

STUDENT EQUITY & ACHIEVEMENT (SEA) COMMITTEE MEETING

[SEA WEBSITE](#)

Thursday, October 21, 2021

3:00 – 4:30 p.m.

MINUTES

Due to the COVID-19 crisis, and in compliance with the Governor's Executive Orders N-29-20 and N-33-20, Santa Barbara City College has temporarily moved meetings online.

Join Zoom Meeting:

<https://sbcc.zoom.us/j/91610694377?pwd=OUx4VUIHUKFJVjRUR3V2TFZnOTdDQT09>

Meeting ID: 916 1069 4377

Passcode: 954209

Members in Attendance: Lydia Aguirre-Fuentes, Co-Chair Paloma Arnold, Roxane Byrne, Vandana Gavaskar, Liz Giles, Robin Goodnough, Pam Guenther, Sara Hartley, Elizabeth Imhof, Jens-Uwe Kuhn, Vanessa Pelton, Carola Smith, Laurie Vasquez, Anselmo Villanueva, Sara Volle

Resources in Attendance: Jennifer Baxton, Z Reisz, Cesar Perfecto

1. CALL TO ORDER

1.1 Call to Order

The meeting started at 3:03 p.m.

2. PUBLIC COMMENT

2.1 Public Comment Guidelines - Limited to 2 minutes per speaker to ensure the committee has sufficient time to address committee business. Committee will not respond to comments during public comment.

Roxane Byrne said that Casey Ysaguirre, student program advisor for the UMOJA program, gave her resignation, and will be working closer to home, at Cal State Fullerton.

3. APPROVAL OF MINUTES

3.1 [10-7/21 SEA Minutes - DRAFT](#)

Carola Smith made a motion to approve the minutes. Roxane Byrne seconded. The minutes were approved.

4. REPORTS

4.1 Update from Equity Committee (regular standing agenda item)

Co-Chairs Arnold and Vasquez have talked about the strategic direction of SEA. They believe that developing a strong close partnership with the Student Equity Committee (SEC) is going to be important. They asked Anselmo Villanueva and Roxane Byrne to have a standing agenda item on the SEA committee meetings to give a regular update about what is happening in the Student Equity Committee.

From Executive Director DEI, Anselmo Villanueva:

** Dr. Villanueva noted that several members of SEA are also in SEC.*

** The Co-Chairs of both the SEA and SEC committees will be meeting on Monday to touch base.*

** SEC has begun working on the Student Equity Plan, which is now due to the Chancellor's Office on November 30, 2022. They have divided up some sample SEPs from other colleges, and divided them among SEC members to read. At the next SEC meeting, they will have breakout rooms to discuss the SEPs. Then they'll reconvene to the large group and have a discussion about what they might want to include in their plan.*

** Dr. Villanueva was at a Zoom conference yesterday regarding faculty hiring from diverse communities. He agreed with presenter Dr. Nguyen, from Foothill College who emphasized the importance of a diverse faculty being a key issue to work on equity for students and close those gaps that we're concerned about. As we begin to hire more faculty and other staff and administrators, Dr. Villanueva stressed the importance of hiring folks that are committed to DEI, and that are from different diverse communities*

From Roxane Byrne:

** The Dream Center student program advisor position has been approved by the President's Cabinet. Once it gets approval from HR, the process can begin. Ms. Byrne believes that the Dream Center will open in the spring semester.*

** Other upcoming recruitments for the Equity Program include: UMOJA SPA position [vacated by Ms. Ysaguirre] in addition to the position that Ms. Byrne is currently in. If Ms. Byrne receives that position, then there will be a recruitment for the position she is vacating.*

5. INFORMATION ITEMS

5.1 Dr. Murillo will attend the [Student Equity Committee](#)

When: Wednesday, 11/10/21 from 3:00 - 4:30 p.m.

Dr. Villanueva said Dr. Murillo did a great job at the CPC meeting laying the groundwork from where she's coming from about serving students first and putting a lot of emphasis on diversity, equity, and inclusion.

He didn't want to surprise Dr. Murillo by saying this was going to be a joint SEA and SEC meeting, so Dr. Villanueva said that everyone from SEA who is not already a part of SEC is more than welcome to attend the meeting. He would encourage everyone from SEA to join the meeting, especially to hear Dr. Murillo talk about equity, diversity, and inclusion.

