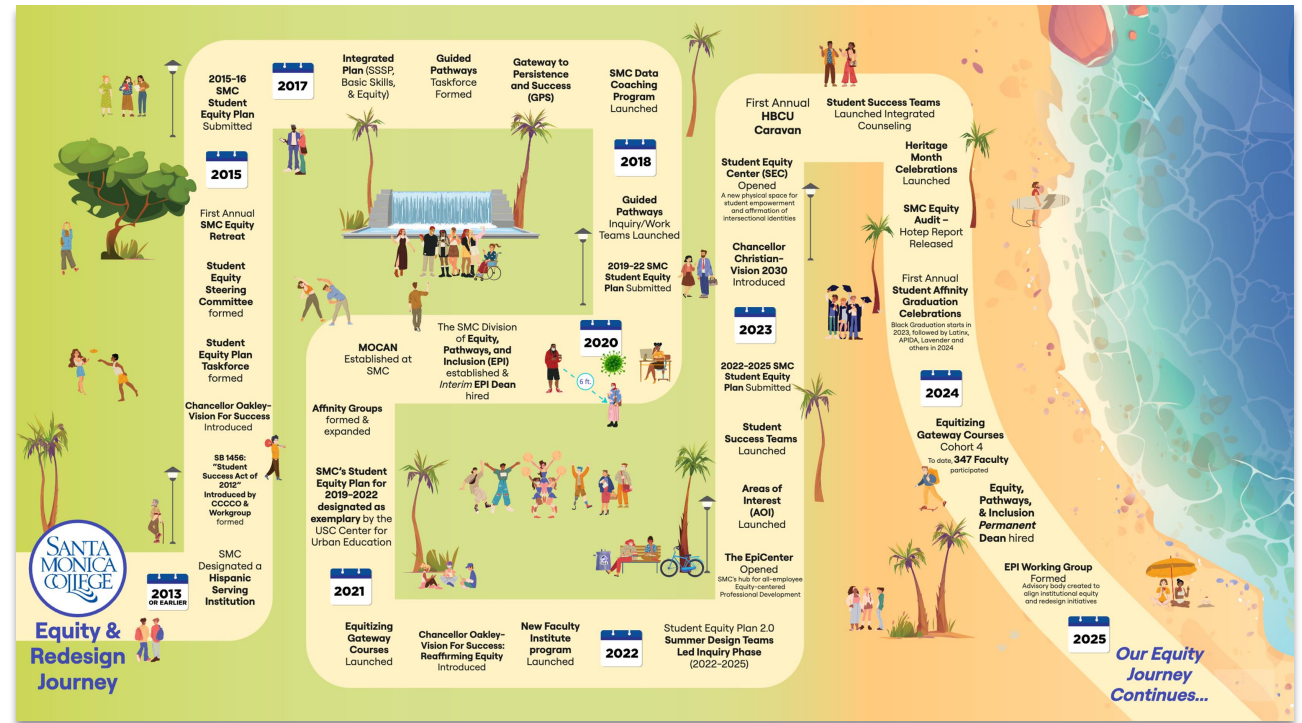


SMC Equity & Redesign Journey Map – Progress

- **Initiated in October 2024** from within EPI after green light from Dr. Jeffery
- The EPI Team (Llanet, Silvana, Eartha, and Paige) utilized their October quarterly retreat to do a “Gallery Walk” activity to identify and refine map content
- A draft of the Journey Map was designed and converted to an interactive file in the Miro app and sent for feedback from Jason Beardsley and Dr. Jeffery in late November
- The newly assembled EPI Working Group viewed and gave feedback, and the map was further revised in early December



The map is now ready for the next stage of input and design!



