

An aerial photograph of the Santa Monica College campus, showing several large, modern buildings with flat roofs and a mix of brick and glass facades. The campus is surrounded by palm trees and other vegetation. The entire image is overlaid with a semi-transparent blue filter.

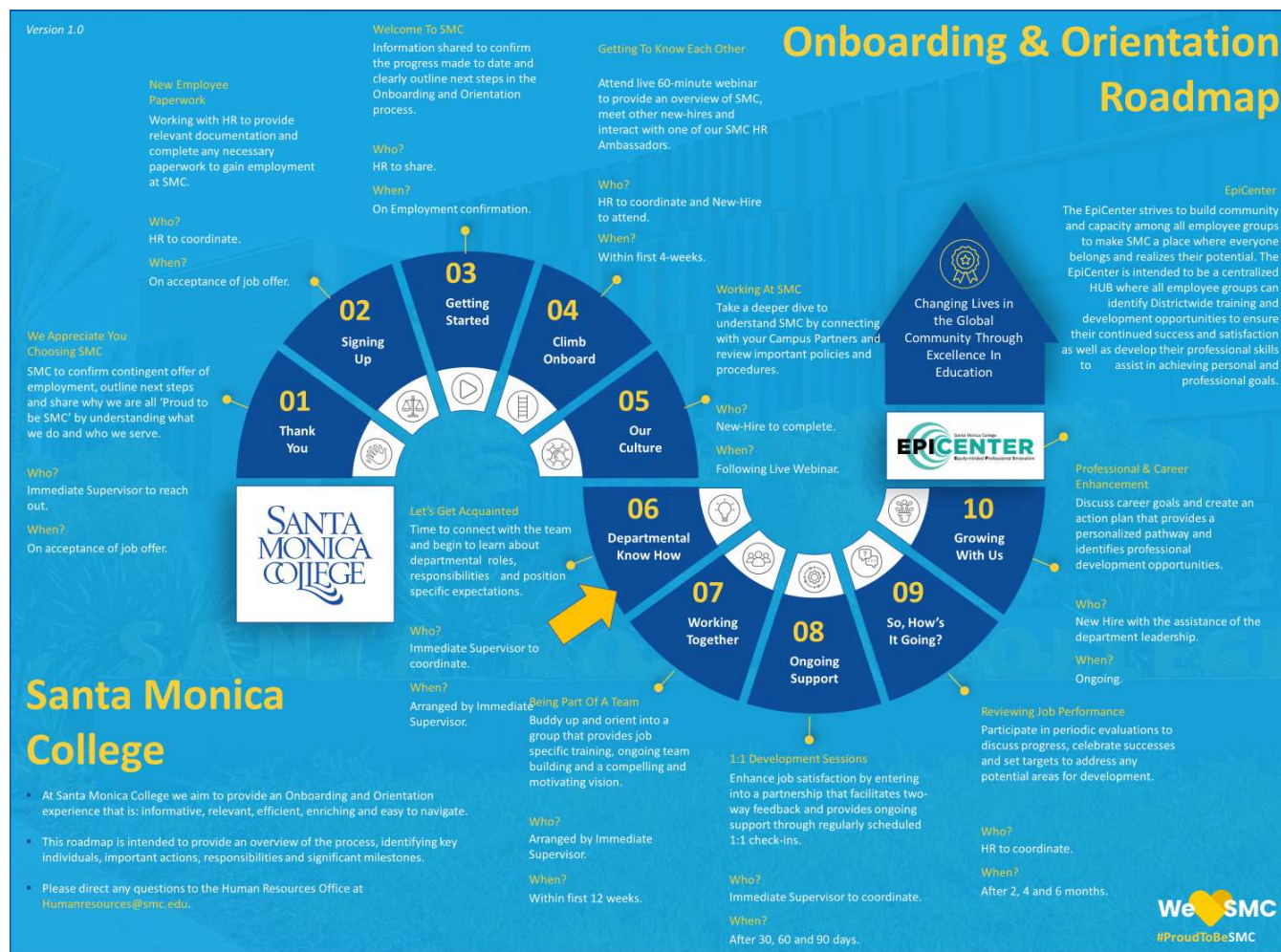
Santa Monica College

Onboarding &
Orientation

Departmental New-Hire Guidebook
Equity, Pathways, & Inclusion

SANTA
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Where am I on the Onboarding & Orientation Roadmap?



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Description of Services

Equity, Pathways, & Inclusion (EPI), a division of the Superintendent/President's office, coordinates the implementation of the District's Guided Pathways and Student Equity redesign efforts to eliminate racial equity gaps in student outcomes and enhance the student experience at SMC.