5.2 Health and Wellness BIPOC Counselor Funding Update

Alyson Bostwick and Lacey Peters, Health & Wellness counselors and department co-chairs, had put in a SEA proposal for funding to hire a counselor that would specifically meet the needs of some of our disproportionately impacted students. For various reasons, including some challenges through the HR process, they are not going to be able to utilize that funding. Co-Chair Arnold wanted to officially let the SEA committee know that they will not be using the \$50,000 they were allocated this year. She noted, however, that on the list of personal counselors that were hired in Health & Wellness this year, many of them are meeting that intent anyway. Several of them are bilingual, two of them are trilingual.

Questions, comments and concerns:

** Ms. Byrne said that usually in Health & Wellness, many of them are unpaid interns. There is one part-time counselor, and two full-time counselors. She said from a DEI perspective on our campus, it would be important for us to make sure that we are compensating for their level.*

**Co-Chair Arnold believes there are a couple more paid counselors there, however the list is not clear who is an intern and who is an adjunct.*

** Ms. Byrne noted that some BIPOC and bilingual counselors in our community are often paid, while many interns are not. She said the pool is diluted quite a bit when you're not offering compensation, because many other institutions are recognizing the value of BIPOC and bilingual counseling, and they are paying for those positions.*

** Perhaps if it didn't fit that initial goal, maybe there is another way they can utilize some of that funding.*

** Chair Arnold would be happy to either follow up and ask them, or have them come back and see if there are other ways we can support that need from the SEA committee.*

5.3 [SEA Fund Budget Training Schedule](#) (C. Perfecto)

There were two attendees today for the first session, Raquel Hernandez (from ESL), and Matt Kay (from Biology). The next two sessions are scheduled for next week. The one from last Tuesday, Cesar Perfecto rescheduled two weeks out (due to a family funeral), so that's on the updated schedule. He apologized to everyone again because unfortunately, another family member passed away yesterday, so there may be another funeral he has to attend next week. If that is the case, he may have to reschedule one of the sessions for next week to the following week. He will let everyone know if he makes any more changes.

5.4 [Pathways to Equity | Learning Series](#) - [Register](#)

October 2021 Webinar | Understanding the Guided Pathways Key Performance Indicators with Dr. Valerie Lundy-Wagner

Guest speaker Dr. Valerie Lundy-Wagner as she explains how the system leverages data to advance *Vision for Success* goals and how colleges can make local data experiments powerful to advance equitable student outcomes. This webinar is intended for California community college staff and data-driven decision makers.

WEBINAR INFORMATION

Date: Tuesday, October 26

Time: 10 a.m. – Noon

Co-Chair Vasquez thought this would be important for this group because it addresses data and data-driven decisions around this work. So if you're able to, please register and participate.

6. DISCUSSION ITEMS

6.1 How do we inform people of the work we are doing to support DEI work? What activities are we doing?

6.2 Next Steps: strategic direction / work plan [examples](#) and [BRAINSTORM](#)

How do we connect the dots? A reminder the completion of a student equity plan is a condition of funding under the Student Equity and Achievement Program (SEA). We should not be investing SEA Program funds in activities that are not closing the gap.

What are our deliverables:

In the past, we've mentioned the importance of ensuring we are developing and following a work plan that meets our goals for DEI work. This will help us frame discussions, Co-Chair Vasquez looked at colleges that have on their websites the Student Equity Achievement program. She addressed what colleges have done in terms

of combining the three funding structures: basic skills, student equity, and student success program funding, and reflected that on their current website. There's a link to our SEA website

Our expenditures are based on the Student Equity Plan. In order for us to really identify the areas that we want to fund, we have to have a strong equity plan, which is why the co-chairs are meeting, and also why Dr. Murillo is coming to help lay the foundation.

Co-Chair Vasquez went over the work plan examples.

Here are some of the highlights:

** For Skyline College, which is one of the leaders in the DEI work, she listed what they've been funding.*

** Cabrillo College laid out particular goals, according to what they're doing on their campus.*

** Citrus College put together an infographic as a way to market and communicate with the campus what the DEI work entails. This made Co-Chair Vasquez think, how are we communicating that campus-wide? How can we do it better?*

** Moorpark had an annual work plan draft. Co-Chair Vasquez is going to contact them to see if she can get access to it. That's the only college that she looked at, where they laid out a work plan and then they reported out their goals. Co-Chair Vasquez thought this is lacking on our campus. If someone wanted to go to a particular area and look at the work from the beginning of the discussion to where we are now, where would they go to find that information? It's kind of housed in different pockets of the campus.*

** A lot of the charge of some of these committees is based on the charge from the Chancellor's Office around the Vision for Success. There is acknowledgement about the Integrated Strategic Plan and Educational Master Plan. Dr. Reisz noted that they're hoping to start doing some of the more institutional planning in spring. Although it is possible to do a whole strategic plan in a semester, he doesn't know if they're going to strive towards that or not.*

