

A. DESCRIPTION AND PURPOSE

Student Services

1. Describe the program's purpose and mission. Limit 250 words.

The Student Equity Center (SEC) is a collaborative and inclusive space consisting of four centers: Gender Equity, Racial Justice, Pride, and the Dream Resource Center. The SEC empowers students to explore, affirm, and celebrate their individual and intersectional identities and define success for themselves. Each center promotes a sense of belonging and develops student leadership to work toward social change on their campus and in their communities.

The SEC's unique role on campus focuses on the intersectional identities of minoritized populations. It is uniquely positioned to connect and collaborate with various equity stakeholders on campus to provide critical services such as psychological counseling and immigrant legal aid, and culturally relevant programming such as art-making workshops and poetry readings.

2. Which of the following Institutional Learning Outcomes does the program support? Select at least one.

ILOs

- #1 - Acquire the self-confidence and self-discipline to pursue their intellectual curiosities with integrity in both their personal and professional lives
- #2 - Obtain the knowledge and skills necessary to access, evaluate, and interpret ideas, images, and information critically in order to communicate effectively, reach conclusions, and solve problems
- #3 - Respect the inter-relatedness of the global human environment, engage with diverse peoples, acknowledge the significance of their daily actions relative to broader issues and events
- #4 - Assume responsibility for their own impact on the earth by living a sustainable and ethical life style
- #5 - Demonstrate a level of engagement in the subject matter that enables and motivates the integration of acquired knowledge and skills beyond the classroom

B. STUDENTS SERVED

3. Describe 1-3 salient demographic composition of students served by the program and include an analysis of how it aligns with the students your program is intended to serve. (500 words)

The Student Equity Center's (SEC) primary objective is to serve student communities that include student of colors, LGBTQIA+2S, undocumented, women and femme identifying. The SEC has successfully reached these student communities through events, programs, workshops, and socials that are intentionally coordinated to increase awareness, education, and sense of belonging among students it aims to serve. The SEC is also a safe place for students to collect and discuss their experiences in both casual and facilitated conversations, such as "Race Relay".

4. Describe how the program does outreach to, and provides access for, the intended student population. (250 words)

The Student Equity Center (SEC) acts like a cultural hub connecting and collaborating with equity stakeholders including student services (the Latino Center, Office of Student Life, Center for Wellness & Wellbeing, the DREAM program), employee resource groups (APIDA and Latinx Collective), instructional departments like Ethnic Studies and Art, and other offices like Title IX.

Examples of how the SEC campus partners to outreach include subcenters partnering with student clubs (e.g. Gender Equity Center partners with The Period Club, the Pride Center partners with GSA (Gender Sexually Alliance) and Dream Center partners with IDEAS club) to provide safe affirming spaces, co-host events, and provided resources and services. Other ways the SEC engages in outreach include participating in campus-wide events such as VIP Day and SMC Start-up to bring more visibility to the SEC's physical student space and the subcenters. Through this, we connect with many students who were unaware of the

SEC. Additionally, the SEC plays a key role in campus-wide cultural programming, including cultural months (Latinx/e Heritage Month, Native American Heritage Month, Black History Month, Women's History Month, Pride Month, APIDA Heritage Month) and cultural graduations (APIDA Graduation Celebration, Black Student Ceremony, Dream Graduation Celebration, Lavender Graduation Celebration, and Latinx/e Graduation Celebration) which enables us to amplify diverse cultures, increase visibility and connect with students from diverse backgrounds.

5. When considering student outcomes, SMC produces the largest equity gaps for Black and Latinx students. How does the program address equity gaps within the scope of work that it performs? (500 words)

The Student Equity Center (SEC) sub-centers have intentionally brought speakers who are Black and Latinx and have additional intersecting identities to highlight broader and unique experiences that not only relate to race. The speakers touch on subjects that range from the Black trans experience in the media to healing with medicinal plants from a Latinx/e ancestral lens.

Moreover, the SEC works with the Latino Center and Black Collegians to support initiatives that target the Black and Latinx community by collaborating on events. Additionally, the SEC works closely with campus SMC Affinity groups – APIDA Steering Committee, Pan African Alliance, and Latinx Collective – to collaborate and/or support efforts that reach Black and Latinx students.

By highlighting and uplifting the intersecting identities our students have, we help them feel seen, affirmed, and supported by the college, which leads to a stronger sense of belonging and retention at SMC.

6. If applicable, describe any instructional partnerships or collaborations that impact the students served by the program. (500 words)

Academic Affairs supports the Student Equity Center through faculty-release time. Each sub-center is led by a faculty member sponsored by Academic Affairs. Faculty Leads reach out to students in their classes directly, as well as faculty in their departments, to promote events and services. We see this in the Dream Resource Center and the Pride Center's partnership with the Ethnic Studies program to host and promote each area's guest speaker presentations and culturally relevant workshops within their respective programs and classrooms. Moreover, faculty-leads work closely with academic programs and collaborate with faculty through our growing library, whose titles are selected by faculty and staff to dovetail with events and course readings. Thus, the Center becomes a place where campus conversations can continue and deepen.

