who are most frequently marginalized*
    - *Data inquiry team: (1) by pathway through the Arts, (2) Pedagogy in English 110*
- *Next week in Updates: Undocumented Week of Action*



## 5. DISCUSSION ITEMS

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5.1 Approve/review [9/9/20 SEC Meeting Minutes](#) Approved (6): Andy, Ben, Chelsea, Sachiko, Julio, Shelby; no recommended changes

- *propose to move the agenda approval above updates for future agendas.*

### 5.2 [SEA Committee Presentation \(Paloma\)](#)

- *State-level directive: boost achievement for all students emphasizing eliminating achievement gaps for students from underrepresented groups*
  - *Equity, SSSP, BI funding now integrated into SEA*
  - *Attempt to fund initiatives from all three*
- *SBCC level:*
  - *Apportionment budget with oversight by EVP, delegated to committee chairs to develop and monitor the budget*
  - *SEA is the advisory committee to EVP*
  - *Budget:*
    - *ACC: 38% (historically SSSP program)*
    - *Equity Umoja 16%*
    - *A+R 10%*
    - *Other (athletics, EOPS, IT): 8.9%*
    - *Noncredit 5.5%*
    - *Tutorial 6.8%*
    - *Non-labor 3.5%*
    - *Undesignated 11%, 470k + about the same rollover from previous year*
      - *Half is being spent on proposals submitted to SEA last year (one-time proposals)*
        - *Degree planner*
        - *ESL peer mentoring*
        - *Adjunct counselor in EOPS*
        - *Not Hungry SBCC*
      - *About half will be rolled over too*
    - *85% of funding is being spent on permanent positions; was facing 15% cut this summer and would have to eliminate all proposals. May actually face cut again, so are trying to carryover some funds and request proposals for about half of that amount. Looking at about 3 year possibility of cuts and limited funding.*
    - *No new permanent hiring this year, two were approved last year and were not approved for recruitment - tech assistant in ACC and assistant in CESJ (hourly funds awarded instead)*
    - *Moving forward without the 15% cut. Vacant positions will be reviewed and filled (SPA in non-credit was filled)*
  - *Goals for 2020: develop a clear process for proposals for funding (equitable and transparent process), update application and rubric to align with SEP and initiatives aligned in the plan, to help people applying understand the intent of the funding (connected to misunderstanding of how to*



support DI students). Develop a process of reporting back to SEA committee, metrics and how they identified successes. Did they contribute to closing the equity gap?

- Work with IR on metrics and evaluation
- Clarify links with guided pathways and SEA funded initiatives
- Liaise with SEC and Guided Pathways
- Review open positions to ensure equity lens and focus
- Develop equity training for people in positions currently funded by SEA
- Have not decided if they will have operating budget positions report back regularly on progress
- Assessment, evaluation, reporting contribute to ongoing and increases in funding from the state.
- Equity department has Basic Needs funds that may be able to fill emergency needs

### 5.3 SEC Charge

- The Student Equity Committee is a subcommittee of the CPC 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.
    - *Proposed change: 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.*
    - **Vote to accept proposed change to take to CPC: 7 yes (andy, ben, chelsea, donte, julio, sachiko, shelby), 0 no, 0 abstain**
  - Proposed changes due to CPC by Sept 30th for October 6th meeting

## 6. ACTION ITEMS

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### 6.1 [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 Roxane and Brittanye by email
- *Roxane or Brittanye will reach out to discuss proposed items; only committee members should edit the document.*
- *No objections from committee members.*



## 7. UPCOMING MEETINGS

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October 14 3:00 - 4:30 pm  
October 28 3:00 - 4:30 pm  
November 11 No Meeting Veterans Day- Campus Closed  
November 18 1:00 - 2:30 pm **[Special Meeting]**  
November 25 No Meeting - Thanksgiving Holiday  
December 9 3:00 - 4:30 pm

## 8. ADJOURN

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