** What Co-Chair Vasquez liked most was the equity imperative that came from Victor Valley College because they talked about including this in the Educational Master Planning process. It's important to make sure the language that goes into the Educational Master Plan reflects the work of both committees.*

** It was noted that right now, PEC is incorporating equity components in the different sections of Program Review. For instance, if you have a resource request, you have to state how that will further your equity goals etc.*

** A statement from the Victor Valley College report said that the "SEA committee will be invited into annual discussions of program outcomes when program reviews are submitted to the Dean level (Tier Level 1). When performance falls below the acceptable threshold for a given metric*

for at least 2 years running the SEA Committee will assist the respective programs in examining underlying causes for low performance and identify remedies and actions for improvement.”

Ms. Byrne wondered if that would be something that both SEA and SEC would want to be involved in, because the SEA committee oversees funding, and SEC oversees the writing of the plan and the evaluation of the goals that are set in the SEP. Carola Smith thought that a mechanism like that, where if Program Reviews don't meet basic benchmarks and there's a next step, makes a lot of sense. She also noted that the co-chairs of PEC are Raeanne Napoleon and Alan Price. Dr. Reisz said we don't actually have any sort of mechanism in place of what we do with a subpar Program Review. There's a bit of a broader structure that they've got in place, which we haven't really tackled yet.

** Co-Chair Vasquez listened to the Chancellor's Office Consultation Council meeting this morning where they presented a progress report on the DEI work in our system. Knowing that we have a report on our SEP by the Center for Urban Education which they provided for every college that submitted an equity plan, it's clear that the Chancellor's Office is trying to get a handle on all of this work.*

** At the Board retreat on Saturday, Dr. Reisz is giving a presentation on disproportionately impacted students. Dr. Reisz explained that we did Institutional Effectiveness metrics trying to get us to settle on one set of metrics to look at when we're thinking about college performance, and then also evaluating where we have hurdles in the student journey. This is going to be the first go of looking at the college performance set of those metrics. It's going to go through several metrics and access progress completion. All of those are disaggregated and have a disproportionate impact analysis by both race and ethnicity, and then per the Board's request, by in-district residency status as well.*

** Last year when all of the revision was going on in the Program Review process, the Student Equity Committee had a discussion about how equity could be infused everywhere in the process. Dr. Reisz confirmed that SEC incorporated all of it.*

** Ms. Goodnough wondered what happens if somebody makes a request [in Program Review] and they're funded, what follow-up is there that the funding is being used to address the equity goals? Is there a new process for that?*

Dr. Reisz explained that Program Review “has no teeth at all.” He added, but when they do their year two, three, and four, they're following up on those same goals that they set and each of those goals has to have a part in there, like, how is this addressing or how does this goal benefit the equity population, our DI students? He said they do provide feedback and in the last year, when they reviewed the Program Review, they returned about half of the equity-related sections for needing improvement and changes. They're taking a less punitive approach, and having a more

collaborative process.

**Co-Chair Vasquez noted that even though this isn't a Program Review-specific agenda item, it's highlighting again the equity work is starting to trickle out to other areas of the campus and other committees.*

** Co-Chair Vasquez explained the purpose of the Brainstorming document: If we want to go in the direction of developing a work plan while still maintaining the goals of the Vision for Success and the expectations of the annual reports that we have to submit to the Chancellor's Office, is there anything missing that we need to think about?*

The Brainstorming Document:

- All the information would be in one place.

- It would put all this information we're talking about at the feet of our new leadership and bring [Dr. Murillo] into the conversation so that she can not only bring her experience, but also get a barometer of what we experience based on our knowledge.

- Collect all the information and initiatives, even historical ones. Even if that particular initiative is no longer in place, it's important to see what has been in place to help drive some of these kinds of things.

- Maybe put questions we have on that brainstorming list to make sure that we are capturing all the information that we think we need in order for us to go forward.

- Connecting the dots. Creating an organizational chart of these various initiatives and activities, committees, workgroups. What are people doing across campus that are DI related? If everyone in this committee shares what they're involved in, we might discover, for instance, that no one is involved with the PE department or Facilities etc. Include vendors and suppliers and contractors related to diversity...

- A project for us to work collaboratively with the SEC is figuring out what all those pieces of the puzzle are.

^ We need to be thinking about anyone new coming to campus, where can we point them so they can see what work we're doing? With onboarding new staff, faculty, and administrators in terms of equity work, if we can't explain this is what we're doing, this is where we're going, then that person is going to be left to figure it out on their own, and maybe not even figure it out, because it won't be a priority to them. We want people who are brand new, if they don't have the experience in DI, to at least have the heart and openness to it.

