

## STUDENT EQUITY & ACHIEVEMENT (SEA) COMMITTEE MEETING

[SEA WEBSITE](#)

Thursday, September 2, 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, Roxane Byrne, Sara Hartley, Jana Garnett, Vandana Gavaskar, Liz Giles, Pam Guenther, Sara Hartley, Elizabeth Imhof, Jens-Uwe Kuhn, Vanessa Pelton, Carola Smith, Marit ter Mate-Martinsen, Co-Chair Laurie Vasquez, Sara Volle

**Members Unable to Attend:** Kristy Renteria

**Resources in Attendance:** Jennifer Baxton, Cheryl Brown, Cesar Perfecto, Dr. Kathy Scott

**Guest:** Anselmo Villanueva

1. CALL TO ORDER
  - 1.1 Call to Order
  - 1.2 Introductions
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.

*Marit ter Mate-Martinsen noted that there is a nationwide shortage of hotspots and Chromebooks. She learned that there were no more hotspots at the Library.*

*Cesar Perfecto said that the college is ordering 1,000 Chromebooks, but it is more difficult because of the nationwide shortage. Both lottery and HEERF funds are being used to order them. Ordinarily, they wouldn't be able to use lottery funds for equipment, but there was a bill that was passed last fiscal year that allowed lottery funds to be used to order devices and laptops. As chair of the District Technology Committee, Co-Chair Laurie Vasquez asked Mr. Perfecto to send her the details about that.*

*It was noted that the Chromebooks being used by students in the Student Services tent were used for short-term tasks like filling out the SBCC application and FAFSA etc.*

*Co-Chair Arnold said that some previously checked out hotspots and Chromebooks are slowly starting to trickle back into the Library.*

### 3. APPROVAL OF MINUTES

#### 3.1 [5-6-21 SEA Minutes - DRAFT](#)

*Given that there were no corrections or amendments to the minutes, the 5-6-21 minutes were approved.*

### 4. REPORTS

#### 4.1 Co-Chairs report

##### a. [Proposals for 2021-2022](#)

##### b. [Notification of SEA awards](#) for 2021-2022 Year

*The official notification letters were sent in mid-June. The letters let the recipients know that they would either be getting one-time funding, long-term funding, or help in transitioning to the unrestricted general fund.*

##### i. IR and Budget Training for Recipients

*The budget training will help make sure everybody understands how to use their budget and what budget numbers to use. The IR training will be to make sure that data is being collected for the proposals.*

- c. [Results of Spring 2021 SEA committee survey](#). Improvements for 2021-2022.

*Co-Chair Vasquez shared the questions and responses from the four people who participated in the survey.*

*Regarding one suggestion to interact with other SEA committees and California Community Colleges to see what programs and services they are funding, Co-Chair Vasquez put a link to the “Pathways to Equity” webinar series that the Chancellor’s Office is conducting. A Chancellor’s Office staff member told her that the Equity Plan template will be revised because the Chancellor’s Office is beginning to see where there are holes, and that they’re not asking enough questions in terms of getting better data from the colleges. This will be done in November.*

*For those new to the committee, Co-Chair Vasquez reiterated that the Chancellor’s Office collapsed the funding for [SSSP, Basic Skills, and Student Equity programs] into one category, SEA. They realized they were giving the campuses these separate funding streams without really coordinating the larger effort of equity. The Equity Plan is meant to come up with activities they want the SEA funds to support. The 2022 period of developing the Equity Plan is going to be really important in terms of how we actually spend the money.*

*Another suggestion was to have more collaborative inclusive approaches between the academic and student services side of the house. Co-Chair Vasquez said that Executive Vice Chancellor Marty Alvarado is working to break down the silo of Student Services and Academic Affairs. They did a reorganization in the Chancellor’s Office, and they’re calling themselves “Educational Services,” so that Student Services and Academic Affairs live under one umbrella. Paying attention to that model is something that Co-Chair Vasquez says we can work on with our campus, and that will help break down silos.*