EPI is committed to developing an integrated infrastructure to support and meet the needs of the entire college campus community (students, faculty, staff, and administrators) to reach SMC's racial equity imperative and student success goals.

EPI is dedicated to fostering an inclusive and supportive campus environment that promotes racial equity and student success. We support, develop, and implement various equity-focused initiatives, offer professional development programs, facilitate pathways for student achievement, and ensure institutional policies and practices reflect our commitment to diversity and inclusion.

While we serve all members of the SMC community, we primarily focus on cultivating and building equitable practices among our faculty, classified staff, and managers. We recognize that the students' experiences cannot be improved unless the individuals within the institution operate from a foundation of equity, humility, empathy, and care.

Vision

Our vision is for Shared Equity Leadership at Santa Monica College, where collaboration, action, and collective leadership ensure that equity is everyone's responsibility. We aim to create a campus where no student fails or misses their academic goals due to barriers created or overlooked by the institution.

Mission

To meet our commitments to reach SMC's racial equity imperative and student success goals, the **EPI division** is driven by SMC's equity mission and vision and strives to:

- Work with the various institutional bodies and key stakeholders to develop, align, support, and assess equity-focused decision-making, programming, education, training, and activities to promote and advance equity, pathways, and inclusion.

- Foster greater collaboration, synergy, action, and change to build engaging, culturally responsive, inclusive, and equity-centered experiences for all our college campus community (students, faculty, staff, administrators) who belong to historically racially minoritized and disenfranchised groups.
- Identify and work towards removing policies, practices, and procedures that create inequitable barriers and experiences to the access and success of all our college campus community (students, faculty, staff, administrators) who belong to historically racially minoritized and disenfranchised groups.
- Center a culture of care and belonging, both inside and outside the classroom, to improve the racial climate at SMC.
- Draw from existing scholarship and evidence-based practices to provide leadership, support, education, and accountability in advancing equity, pathways, and inclusion.
- Work to cultivate an environment at SMC where equity and inclusion are inescapable because it's infused in everything we do.

Values:

EPI operates on the core values of equity, inclusion, cultural humility, anti-racism, and social justice. We practice the following equity-minded principles adopted from USC's Center for Urban Education:

- race-conscious
- institutionally focused
- evidence-based
- systemically aware
- action-oriented

Internal & External Partners

The **Division of Equity, Pathways, & Inclusion** partners with all areas of the campus. We regularly work with Institutional Research, Academic Affairs, Student Affairs, the Student Equity Center, and the EpiCenter, among many others, to help achieve our goals and implement our initiatives, programs, and trainings.

Contact Details



www.smc.edu/EPI



EPI@smc.edu



310-434-4408

Core Hours



Monday - Friday:

8:00AM - 5:00PM

Key People

Unit/Individual	Ext.	Email	Responsibility
TBD			<p>Dean of Equity, Pathways, and Inclusion: Under the direction of the Superintendent/President or designee, the coordinates the implementation of the District’s Guided Pathways and Student Equity redesign efforts to eliminate racial equity gaps in student outcomes and enhance the student experience at SMC. Provides leadership to transform the College academic and support systems toward strengthening the learning community and promoting equity. Provides overall leadership to fulfill the District mission by directly assisting in the development, implementation, assessment strategies, and programs to enhance the student experience with a focus on racial equity, diversity, and inclusion at all levels of the college, specifically focused on increasing student success in target groups as identified in the Student Equity Plan and Guided Pathways Work plan.</p>
Silvana Carrion-Palomares	4837	carrion_silvana@smc.edu	<p>Project Manager, National Science Foundation Grant: Administers, oversees and applies an equity-minded approach to the development, implementation, and fiscal accountability for the National Science Foundation (NSF) Grant Project. Assures that the grant requirements and timelines are adhered to in the service of meeting the NSF grant goals and objectives.</p>

Unit/Individual	Ext.	Email	Responsibility
Eartha Johnson	4403	johnson_eartha@smc.edu	<p>Project Manager, Guided Pathways and Student Equity and Achievement Program (SEAP): Administers, oversees, and applies an equity-minded approach to the development, implementation, and fiscal accountability for both the Guided Pathways Redesign and Student Equity efforts and the numerous programs, personnel, and activities of the Student Equity & Achievement Program (SEAP) at Santa Monica College (SMC). Assures that the requirements and timelines are adhered to in the service of meeting the College’s equity goals and objectives.</p>
Guido Davis del Piccolo	3561	delpiccolo_guido@smc.edu	<p>Faculty Lead, Redesign/Guided Pathways: Serves as a faculty lead, supporting, coordinating, and implementing the Redesign Guided Pathways efforts, facilitating cross-departmental collaboration, and providing leadership in the development and evaluation of student success initiatives to ensure equitable and effective educational experiences.</p>
Daniella Washington	8612	washington_daniella@smc.edu	<p>Faculty Lead, Redesign/Guided Pathways: Serves as a faculty lead, supporting, coordinating, and implementing the Redesign Guided Pathways efforts, facilitating cross-departmental collaboration and providing leadership in the development and evaluation of student success initiatives to ensure equitable and effective educational experiences.</p>

Unit/Individual	Ext.	Email	Responsibility
Paige Glaves	8633	glaves_paige@smc.edu	Administrative Assistant II: Supports the Division of Equity, Pathways, & Inclusion with logistics, scheduling, purchasing, payroll, file management, and other administrative tasks. Reports to the division Dean.