Equity & Redesign Journey

2015-16
SMC
Student
Equity Plan
Submitted

2015

First Annual
SMC Equity
Retreat

Student
Equity
Steering
Committee
formed

Student
Equity Plan
Taskforce
formed

Chancellor Oakley-
Vision For Success
Introduced

SB 1456:
"Student
Success Act of
2012"
Introduced by
CCCCO &
Workgroup
formed

SMC
Designated a
Hispanic
Serving
Institution

2013
OR EARLIER

2017

Integrated
Plan (SSSP,
Basic Skills,
& Equity)

Guided
Pathways
Taskforce
Formed

Gateway to
Persistence
and Success
(GPS)

SMC Data
Coaching
Program
Launched

2018

Guided
Pathways
Inquiry/Work
Teams Launched

2019-22 SMC
Student Equity
Plan Submitted

2020

MOCAN
Established at
SMC

The SMC Division
of Equity,
Pathways, and
Inclusion (EPI)
established &
Interim EPI Dean
hired

Affinity Groups
formed &
expanded

SMC's Student
Equity Plan for
2019-2022
designated as
exemplary by the
USC Center for
Urban Education

2021

Equitizing
Gateway
Courses
Launched

Chancellor Oakley-
Vision For Success:
Reaffirming Equity
Introduced

New Faculty
Institute
program
Launched

2022

Student Equity Plan 2.0
Summer Design Teams
Led Inquiry Phase
(2022-2025)

First Annual
HBCU
Caravan

Student Success Teams
Launched Integrated
Counseling

Student Equity
Center (SEC)
Opened
A new physical space for
student empowerment
and affirmation of
intersectional identities

Chancellor
Christian-
Vision 2030
Introduced

2023

2022-2025 SMC
Student Equity
Plan Submitted

Student
Success Teams
Launched

Areas of
Interest
(AOI)
Launched

The EpiCenter
Opened
SMC's hub for all-employee
Equity-centered
Professional Development

Heritage
Month
Celebrations
Launched

SMC Equity
Audit -
Hotep Report
Released

First Annual
Student Affinity
Graduation
Celebrations
Black Graduation starts in
2023, followed by Latinx,
APIIDA, Lavender and
others in 2024

2024

Equitizing
Gateway Courses
Cohort 4
To date, 347 Faculty
participated

Equity,
Pathways,
& Inclusion
Permanent
Dean hired

EPI Working Group
Formed
Advisory body created to
align institutional equity
and redesign initiatives

2025

Our Equity Journey Continues...

2015-16
SMC
Student
Equity Plan
Submitted

2017

EPI Working Group

Last, First	Job Title	Department	Division
Arrizon, Vicenta	Academic Senate President (Elect)	Counseling	Student Affairs
Blye, Deyadra	Project Manager	Title V	Student Affairs
Bui, Thomas	Associate Dean	Student Life/Student Equity Center	Student Affairs
Del Piccolo, Guido	Guided Pathways Faculty Lead	Philosophy & Social Sciences	Academic Affairs
Dowd, Tyffany	Dean (Interim)	Counseling	Student Affairs
Hernandez, Jose	Associate Dean	Outreach, Onboarding, & Student Engagement	Enrollment Management
Joseph-Locke, Debra	Dean (Interim)	Special Programs	Student Affairs
Lawler, Hannah	Dean	Institutional Research	Academic Affairs
London, Jamar	Academic Senate President	Mathematics	Academic Affairs
Nieves-Lucas, Sara	Department Chair – Counseling	Counseling	Student Affairs
Orosz, Abigail	Professional Development Coordinator	EpiCenter	Human Resources
Tovar, Esau	Dean	Enrollment Management	Enrollment Management
Washington, Daniella	Guided Pathways Counseling Lead	Counseling	Student Affairs
Vice Presidents			
Beardsley, Jason	VP, Academic Affairs	Academic Affairs	Academic Affairs
Lee-Lewis, Sherri	VP, Human Resources	Human Resources	Human Resources
Rodriguez, Teresita	VP, Enrollment Management	Enrollment Management	Enrollment Management
Tuitasi, Mike	VP, Student Affairs	Student Affairs	Student Affairs
EPI Team			
Martín, Llanet	Dean	Equity, Pathways, & Inclusion	President's Office/Academic Affairs
Carrion-Palomares, Silvana	Project Manager	Equity, Pathways, & Inclusion	President's Office/Academic Affairs
Johnson, Eartha	Project Manager	Equity, Pathways, & Inclusion	President's Office/Academic Affairs
Glaves, Paige	Administrative Assistant	Equity, Pathways, & Inclusion	President's Office/Academic Affairs



Equity &
Redesign
Journey

Equity
Journey
Continues...