- d. Next Chancellor’s Office expenditure report due October 1, 2021  
*The co-chairs, Cesar Perfecto, and maybe Cheryl Brown, will be working on this over the next few weeks. They will then route for signatures and submit it to the Chancellor’s Office.*

## 5. INFORMATION ITEMS

5.1 [Approval of Dream Center](#) (P. Arnold)

5.2 [Summer Senate SEA presentation](#) (L. Vasquez)

The SEA Committee has developed the 2021-22 budget and Faculty Co-Chair Laurie

Vasquez has prepared this presentation on the budget for review. This 2021-2022 SEA budget recommendation is a recommendation to the Executive Vice-President.

5.3 [California Community Colleges Pathways to Equity Webinar Series](#) (L. Vasquez) - (recording will be available in the Vision Resource Center). To access through Pipeline, choose employee tab > resources > under professional development click on Vision Resource Center > choose communities > select all communities > click on webinars, Conference and Events.

5.4 [Update to the Vision for Success: Reaffirming Equity in a time of Recovery](#) (July 2021) (L. Vasquez)

5.5 New Report - [Examining Disparities in College Opportunity by Gender for Black Californians](#) (L. Vasquez)

5.6 \*CCCCO Webinar - [Sounding the Alarm: Addressing the Declining Representation of Black Students in California's Community Colleges](#). (L. Vasquez)

5.7 [Follow the Money: California Under Invests in Black Degree Attainment](#) (L. Vasquez)

*Co-Chair Arnold noted that Co-Chair Vasquez added a lot of resources to the Information Items. She also mentioned a video that Ms. Marit ter Mate-Martinsen shared regarding Long Beach City College's equity efforts.*

*The co-chairs have reached out to Roxane Byrne and Anselmo Villanueva to find a place, perhaps on the Equity website, where all of these resources can be housed. There are a lot of resources available right now, so finding a way to make them easily accessible for people when they are able to review them is one of the goals they have.*

*Ms. Byrne noted that when Luz Reyes-Martin was here, they had worked on a page called "Equity in Action." It has various training resources on it, and she believes it is linked to the DEI pages as well.*

*Co-Chair Arnold suggested having a link on the SEA website to that website, so it's all in one place. Co-Chair Vasquez agreed, saying it's much easier to have one site up-to-date, than to have multiple sources of information.*

## 6. DISCUSSION ITEMS

### 6.1 Keep meeting via Zoom for fall?

*It was mutually agreed upon by the SEA members to continue meeting via Zoom rather than [CC-223] throughout the fall semester.*

### 6.2 Replacement of Vacant SEA Funded Positions

#### a. Steve Reed (Starfish/Information Technology)

We need to think whether or not SEA will fund the position going forward. Had discussions with Steve Reed and Dean Nevins before Steve left. Equity.

*Steve Reed went to Ventura Community College about a month ago. In the past, the members discussed they would like to ensure that permanent positions funded by SEA are very much equity focused positions. Co-Chair Arnold has had some discussions with: Liz Giles, who is one of the Starfish leads for Degree Planner; Margaret Prothero (for possible partnership and funding with Guided Pathways); Mr. Reed before he left, and with Dean Nevins, because it is technically an IT position.*

*Co-Chair Arnold thinks there are a lot of things that can be done to bring this position back with a real equity focus.*

#### b. Ismael Paredes Ulloa (EOPS/Running Start/AB540)

He is a SPA advisor. He was previously in [ESP].

