



Wednesday, October 14, 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 (Advising, 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

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.

Raquel Hernandez, ESL

Looking for accountability for the employees funded by equity funds

- *Online only application is a hurdle - access to computers, culturally inadequate questions (name, ex),*
- *Orientation - ESL dependent upon other departments to host and clear holds for student orientations because there isn't a Spanish-language orientation*

4. Updates

4.1 Executive Director of Equity and Inclusion - [Job Description Position](#)

Moved to top of agenda, Michael Shanahan

- *Research and literature reviewed indicates that lack of positional power is the biggest barrier in this position; report to CEO*
- *Looking for global and culture shaping, thinking on institutional scale, doesn't have direct authority over departments but needs to have the background to support and guide decision-making at multiple levels*
- *Goswami agreed to elevate to direct report*
- *Compilation of multiple positions and ideas to meet the needs of SBCC*
- *Brought to SEC for feedback - greatly appreciated comments, time, and conversation around the edits*
 - *Ed Admin position*
 - *Minimum quals can be revised (bring down from 5 years academic exp); 1 year experience is minimum allowed. Not an entry-level position, or a training position, likely to be 3 to 4 years. Minimum quals is what gets your application in*
 - *Why operational aspects? EVP added, still need to clarify and refine in President's Cabinet*
 - *Share concern of split-focus between operational and strategic planning, but it is the reality of most small college staffing at that level*
 - *Minimum degree requirement of Masters' is a state statutory requirement and cannot be changed*
- *Discussion of how to volunteer to be part of the hiring committee as part of shared governance*
- *Hoping to be added to November Board agenda*
- *Finalize feedback by Friday - does this match what we say we want?*



- *Advertising: subscribe to packages to promote to affinity organizations, would like to hire a headhunter familiar with this area*
- *Committee make-up: committed to the Board that we will review the diversity of committees (limited to requesting the appointers consider the diversity of their committee appointments), application pools.*
- *Salary placement schedule - budget and parity issue, not up for discussion but will be presented and explained*

4.2 Undocumented Student Week of Action

- October 19-23
- Ana Garcia and Ismael Paredes Ulloa (not present)
 - Budget: working on development,
 - Interpretation, accessibility
 - Compensating students for labor through ASG
 - secured Danae Joseph for \$1500 Being Black and Undocumented (10/19/20)
 - Looking forward: seeking commitment for designated resources, more inclusion of student voices, opportunities to develop abilities to support students (BRACE webinar), no resource center required, emphasize it is all of our responsibility
 - Chancellor's Office events as well
 - Butte College Model
 - Register for webinars
 - Host virtual watch party
 - State Support Form
 - Undocu-liaison
 - Follow undoc social media campaign
- Chelsea will share out with committee members
- Paloma recommends bringing to SEA for future funding opportunities

4.3 Updates to SEC Website

- *New information added to website; agendas and minutes*
- *Please download from website rather than creating more copies in the shared drive*

4.4 Equity Initiatives Update

- **SB554**
 - Sachiko Oates will present about Adult High School Dual Enrollment (At end of meeting)
 - Bill passed last year to amend EdCode to allow non-credit adult HS and GED students to participate in Dual Enrollment Programs
 - Based on Chaffey College pilot
 - Enroll as special part-time student at CC, up to 11.0 units, for free
 - College will get apportionment for their classes
 - Assigned low-priority registration
 - Success stories are shared through "Wake Up Calls" and archived on website - take a look
 - Barriers:
 - Tuition/Fees, don't always qualify for financial aid
 - Time
 - Immigration status. Residency
 - Family Support - fear of sharing information
 - Lack of information shared with them



- Psychological
- Tuition-free, no residency requirements for students to take post-secondary classes while enrolled in non-credit program
- Need to focus on adult students post-COVID who are seeking employment in dry-up of low-wage jobs
 - More than 11K adult students in SB without HS diploma
 - More than 22k adult English Language Learners
 - Mostly interested in business, tech, CTE programs
- Basic structure is set BP/APs, aligned with strategic directions and goals
- Funding for outreach through grant programs, federal workforce initiative act
- Goal to accelerate achievement, improve pathways from noncredit to credit programs

5. DISCUSSION ITEMS

5.1 Approve/review 9/23/20 SEC Meeting Minutes Approved - Andy, Ben, Chelsea, Donte, Julio, Shelby

5.2 Constituent Group Breakout Discussion

- If we weren't confined to the CCCCO parameters for the SEP, what would our SEP look like, what/who would be our focus etc.? (15 minutes)
 - Members will be sent to breakout rooms and will complete the corresponding slide in the [SEC 9-23-2020 Constituent Breakout Room Google Slide Presentation](#)
 - Please select a notetaker and a reporter for your group
 - Staff - Shelby, Chelsea, Julio
 - Point of access, all the ways in which students experience barriers that are created and maintained
 - Student-facing staff are rarely in the room when conversations making decisions are held
 - We talk a lot about what happens in the classroom but not about the students who don't even make it to the classroom
 - Reify messages to them because our campus isn't student-ready from an equity perspective
 - Uplift voices of student-facing staff in these conversations
 - Faculty - Donte, Benjamin, Andy
 - Material we present students with; do they mirror our students, to encourage them to pursue that pathway
 - Managers- Sachiko, Claudia, Vanessa
 - Offering training, building leaders from within
 - Providing mentorship for DI populations, and DI population managers
 - Compensation for bilingual staff
 - Advisory- Margaret, Luz, Paloma, Z, Noel, Elizabeth
 - How do you decide on which student populations to focus on?
 - Students who are/are not on the metrics list
 - How do you bring in more student voices, voices of the people working directly with the students?
 - cost/benefits of compliance report structure



- How do you define success? As higher ed defines it or as the students themselves define it?
- In light of some of these things, what more might we need to investigate, also in relation to the current plan and the phase 2 plan?
 - Operational and institutional

- Given our charge, aspirations, and schedule what should our goals be?
 - Members will be sent to breakout rooms and will complete the corresponding slide in the [SEC 9-23-2020 Cross-Constituent Breakout Room Google Slide Presentation](#)
 - Please select a notetaker and a reporter for your group
 - Shelby, Andy, Z, Chelsea, Elizabeth
 - Donte, Margaret, Noel, Kyle, Paloma
 - Sachiko, Claudia, Julio, Benjamin, Vanessa

5.3 Report Back/ Discussion about Phase 2 planning?

6. ACTION ITEMS

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
 - Add the date to your item

7. UPCOMING MEETINGS

| | |
|-------------|---|
| 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
