Building a Culture of Equity at Santa Monica College

Student Equity Committee Representatives: Melanie Bocanegra, Sherri Bradford, Edna Chavarry
Discussion Outline

• Background
• Equity Research and Planning
• Activities
• Building Capacity to address Equity Gaps
Santa Monica College

- Santa Monica Malibu School District is NOT the primary feeder high schools.

- “Hispanic Serving Institution”
  - 38.3% Hispanic/Latino

- Planning should intersect
  - 3SP, BSI/BSOT, Equity, Grants (HSIs, etc.)
  - Strategic Planning/Master Plan for Education
  - District Planning Advisory Committees, Program Review, Academic Senate Committees: Equity and Diversity, Professional Development, Institutional Effectiveness

- Special Programs (Black Collegians, Adelante, etc.)
BUILDING A COMMON LANGUAGE

Equity

Equality

(Socially Just) Inclusion

Diversity
WHAT IS THE DEFINITION, EXACTLY?

EQUITY

• Just and fair inclusion. An equitable society is one which ALL can participate and prosper.

• The goal of equity must be to create conditions that allow ALL to reach their full potential. In short, equity creates a path to true equality and social justice.
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### IE: Equity Dashboard

#### B. Course Success

<table>
<thead>
<tr>
<th>Category</th>
<th>2014-2015 Course Success Rate</th>
<th>Overall Course Success Rate - All Students</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foster Youth</td>
<td>42.6%</td>
<td>69.3%</td>
<td>26.7%</td>
</tr>
<tr>
<td>Black</td>
<td>55.7%</td>
<td>69.3%</td>
<td>13.6%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>62.4%</td>
<td>69.3%</td>
<td>6.9%</td>
</tr>
<tr>
<td>Veteran</td>
<td>65.7%</td>
<td>69.3%</td>
<td>3.6%</td>
</tr>
<tr>
<td>Low-Income</td>
<td>64.6%</td>
<td>69.3%</td>
<td>4.7%</td>
</tr>
</tbody>
</table>
## IE: Equity Dashboard

| E. TRANSFER | BLACK | 67.9%  
Completion rate of Black Students (2009-2010) | 83.5%  
Completion rate of highest performing group (White) |
|-------------|-------|-----------------------------------------------|-----------------------------------------------|
|             | HISPANIC | 70.2%  
Completion rate of Hispanic Students (2009-2010) | 83.5%  
Completion rate of highest performing group (White) |
|             |        |                                               | 15.7%                                        |
|             |        |                                               | 14.0%                                        |
SMC Equity Summary

Student Success Gaps at SMC:

• African American students are experiencing the greatest achievement gaps across all indicators.

• Hispanic/Latino students make up the largest percentage of our student body (41.3%);
  o Experience a course success rate of 62.7% (-6.6% lower than the college average)
  o Experience Basic Skills completion rates of 27% Math (-15.9% from highest avg), 45% English (-8.0% from highest avg), 26% ESL
Student Success Programs

- Equity
- Guided Pathways
- SSSP
- BSI
- HSI Grants
Reducing SMC’s Opportunity/Equity Gaps

• Veronica Neal Contract: Consulting with Integrated Planning so that SMC is able to operationalize Equity:
  - Guided Pathways, SSSP, Basic Skills, programs are build with equity as the foundation.
Integrated Planning

Guided Pathways

SSSP

Equity

HSI

Grants

BSI
Equity Centered

- **Personal Equity**: guides the process of centering one’s self in equity and uncovering one’s own biases, stereotypes, and privileges. (Intrapersonal domain)

- **Educational Equity**: Educators/Educational Leaders provide all students, as well as all employees, with adequate individualized support needed to reach and exceed a common standard. (Interpersonal domain)

- **Institutional Equity**: Policies, processes, and practices guarantee educators provide all students, as well as all employees, with adequate culturally informed individualized support needed to reach or exceed a common standard. (Institutional domain)
Minority Male Community College Collaborative

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✓ Administer and analyze “Community College Survey of Men”
✓ Conduct Focus groups with students and faculty, and classified staff.
✓ Provide Professional Development around findings of survey and focus groups.
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**Annual Equity Summit**

*Building Institutional capacity to address the achievement gap*

SMC Equity Summits: On campus Winter “Retreats” to discuss issues of race in educational outcomes

- Dr. Veronica Neal
- Dr. Robyn D’Angelo
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*Institutional domain*

**Campus Wide and Departmental FLEX Days**

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**CLAIMING IDENTITY AND FOSTERING PASSION: EQUITY IN STUDENT SUCCESS AT SMC**

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**OUR CAMPUS, OUR STUDENTS**
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**Equity Core Teams**

- Learn to identify equity gaps in outcomes
- Facilitate discussions around the data that addresses racial inequity
- One on one interactions AND small group discussions
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National Conference on Race and Ethnicity
Challenges: We have created spaces to discuss equity gaps, but how do we build capacity to solve our issues?

Articulate Equity Vision, Mission, and Core teams
SMC is a dynamic and culturally responsive educational community that upholds the values of equity, inclusion, and social justice as a path way to personal and academic excellence.
Review of SMC Equity Mission

SMC is an educational institution dedicated to providing an equitable learning and working environment. We intend to make clear, through our lived values and praxis, our commitment to inclusive excellence, which is reflected in our student outcomes, and employee satisfaction.
SMC Equity Framework

- Authentic Communication
- Change Management and Facilitation
- Cultural Humility
- High Impact Practices

Equity

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Integrated Planning Goals

• Santa Monica College will embrace student equity as a core value for which all will take responsibility.
• Decrease the time to completion for degree, certificate, employment outcomes, and transfer, particularly for groups experiencing equity gaps.
• Increase the persistence, completion, and success in all courses, particularly the ESL and English and math sequences, for African-American and Latino/a/x students and other groups experiencing equity gaps.
• Increase the overall number of degrees and certificates awarded and successful employment outcomes for African-American and Latino/a/x students and other groups experiencing equity gaps.
• Increase the overall number of students who are transfer prepared and successfully transfer among African-American and Latino/a/x students and other groups experiencing equity gaps.
Consolidated Categorical Programs: Student Equity and Achievement Program

• The new program is intended to be used to help implement Guided Pathways and to help meet the equity goals in the Vision for Success (40% reduction in equity gaps locally, and 100% reduction regionally).

• Reiterates the requirement that colleges implement AB 705, and adds language that requires college to conduct research to inform the delivery of additional academic and financial aid support services.