Key Internal Websites

- www.smc.edu/epicenter
- www.smc.edu/ir
- <https://www.smc.edu/student-support/student-equity-center/>
- <https://www.smc.edu/administration/governance/academic-senate/guided-pathways-framework/>

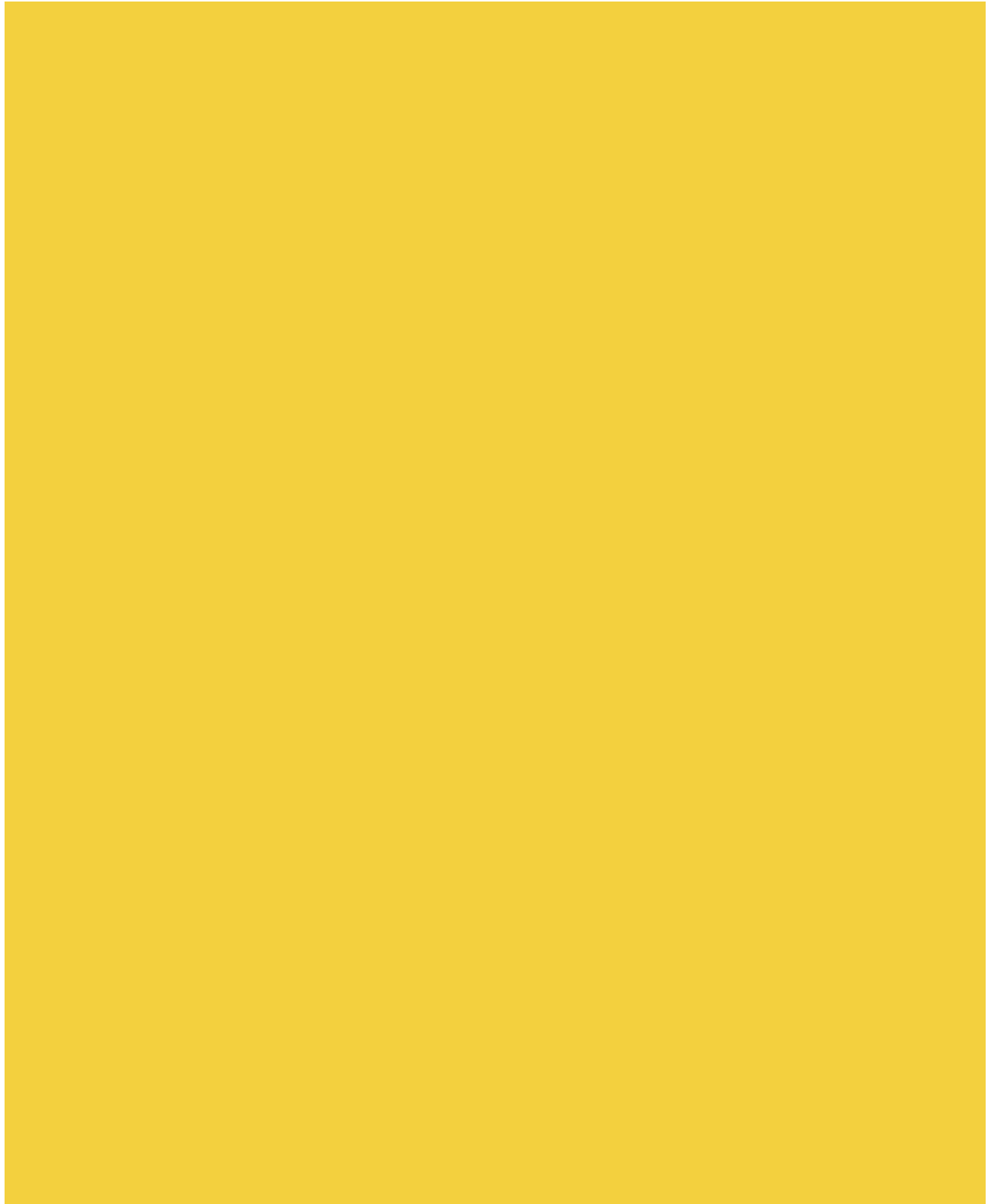
Key Policies/Procedures

EPI funding request procedure available upon request.