C. ASSESSMENT AND EVALUATION

7. Describe any changes that have been implemented as a result of the recommendations of the last program review. (500 words)

N/A - This is the Student Equity Center's first program review.

8a. Identify and describe one or two outcomes students are expected to experience after receiving services from, or participating in, the program. (200 words)

The outcomes students are expected to experience after visiting, attending a program, workshop, or event at the Student Equity Center include an increased sense of belonging. This is done by intentionally coordinating spaces where students can build community and meet students, staff, and faculty with shared identities

and/or similar experiences. Moreover, the topics and themes of events, programs, and workshops organized are designed to ensure representation through diverse speakers.

8b. Describe how the identified student outcomes are assessed. (e.g., a survey of program participants is administered at week 12 of each semester) (200 words)

Students' outcomes were not assessed in this past year. The goal is eventually survey after every event and/or on a semester basis to ensure the goals of the Student Equity Center are being met via the programs, events and workshops hosted for students.

8c. What is the "effectiveness" target goal for each of the expected student outcomes identified? (e.g., 90% or more of students attending the FAFSA workshops successfully complete the financial aid application within four weeks) (200 words)

The effectiveness target goal for expected outcomes include student returning to the Student Equity Center (SEC) to study and/or hang out, students attending additional SEC programs/services, and students' partnering with the SEC to host events, programs, and/or workshops together. This will let us know the students feel comfortable and safe returning to the center.

8d. Analyze the program's performance on the data collected to assess the program's student outcomes. Is the program meeting the target goals? What context is needed to understand the results? (500 words)

This is the first review program cycle as a center. There will be more targeted outcomes for future reviews. Outcomes include assessing sense of belonging, identity development, and leadership development.

9. Based upon the outcomes assessment, satisfaction evaluation and/or other data, provide two notable examples of how the program serves students effectively and briefly explain why they are successful. (500 words)

Two notable examples of how the Student Equity Center (SEC) effectively serves students are the Latinx/e Cultural Graduation Ceremony and the Lavender Graduation Celebration. These events provide meaningful recognition of students' identities and achievements, fostering a strong sense of community and belonging. Their success is shown by high participation and positive student feedback, which highlight their role in celebrating diversity and student pride.

Additionally, the SEC has built strong partnerships with numerous student clubs that regularly collaborate with us, use the center's space, and actively seek our support for their events and initiatives. This ongoing collaboration increases student engagement and reinforces the center as a vital hub for student life and equity-focused programming.

10. Based upon the overall assessment and evaluation of the program, describe 2-5 areas that require attention or improvement. (500 words)

Based on the overall assessment and evaluation, several key areas require attention to strengthen the Student Equity Center's (SEC) impact on marginalized students.

key areas:

- **Increase Visibility of the SEC:** Enhancing awareness of the center across campus is critical to ensuring more students know about and access the resources and support available to them.

- **Boost Student Engagement:** Expand efforts to actively involve students in the center's programs, events, and initiatives.
- **Enhance Sense of Belonging:** Cultivating a stronger sense of belonging among students served by the center is essential for retention and success.

D. THE FUTURE OF THE PROGRAM

11. Based on the findings from your assessment/evaluation, describe the goals/priorities and accompanying action plan(s) you will pursue to improve your program. (500 words)

Based on overall needs, several key goals/priorities are required to improve the mission of the Student Equity Center.

Key goals/priorities:

- **Improve Collaboration Across Campus:**
 - Develop stronger partnerships with academic departments, counseling services, and community organizations to create a coordinated support network that addresses students' holistic needs.
- **Enhance Data Collection and Use:**
 - Improve assessment methods to better track student participation, satisfaction, and outcomes
- **Increase Visibility of the SEC:** Enhancing awareness of the center across campus is critical to ensuring more students know about and access the resources and support available to them.
 - We will create targeted materials to reach diverse students, table more, and be out on campus more
- **Boost Student Engagement:** Expand efforts to actively involve students in the center's programs, events, and initiatives.
 - We will strengthen partnerships with student clubs and campus departments to co-host activities that encourage participation. Increasing student leadership opportunities within the center will also foster deeper connections.
- **Enhance Sense of Belonging:** Cultivating a stronger sense of belonging among students served by the center is essential for retention and success.
 - This includes hosting affinity group events, cultural celebrations, and community-building workshops.

E. EMPLOYEES/PROGRAM STAFF AND DEPARTMENTAL CULTURE

12. List and describe program staffing, including FTE, faculty, classified professionals, managers, and student/intern support. (250 words)

The program staffing for the Student Equity Center includes a project manager, student services specialist, 4 faculty members with 3 LHE, and student interns.

13. Analyze staffing levels in the context of the program's mission and purpose. Are there any gaps or needs to be addressed? (250 words)

There is a significant staffing gap that limits our ability to fully achieve the center's mission. Currently, the Student Equity Center (SEC) is supported by two full-time staff members, 4 faculty members at 6 hours a week, and student staff. The SEC oversees support for all affinity student celebrations, cultural heritage months, and approximately 90 events annually across the multiple sub-centers. SEC full-time staff also manage daily operations and ensure the center runs smoothly, while supervising of student staff.