*Ismael Paredes Ulloa is leaving the college to work for an organization in Carpinteria, where he is going to be the Coordinator of Family Services for students and families. His last day is 9/14/21. Currently, he is a SPA in the EOPS office. He also did the Running Start program during the Summer Bridge Programs, and he has been one of the point people to support AB 540 and undocumented students until we got the Dream Center.*

*Chair Arnold would like to hear from the committee regarding:*

- What process would we like to take to review these two positions?*
- What information would the SEA committee like to help make these decisions?*
- What do we want the hiring managers to present?*
- Do we want a proposal?*
- Do we just want information?*

### **Questions, comments, and concerns:**

- *There were comments in support of the EOPS SPA position, and that it fits under the criteria of SEA.*
- *We have a lot of digital equity issues, so it was suggested to make that the focus of the IT position*
- *Roxane Byrne felt that EOPS is similar to DEI in its equity focus. She thought maybe those positions when they need to be refilled can be evaluated differently than other departments, such as IT.*
- *As a reminder, when Mr. Reed's position was created, this committee was SSSP. A lot of the work he did was central to the regular operations of the college. A suggestion was to have two positions: one that the college needs to run for IT and another one appointed by SEA, which would be an equity-focused IT position.*
- *It was noted that Mr. Reed was also one of four CSEA representatives on this committee, so there is now a vacant spot. Co-Chair Arnold said that she and Co-Chair Vasquez are actually having a meeting with Kathy Scott regarding SEA membership tomorrow. They are going to use it as an opportunity to look at the whole, and see if there are other areas that also need to be filled, in addition to having another CSEA representative appointed.*
- *Carola Smith inquired about implementing Starfish on the noncredit side, as it would help in terms of early intervention and tracking. Cheryl Brown suggested bringing Jason [Walker] and Rob Brown into the conversation.*
- *Before Mr. Reed left, he set up points of contact for the different aspects of Starfish:*
  - *Connect - Christy Grant and Kate Brody-Adams*
  - *Progress Surveys - Raeanne Napoleon and Kimberly Monda*
  - *Degree Planner - Liz Giles*
  - *IT work order - for IT need or fixes*

*Starfish consultants can also be contacted*

- *Co-Chair Vasquez suggested starting with the job proposals for each position.*

*Co-Chair Arnold will ask EOPS Director Christina Llerena for the SPA job description, so it can be brought forward. For the IT job description, they will start working on the replacement position proposal.*

- *It was suggested to move the SPA position to an “Action Item,” but Co-Chair Vasquez noted that with the new members, to be fair to everyone’s knowledge base, it should be brought to the next meeting.*
- *It was suggested that positions that aren’t 100% equity based, could be brought forth to the President’s Cabinet, to discuss an appropriate percentage of the position to be funded by SEA.*

## 7. ACTION ITEMS

### 7.1 Approval of \$25,000 to use for Starfish support

*Co-Chair Arnold asked the SEA committee to approve up to \$25,000 to help support people doing additional work until a replacement for Steve Reed’s position is found, or a determination is made for what that replacement would look like. This would be primarily for three faculty: Raeanne Napoleon and Kimberly Monda, who do the Student Progress Surveys, and Christy Grant, who is the lead for Starfish Connect (planning, appointments and drop-ins, and what noncredit is trying to do now). Financial Aid and hopefully Enrollment Services, will be coming on soon, too.*

*Ms. Carola Smith noted that International Programs should do that as well, as it would help with Program Review data tracking etc.*

*Sara Hartley has also been working with IR and IT to use Starfish to try to collect data on the students such as who’s coming to Student Services? To ACC? Who is not coming? Which students are we missing? Which students are counseling appointments? They are trying to connect some of the demographic data to the information that’s in Starfish.*

*Pam Guenther made a motion to approve the \$25,000 for the Starfish work. Sara Volle seconded the motion. There were zero “no” votes, and no abstentions. The motion passed unanimously.*

### 7.2 Add \$50,000 Dream Funding to equity budget as part of operating budget expense

*Last year, \$50,000 was allocated for the Dream Center as a one time proposal. Now that we know we’re getting funding from the Chancellor’s Office on an ongoing basis, a request was made to add \$50,000 Dream Center funding as part of the operating budget expense.*

*Vandana Gavaskar made a motion to add the \$50,000 Dream Center [line item] to the ongoing operational budget. Carola Smith seconded the motion.*