- To collect this information, one idea was to have the committee heads or chair people come together in a Zoom meeting. Or maybe have an Equity summit on campus, and people come together and talk about what's going on in their committee related to equity and what their plan is.

Maybe start working on this within the SEA committee to create a draft, and then share out with the SEC to add to it and keep sharing out.

- Ms. Goodnough noted that when new leadership comes in and we don't have this kind of information that we can share, and they have to hit the ground running in a crisis, they don't have the time to learn about

all this. And what can happen sometimes is very important projects can get canceled or done away with because they don't fully understand the value and what's happening. Ex: ESP.

- Co-Chair Vasquez summarized the discussion. We're primed to go to the next level of communicating what we know about equity on our campus based on the knowledge of this group and the SEC, and knowing we have the opportunity to talk to Dr. Murillo about the next equity plan at the next SEC member meeting. Co-Chair Vasquez is going to put everybody's name on the document. And underneath their name, people will put the name of the committee that they're currently sitting on, and hopefully be ready to talk about how equity plays out in those committees.

** There was a discussion about whether or not instead of working in parallel with the Equity Committee, the Equity Committee should be driving SEA.*

Here are some points from that discussion:

-There are things that are funded out of SEA that were never run by the Equity Committee because of the past funding streams.

- SEA reports to the Executive Vice President. When we revise our Educational Master Plan, that's the time to talk about how we want to organize the equity work on our campus.

- Co-Chair Vasquez doesn't think it's a matter of putting one committee over another. We're all working in alignment on behalf of equity. It just depends on what the charge of that particular committee is. She thinks the more committees that have equity in the work, it just means more eyes are involved

- Ms. Guenther thinks SEA is a little different in that this is the committee that decides where the money goes. One of the things we could work on is the way our cycle lines up with the Equity Committee work. So whatever they're coming up with as a plan on campus, we come after that so we can fund those things.

- Ms. Byrne noted that part of what has been amiss in the past has been that these two committees weren't aligned, and that the SEC was operating without necessarily thinking about funding. She thinks that now these two committees almost have to be working in tandem as we develop the next plan and think about what sort of projects and proposals we want to fund.

-Ms. Byrne thinks that another thing to remember is that while SEA holds a majority of the budget for Student Equity related initiatives, it isn't the only place that we should be driving that conversation. Where there's strength in SEA and SEC working together to fund things, we can also be making suggestions to the rest of the college about how funding is directed towards equity measures.

- Ms. Byrne noted that the Citrus College infographic was very explanatory for people who don't understand what DI populations are or what the purpose of a particular funding is. If we were to do something

like that where we have the pool of money that SEA controls, but in partnership with those two committees in the way that we write the plan, we can also be driving other funding sources to be thinking in an equitable way. There is something about the SEC that sets the foundation for what SEA then comes into support.

- The committee agreed that they would benefit from knowing how people are participating on campus in terms of equity work.

** Dr. Murillo talks quite a bit about the impact on Latino and black students, so in terms of SEA funding in the future, Dr. Villanueva asked if that could be given some sort of a priority if that's where she's coming from.*

- Policy Alignment ([BP/AP 5050](#))
Co-Chair Vasquez is trying to find some time to meet with Pam Guenther and Robin Goodnough to update BP/AP 5050. There is no deadline from the BPAP committee around that yet.
- The Student Equity Plan informs the bigger picture on campus - with equity being at the forefront.
- California Community College [Student Equity Plan Review](#)
- Center for Urban Education (CUE) [final SBCC report](#)
 - The Student Equity Plan is currently under review by Student Equity committee
- Allocation mgmt., [expenditures](#) oversight annual review
This is a reminder of what we are supposed to spend our money on based on the Chancellor's Office memo that came out, and that we report to the Chancellor's Office on an annual basis.

There was a question about giving emergency aid to students. Co-Chair Arnold reminded everyone of a bill that came through which said in order to give direct aid to students, we had to include that in our SEP. If we didn't include that language or activity in our SEP, we could not give direct aid to students. What we ended up doing last time was putting in an addendum to our SEP so that we could do that emergency aid to students.

- Annual Chancellor's Office Reports

7. ACTION ITEMS

7.1 none

8. ADJOURNMENT

There were no more agenda items to discuss, but since there was some time left, Dr. Reisz presented the SBCC's Institutional Effectiveness Overview slide show. Dr. Reisz will continue this presentation at the next meeting.

Future Agenda Items:

Based on on strategic direction discussions, synthesis of ideas for developing areas of activities that support the intent for spending new allocation