This workload with minimal staff, restricts the capacity to expand programming, increase student engagement, and build equity partnerships. To effectively meet the needs of our diverse student population and uphold the quality of services, additional full-time staff are essential. Increasing staffing will enable us to better support student success, enhance campus collaboration, and sustain the center's growing impact.

14. Describe how the program provides ongoing professional development opportunities for staff. (500 words)

The Student Equity Center actively supports staff participation in ongoing professional development by funding attendance at virtual workshops, regional and national conferences, and in-person training sessions. These opportunities enable staff to stay current with best practices, enhance their skills, and bring new insights back to the program, ultimately improving our ability to serve students effectively.

15. What equity-centered practices and training have been implemented in the program? If applicable, provide examples and discuss strengths and areas for growth. How can the institution better support the program and staff in developing an equity minded work culture? (500 words)

The Student Equity Center (SEC) has implemented equity-centered practices such as promoting work-life balance, offering flexible remote work hours, and fostering adaptability to respond to the evolving needs of our diverse campus community. These practices contribute to a supportive and inclusive work environment that values staff well-being and responsiveness to cultural shifts.

A key area for growth for the SEC is increasing its role in partnering and collaborating with new equity initiatives across campus. While this expansion aligns with our equity goals, limited staffing poses challenges to engaging fully and equitably in these efforts. We are actively exploring strategies to build these partnerships without overextending our current capacity.

To better support the center and staff in cultivating an equity-minded work culture, the institution can provide additional staffing resources, targeted professional development focused on equity practices, and structured opportunities for cross-departmental collaboration.

16. If applicable, describe if the program has a succession plan to ensure that it is minimally impacted by staffing transfers, departures, and/or retirements? (250 words)

Currently, the Student Equity Center does not have a formal succession plan in place. This is primarily due to the temporary nature of the project manager position and the year-to-year variability of funding support. While the program has the necessary tools and resources to develop a succession plan, the lack of stable, long-term staffing and funding prevents its full implementation.

17. Describe the program's workplace culture, climate, and morale, and discuss how it impacts the program's ability and capacity to effectively serve students. Describe how the college can support and improve the environment and/or morale in your department. (500 words)

The Student Equity Center's (SEC) culture is committed and student-focused, but limited staffing capacity remains the biggest challenge. Santa Monica College serves many students with diverse needs that fall under the SEC, and current resources are insufficient to meet demand. This strain affects staff morale and limits our ability to provide the level of support students require.

To improve morale and effectiveness, increased staffing is essential. Additional resources would reduce burnout and allow staff to better serve students. The college can support this by prioritizing funding to expand the team and investing in professional development to strengthen the workplace climate.

F. BUDGET PLANNING

18. Describe how the current program budget aligns with the program's goals and outcomes over the next three years. If it doesn't align, what would be needed to supplement the current budget allocation? (250 words)

The Student Equity Center's (SEC) budget is well-supported by key leadership, including the Dean of Equity, Pathways, and Inclusion, the Vice President of Student Affairs, and the Vice President of Academic Affairs. This multi-level support is essential for aligning the centers goals with institutional priorities focused on equity, student success, and community engagement.

The initial funding has been instrumental in launching the SEC, enabling us to establish a presence on campus, increase student participation, raise awareness, and host impactful events that contribute to student retention and success. However, as the SEC continues to grow and expand its services, the current budget will need to be supplemented, particularly to increase staffing capacity. Additional staff members are critical to maintaining and scaling the level of programming and support that students require.

Looking ahead, aligning budget resources with these growth needs will ensure the SEC can effectively fulfill its mission over the next three years, expand its impact on diverse student populations, and support the institution's strategic goals.

19. Are there any special projects or initiatives that will require additional budgeting or a reallocation of existing resources for the program? Consider the following: human resources, reducing racial equity gaps, student success and completion, community relations, professional development opportunities, and federal, state or district initiatives. (500 words)

There are several initiatives that will require additional budgeting or reallocation of existing resources to support equity, student success, and community engagement within the Student Equity Center. They are listed below:

- **Women of Color + Femme Collective:** supports the professional development and retention of women of color. Funding is required for events, leadership training, and capacity-building initiatives.
- **Affinity Groups:** Provide safe spaces for marginalized faculty, staff, and students. Resources are needed for coordination, programming, and facilitation.
- **Peer Mentorship Programs:** Enhance student success and retention, particularly for SEC students. Funding will support needed for mentor training, stipends, and program expansion.
- **First-Gen Student Initiative:** Support for first-generation college students through mentorship, workshops, and transition programs.
- **Native American and Indigenous Student Support:** Focuses on culturally responsive programming and partnerships with tribal communities. Funding will support events, academic support, and community engagement.
- **Disability Justice:** Moves beyond accessibility compliance to address systemic barriers.

These initiatives align with broader district and state priorities and will help close racial equity gaps, support completion, and strengthen campus climate. Strategic funding is essential for their sustainability and impact.

This form is completed and ready for acceptance.