

Santa Monica College Student Equity Executive Summary

The full Santa Monica College Equity Plan will be submitted via the Chancellor's Office NOVA system. The formatting required by this system is table-based and therefore not easily read. Thus, the content and background information have been assembled into this Executive Summary for use by the Santa Monica College community.

The 2019 Santa Monica College Equity plan was developed jointly by members of the Equity Steering Committee and the Academic Senate Joint Institutional Effectiveness Committee.

Where We Were: A Historical Perspective

Since Governor Jerry Brown proposed legislation to fund and support student equity in 2014 (SB 860), Santa Monica College (SMC) has actively designed and implemented programs and interventions to address equity gaps in student outcomes. The 2019 Student Equity Plan is a culmination of years of work and is built upon previous equity planning efforts. The reading of the 2019 plan should be grounded in an understanding of the foundational work that has enabled the College to effectively drive change towards more equitable student outcomes, including, but not limited to:

- Dedicated spaces and regular opportunities for authentic dialog around racial climate and student equity (for example, Confidential Equity Office Hours for Employees, Equity Brown Bags, Equity Speaks meetings, "Black Minds Matter" series);
- Activities designed to build literacy around student equity skills (for example, Teaching Men of Color courses, college-wide equity summits, workshops, data coaching program);
- Strategic and intentional equity planning (for example, facilitated planning meetings and retreats, attendance of planning institutes);
- Development and integration of equity tools to existing procedures and practices (for example, pathways rubric focused on integrating equity-minded practices, equity centered interview questions, job descriptions for the faculty hiring process, adding equity outcomes to the faculty ranking committee priorities); and,
- Equity student discussions that focus on African American and Latinx SMC students to get feedback about their experience in accessing services; experience inside the classroom with faculty; and their overall thoughts about the levels of essential support at SMC.

Importance of Language: The keywords and terms used to describe the equity imperative at Santa Monica College centers language that refrains from blaming the student for the lack of successful outcomes. Language used in this document was selected to challenge SMC cultural norms and move toward an equity minded view of the campus. To become a more equity centered campus, SMC must: 1) Become race-conscious and aware of racial identity 2) Regularly use disaggregated data to identify racialized pattern in outcomes 3) Reflect on racial consequences of taken-for-granted practices and policies 4) Exercise agency and self-monitor to produce racial equity 5) View the institution as a racialized space (*Reference: <https://cue.usc.edu/about/equity/equity-mindedness/>*). These key terms will be vetted and modified as part of the implementation of equity activities outlined in this plan.

Equity Vision statement, “SMC is a dynamic and culturally responsive educational community that upholds the values of equity, inclusion and social justice as a pathway to personal and academic excellence.”

Equity Mission statement, “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.”

To achieve racial equity in educational outcomes for Latinx and African American students, who experience the greatest gaps in service across each metric measured by the student equity plan, SMC is pursuing this work at the institutional, interpersonal, and intrapersonal levels. At the institutional level the college community will examine policies, practices, and structures that create barriers for students. Engaging in Guided Pathways redesign to become a “student-ready college” is one example of these efforts. The goals related to course success, transfer, and degree/certificate completion cannot be achieved without each department engaging in data-driven equity-minded work daily. At the individual level the goal is for each member of the SMC community to become “equity-minded,” embracing equity as a core value and recognizing the ways in which they can help begin to work towards racial equity in the work they do every day at the College. To achieve this SMC will provide professional development to all groups, develop “equity core teams” in departments and divisions, and host all-campus events focused on racial equity and actively anti-racist praxis. We will employ the use of an equity framework developed in the Guided Pathways Intention Equity and Retention Team to define and work toward developing campus wide competencies in the following areas:

SMC Equity Framework

