

## STUDENT EQUITY & ACHIEVEMENT (SEA) COMMITTEE MEETING

[SEA WEBSITE](#)

Thursday, November 18, 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.

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#### Join Zoom Meeting:

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

**Meeting ID: 916 1069 4377**

**Passcode: 954209**

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**Members in Attendance:** Lydia Aguirre-Fuentes, Co-Chair Paloma Arnold, Vandana Gavaskar, Liz Giles, Robin Goodnough (substituting for Marit ter Mate-Martinsen), Pam Guenther, Jens-Uwe Kuhn, Vanessa Pelton, Co-Chair Laurie Vasquez, Sara Volle

**Members unable to attend:** Aurore Bernard, Roxane Byrne, Sara Hartley, Elizabeth Imhof, Aika Person, Kristy Renteria, Carola Smith

**Resources in Attendance:** Jennifer Baxton, Cesar Perfecto, Cheryl Brown

**Guest:** Brittanye Muschamp

1. CALL TO ORDER
  - 1.1. Call to Order  
*The meeting began at 3:06 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.

### 3. APPROVAL OF MINUTES

#### 3.1. [11-4-21 SEA Minutes - DRAFT](#)

*As no corrections were made to the 11-4-21 minutes, they were approved.*

### 4. REPORTS

#### 4.1. Update from Equity Committee (regular standing agenda item) (HOLD for Discussion Items 6.1)

*The update was put on hold, as Anselmo Villanueva resigned, and the main part of the agenda is discussing what happened at the last Student Equity Committee report. A few people, including Roxane Byrne and Kathy Scott are at the California Guided Pathways conference today.*

### 5. INFORMATION ITEMS

#### 5.1. Substitute Position for Academic Counseling Technician

*Originally two positions were approved by the SEA committee, and one was funded and hired. The person in the position gave her two weeks' notice and left on November 12th.*

*Knowing that this is one of the positions that SEA feels should be transitioned over to the unrestricted general fund if possible, Co-Chair Arnold wanted to give everyone a heads-up that they are moving forward with hiring a substitute until June 30, 2022 to fill the position. The substitute would come from one of the hourly positions. It is an urgent position, especially this time of the year in the middle of priority registration, and when class planning is about to start for the Spring semester.*

*Co-Chair Arnold added that there will be a discussion together as a committee with Kathy Scott, Lyndsay Maas, and Dr. Murillo to discuss how to transition that position moving forward for the next year.*

#### 5.2. [Chancellor's Office Realignment to Improve Student outcomes](#)

*The Chancellor's Office is looking at how they are organized, and they're realigning their office. They know there's a lot of activity, not only in their office (they have 150 staff for over 2 million+ folks in our system), and that they can't do it all. They also recognize that the way to meet the goals for the VFS is to look at how they're organized.*

*Co-Chair Arnold asked if they were going back to their attempt a few years ago of realigning by region, where regions would have one contact person. Co-Chair Vasquez said it doesn't get down to that level.*

**Some changes:**

*\* The Vice Chancellor of Digital Innovation and Infrastructure Division left in the Spring, so they asked the Vice Chancellor who oversees Research and Data to step in, along with the Vice Chancellor of Educational Services. They've been trying to run the Technology and Telecommunications meetings. Co-Chair Vasquez is hoping they will get a Vice Chancellor of Technology, specifically focused in that area.*

*\* Educational Services and Supports will align with Workforce and Economic Development under the new Equitable Student Learning Experience at Impact Office, which will be led by Marty Alvarado. Chair Vasquez thinks that is their way of trying to align all of these initiatives that are coming our way.*

*\* The College Finance and Facilities Planning, and the Institutional Effectiveness Partnership Initiative and Government Relations will align under the new Institutional Supports and Success Office. That's led by the Vice Chancellor who is now over Finance.*

5.3. [Recording - 2021 State of Higher Education for Latinx Californians](#)

Overview of comprehensive data on the current state of college access and completion for Latinx students in the state. Policymakers, college and student leaders discuss critical actions that must be urgently taken to ensure Latinx students are supported to make their college dreams a reality.

5.4. [Recording - 2021 State of Higher Education for Black Californians](#)

5.5. [Report and Recommendations for Improving Black and African American Advisory panel](#) within the framework of Vision for Success. 72% of California's Black/African American undergraduates enroll in a California Community College.

*This report was given by one of the Vice-Chancellors who is overseeing Educational Services. This is one report they used to pull the information together to build their DEI report to the Board of Governors.*

DISCUSSION ITEMS

6.1 Report from 11/10 SEC Meeting with Dr. Murillo

[Minutes from Dr. Murillo discussion \(full meeting minutes.\)](#)

Dr. Murillo's comment after meeting

*Thank you for such a thoughtful discussion yesterday. Spending time*

*with two committees was inspiring and demonstrates SBCC is committed to equitable practices.*

*Co-Chair Arnold linked the [entire meeting minutes to the agenda](#). She said the discussion ended up around consolidating the Student Equity Committee and the SEA committee, and bringing in a consultant. Noting that there's a lot of overlap, bringing the ideas of what we do and the funding source to support what we do together makes a lot of sense.*

**Dr. Murillo:**

*\* Honored the history of how these two committees developed and evolved*

*\* Recognized that now is a pivotal point where we can think about what makes most sense moving forward to try and make a significant institutional change.*