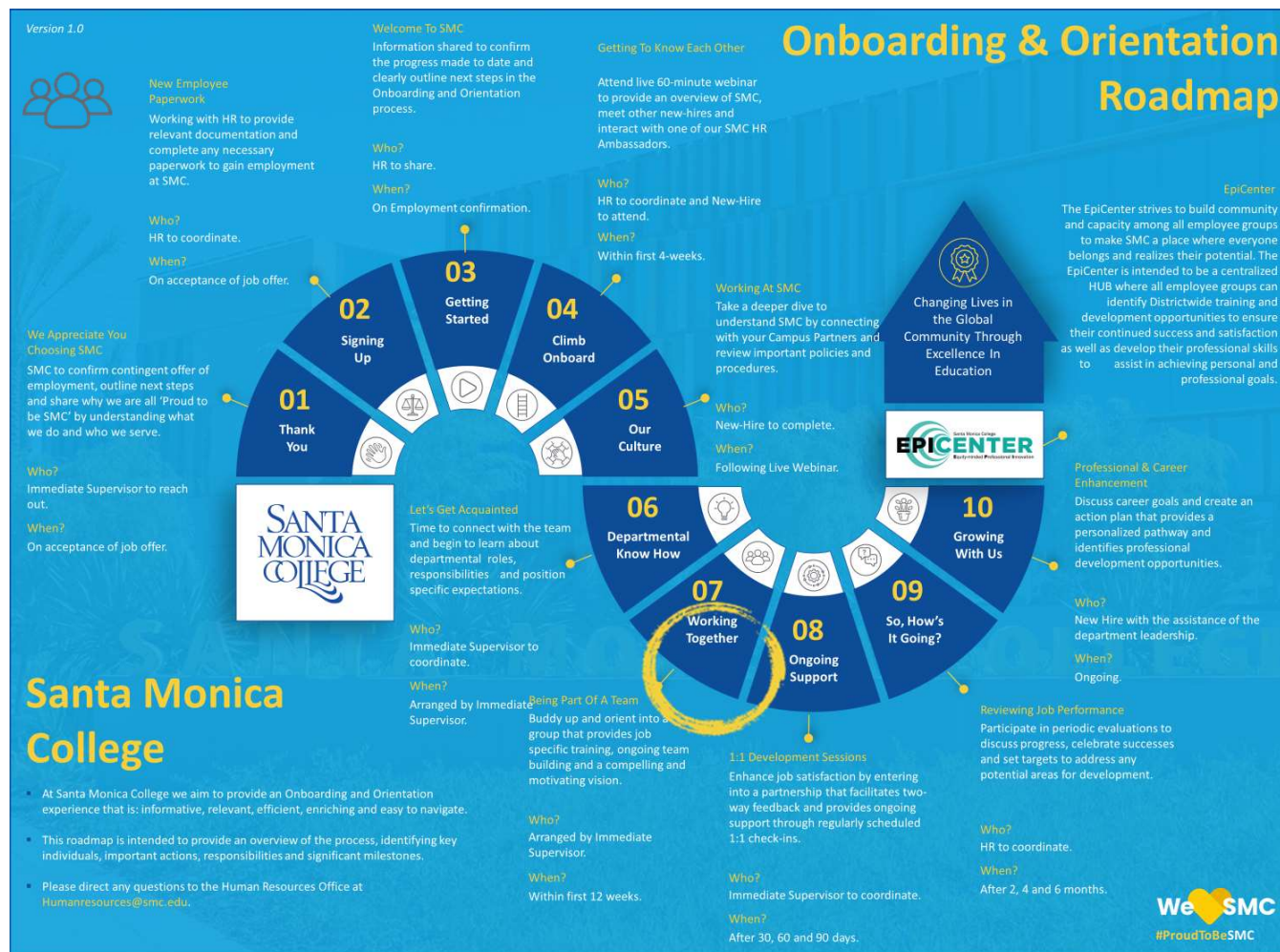
Key Resources

- Google Drive - Dept. Project Tracking, Current Activities, Goals and Strategies
- As of 2024, the Division of Equity, Pathways, & Inclusion offices are physically located within the Academic Affairs suite on the third floor of the Student Services Building on Main Campus. We have access to the meeting spaces and breakroom used by Academic Affairs, and managed by the Academic Affairs Administrative Assistant III.

My Notes



What's Next



Working Together

Being Part of a Team

Buddy up and orient into a group that provides job specific training, ongoing team building and a compelling and motivating vision.

Who?

New-Hire

When?

Arranged by immediate Supervisor.

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