*Co-Chair Arnold noted that it is really important to have somebody dedicated to this space because a lot of this information (i.e. immigration rules and laws) are ever changing. Not that this person needs to be an immigration expert, but how it impacts enrollment and doing the AB 540 application is very difficult. So having one person dedicated to this purpose would be a huge benefit. She reminded everyone that AB 540 students are only a portion of our undocumented students. But AB 540 students are specifically called out in the student-centered funding formula. So we actually get additional funding the more AB 540 students we have. If we can provide some direct support for these students, she believes we'd be able to grow our AB 540 population as well.*

*There were zero "no" votes, no abstentions, and the motion was unanimously approved.*

### 7.3 Support Equity Programs reclass request (R. Byrne)

*[Co-Chair Arnold noted that this should have been put in as an information item, not an action item].*

*Information from Roxane Byrne:*

- *Ms. Byrne's interim position will expire on December 31, 2021.*
- *The Office of DEI used to be the Office of Equity, so the position was the Coordinator of Equity, Diversity, and Cultural Competency. They want to switch that to either DEI Coordinator or Coordinator of DEI Centers, which reflects more closely to what this role does.*
- *Once this position is filled, if Ms. Byrne's previous role is then vacant, they will need to hire for that one.*
- *They need to hire a Dream Center SPA, which was just approved.*
- *They are asking for an Administrative Assistant Confidential for Anselmo Villanueva. Dr. Villanueva is the only President's Cabinet executive level administrator on campus who doesn't have any administrative support. That was a commitment from Dr. Goswami from the general fund. But it might be something that they may want to come back to the SEA committee again and ask for a percentage of this position to be funded, due to the challenge with general fund monies now.*

*Dr. Villanueva added that this would be a shared position between him and Linda Esparza Dozer. Ms. Esparza Dozer's and Dr. Villanueva's offices are across from each other. There is an outer office where Dr. Villanueva's office is. And there is enough room for a waiting room for 2 - 4 people, if Ms. Esparza Dozer has multiple interviewees.*



*The position would be to support the Executive Director of DEI and 40% support of the Director of Gender Equity and Title IX.*

- *The SEA committee has approved the DEI Office Technician to work in the Centers for Equity and Social Justice two times. And it was paused both times for various reasons. Now that the centers are expanding, they will be bringing it back to the committee again. Right now, the front desk is being run solely by student workers and part-time hourlies. The ongoing position would:*
  - *reduce part-time hourly expenses*
  - *align with the college's intent to move away from part-time hourly workers and move into full permanent positions*
  - *help with the overall budget*
- *There is a departmental reorder [the wording was changed from "reclassification"] that they want to happen because they believe the people in the current positions are working out of class. These include:*
  - *the Coordinator position that Ms. Byrne is currently in to become "Associate Director of DEI."*
  - *The Student Program Advisors to become "Student Success Coordinators."*
- *Costs: The DEI Office Technician would be about \$95,000 with benefits. The four people whose titles the department is wanting to change would total less than \$30,000 more a year.*

*Co-Chair Arnold recognized that this process has to go through many different layers and steps, including Human Resources and the President's Cabinet, but they just wanted to keep everybody in the loop because they are SEA funded positions.*

## 8. ADJOURNMENT

*Co-Chair Arnold discussed some items on the list for our next agenda, including a budget update from Mr. Perfecto. It looks like the allocation may be increasing about 5% (\$200,000) on an ongoing basis. More will be mentioned at the next meeting.*

*She also recommended watching the [LBCC Equity Efforts video](#).*

*The meeting concluded at 4:20 p.m.*

### Future Agenda Items:

1. Budget Update (C. Perfecto)
  - a. Status of current budget
  - b. [Budget Training](#) (Fiscal Services)

- c. How to use additional allocation
    - i. Call for more proposals?
    - ii. Set aside money for professional development opportunities?
    - iii. Set aside money for translation/interpretation requests
  - d. [LBCC Equity Efforts](#)
2. Future Equity Training Opportunities/Plans for SEA Funded Positions
- a. Where should announcements be posted for upcoming professional development activities?