*\* Suggested that we work with consultants to try to do this work*

*\* Suggested that we move really quickly. The reason behind this is because the Student Equity Plan is due November 30, 2022.*

*Co-Chair Arnold noted that Brittanye Muschamp said that the Student Equity Committee wants to ensure that this year people from different groups, constituencies, and programs, who may have an interest or experience in the Student Equity Plan, have a chance to see it and give input. Ensuring that there's enough time to do that would mean we would need to move really quickly to meet with a consultant, and try to decide if this is the right thing for us to do.*

*Dr. Murillo sent the names of a couple of consultants. The SEA Co-Chairs and the SEC Co-Chair sent an email to see if a classified person from either committee wanted to be part of the group to help select the consultant, and then help decide how to move forward. Akil Hill from the Student Equity Committee volunteered. A meeting has been set for the four of them to meet. A follow up meeting will be held to meet with Dr. Murillo to discuss the two consultants and potentially pick one.*

**Feedback about Consultant:**

*\* Co-Chair Vasquez came across a couple of examples of rubrics for selecting facilitators for DEI work. When the four of them meet prior to meeting with Dr. Murillo, they can think about whether to use that type of rubric. Maybe other groups could use it as well.*

*\* SEC Chair Muschamp said that one thing President Murillo wants to accomplish with the facilitator is to see how the new committee would look. She is adamant about moving quickly, wanting that done before the start of next semester. That way, next semester, the new committee, and maybe even a work group or a subcommittee of it would work on the Student Equity Plan that they share out.*

*\* Ms. Muschamp noted that President Murillo's timeline is extremely fast, which she thinks is good. A lot of this will be done between now and January. The biggest thing in the timeline is the Student Equity Plan and having enough time to do it.*

***Feedback about the SEA and SEC Committees/Membership:***

*\* One concern from the Student Equity Committee was that combining both committees would be a very large committee. But the facilitator would know, having done this work before and being well versed in it, how that might look, and what a committee of that nature would be.*

*\* It was noted that a lot of campuses don't have both committees. They're normally one SEA committee with work groups doing specific tasks.*

*\* Co-Chair Vasquez noted that in looking at other colleges, everyone is addressing DEI work. And they're looking at their whole committee structure. Right now Dr. Murillo has said she's getting bits and pieces of information from whoever chooses to email her or whatever discussions she's in.*

*\* Co-Chair Arnold said that right now, the Student Equity Committee reports to CPC. SEA, as an operational committee, reports to the EVP. So determining what type of committee this will be going forward as we consolidate, will be an important decision to make. Dr. Murillo has suggested that she would like the committee to report directly to the President.*

*\* Regarding membership, the SEA committee did a lot of rollover from SSSP. Chair Arnold doesn't know how the Student Equity Committee determined their membership, but taking a step back and looking at the membership as a whole will be an important piece of this also. There was also a question a while ago about aligning equity work with Guided Pathways.*

*\* Sara Volle noted that prior to SEA, with the SSSP and Matriculation committees, different departments in Student Services got together on a regular basis to discuss what the plan was for the upcoming semester's enrollment, who's doing what etc. She would like to see a reinstatement of a committee or workgroup that just focuses on matriculation issues.*

*Chair Arnold thought that might be something that we think about, having a workgroup under SSLAC (Student Services Leadership Advisory Committee). It might be a place where we expand the workgroup so it's not just the managers, but the workgroup could be a portion of SSLAC.*

*Ms. Volle asked if that was something that can be brought up at an upcoming meeting.*

*Robin Goodnough liked that idea, too. When the committees merged, some things were lost, such as funding sources, for example, the PASS program that was funded through Matriculation and then SSSP. At the*

time, Ben Partee said they would award this ongoing program because it supports counseling and orientation for ESL students.

Co-Chair Vasquez said in the most gentle way possible, what decisions were made in the past is past. We will need to start moving forward with new expectations and she thinks this new Program Review process that everyone is going through is going to shine a light on where the work is in the areas of supporting students on our campus. If people do a good job in the Program Reviews, it'll be obvious where the support should come to or from. If we have a committee that supports that work, that's a plus.

**Additional comments and questions:**

\* If anyone has any ideas, suggestions, or thoughts before Co-Chairs Vasquez and Arnold and Chair Muschamp meet with Dr. Murillo, please email them.

\* The SEA Co-Chairs and Cesar Perfecto will meet to do the next expenditure report for the Chancellor's Office, which is due on January 1st.

\* Is the administration aware that although the SEA budget is taken up primarily by permanent positions, the hope is to move positions where appropriate, out of the SEA funding [and into unrestricted funding]?

The Co-Chairs acknowledged that yes, the administration understands and is supportive, however, the finances behind it is what is challenging. Co-Chair Arnold said that she wants everyone on the committee to understand that nobody's position is at risk for being discontinued. When the committees were consolidated, there was an intentional choice to make sure that no permanent people would lose their job.

The other message that we could even refocus is: How do we help you ensure that your position is equity focused? What can you do in your position? What can your department do? How can we help support your position being an equity focused position? So maybe flip the script a little bit. Because that's what we should be doing.

Liz Giles said that maybe after combining the two committees, a subcommittee can focus on that, so we can leverage those positions in an equity focused manner.

Co-Chair Vasquez said she would like folks to see this redesign of the way we do our equity work as a positive. That's the messaging she wants to make sure that committee members as representatives are clear about, and that they relay that to their groups.

6. ACTION ITEMS

7. ADJOURNMENT

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