



**Wednesday, February 24, 2021 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, voting)

**Proxy - Raquel Hernandez**

**Sachiko Oates, Noncredit Coordinator (ALA representative, voting)**

Claudia Johnson, Director of Dual Enrollment (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)

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, I ask you to join me in acknowledging the Chumash Peoples. As this meeting is virtual, we are all in different places around what is now California. Today I sit in the center of Chumash territory, as does our SBCC campus.

No matter where we are, we are all on unceded, stolen and/or occupied Indigenous lands.

We would like to acknowledge this and pay respects to all Indigenous Elders, past, present and emerging and their experiences, their lands and the ways in which they live in right relationship with the natural world.

Much of the work done by this institution is within the traditional territory of the Chumash Peoples, and/or affects other Indigenous peoples in their territories. Each Tribe, Council, Clan and Band is working diligently to restore and continue their traditional stewardship practices on these lands and heal from this historical trauma.

As guests it is our responsibility to understand and acknowledge historical and current Indigenous presence on the land and water that we are on and working to protect. I encourage all of you present, as part of our work together, to commit to advocate to ensure that our processes, make room for their Indigenous voices to be heard, for their Traditional Ecological Knowledge of these territories to be listened to and for their peoples to be a part of the healing of these lands and waters, as well as themselves.

This acknowledgment is brief and in no way complete, but demonstrates a commitment to begin the process of creating a relationship with the local Indigenous Communities and work to dismantle the ongoing legacies of settler colonialism.

If you don't already know whose land you are on, please go to [native-land.ca](http://native-land.ca) to find out.

I would like to thank the Coastal Band of the Chumash Nation and The Wishtoyo Foundation for their support and collaboration to create this acknowledgement.

### 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. APPROVAL OF MINUTES

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### 4.1 Approve/review [02\\_10\\_2020 SEC Minutes](#)

- *Chelsea, Sachiko, Ben, Donte, Andy - yes*
- *Shelby, Raquel - Abstain*



## 5. CO-CHAIR UPDATES

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### 5.1 Academic Senate approved Waitlist Initiative during 2/10/2021 meeting

- [02\\_10\\_2021 Academic Senate Meeting Minutes](#)
  - Subject 8.3 SEM Waitlist Recommendation
  - **Multiple groups gave statements of support; ours wasn't ready yet for the Academic Senate meeting although our verbal support was given**
  - **Brings the discussion of efficiency in this committee - ensuring we can respond to requests for information, feedback or support in a timely manner.**
    - **Need to make room for deliberation and make sure the asks are related to equity and that we are devoting our time to proposals and discussions that are, and that we are deliberate in what we endorse**
    - **Make sure we are clear in our responses back**
- [SEC Waitlist Equity Statement](#)

### 5.2 SEA Proposals for Funding are due March 1, 2021

### 5.3 Candidate Forums for Executive Director of Diversity,, Equity, and Inclusion

- March 3 from 12:00 - 1:30 pm

### 5.4 Revealing Institutional Strengths and Challenges Survey (RISC)

- February 25 through Mid March.
  - **February 25 - March 19, sent to students**
  - **It is not available in Spanish (survey consultants did not provide that option)**
  - **Does not include non-credit; difference in outcomes and experiences between C/NC students doesn't make the questions relevant to NC**

## 6. DISCUSSION ITEMS

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### 6.1 Input for Program Review



- PEC (Carola Smith, **Gwyer Schuyler**) will be presenting a proposed plan of action for overhauling the current Program Review process and would like SEC member input about the plan.
  - **Included questions pertaining to equity - dept chairs to analyze disaggregated data and create plans to improve outcomes**
    - **Found that many responses were not adequate**
    - **Don't have a meaningful feedback mechanism; want to develop an equity rubric**
  - **Program and institution focused, not as student focused**
  - **Goals: align program review process with vision for success goals, strategic directions, and SEP; redesign the timeline with annual piece submission to make it more developmental**
    - **Reviewing models at other institutions, including those aligned with guided pathways**
    - **Spoke with SLO coordinator, Margaret Prothero, held a stakeholder meeting**
    - **Building out the first-year plan and will continue refining it**
      - **Will be going to Academic Senate March 10 for update on timeline, cycle, and structure**
    - **Want to provide training in data analysis for participants to understand the data**
  - **Would like SEC input in metrics and overhaul, and partnership to make their process more student focused throughout the process and once it is completed**
    - **What would we like to see programs and departments doing in terms of student equity?**
    - **How can PEC serve the goals of the Student Equity Committee and serve as a platform for goals?**
      - **Looking at content, template, and rubric as well as any other feedback**
    - **Would someone like to be a liaison on PEC? A resource to departments, as they are going through program review?**
  - **SEC comments:**
    - **Relates to CUE recommendations to bolster instructional equity outcomes**
    - **What is the current make-up of the committees in terms of shared governance? Membership is defined in AP: Divisional representation, classified staff and administrators; covers program review for instructional and support service departments. Can be redesigned and then brought to the AP for update and approval. Seeking more student participation.**
    - **Suggestion to create a workgroup to meet outside of this time take on this review**
      - **Z mentioned initial group would be focused on the questions and template**
      - **Likely a 2-3 hour commitment outside of this group for initial phase**
      - **Donte - First question we should ask - does this promote or sustain student equity on this campus? Y/N and THEN decide if we will move forward.**
        - **It is the time when a department is required to analyze data and we can ensure they look at DI and understand it**
        - **Sachiko - the data is unavailable for NC, which is an inequity itself**
        - **Elizabeth - program review can have a great influence, especially in the classroom. PEC is committed to improving equity outcomes, and would benefit the knowledge and the training of our group.**
        - **Raquel - would be in alignment with our SEC goals as long as we are part throughout the process, not just at this initial review.**
      - **For initial discussion of template questions: special meeting approved (Donte, Chelsea, Shelby, Ben, Raquel, Sachiko) - meeting time TBD**



## 6.2 Institutional Effectiveness Metrics

- Z will present about Institutional Effectiveness Metrics
  - *Tabled to future meeting*

## 6.3 Defining of Equity - Breakout Groups

- Each group will (1) Review and discuss the list of equity definition “do’s” that were generated at our last meeting (2) Add any items that you feel are missing, and (3) Highlight the 3 core aspects that you believe are most central to defining equity. \*Keep in mind that this exercise is to help us develop a definition for equity, not to determine what our equity needs or plan should be.
  - ***Roxane will send a document out and we will drop the notes in from our groups***
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## 6.4 General Planning for Spring 2021 Semester

- Goal(s) for SEC this semester
  - Make a guide / handbook to describe process to be followed when writing a Student Equity Plan
    - [CUE Final Student Equity Report](#)
    - [Creating an Actionable Equity Plan](#)

## 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 Roxane and Brittanye by email
  - *Add the date to your item*

## 8. UPCOMING MEETINGS

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March 10	3:00 - 4:30 pm
March 24	Spring Break - No Meeting
April 14	3:00 - 4:30 pm
April 28	3:00 - 4:30 pm



**9. ADJOURN**

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