

**DPAC PRESENTATION**

**EQUITY & REDESIGN JOURNEY MAP**

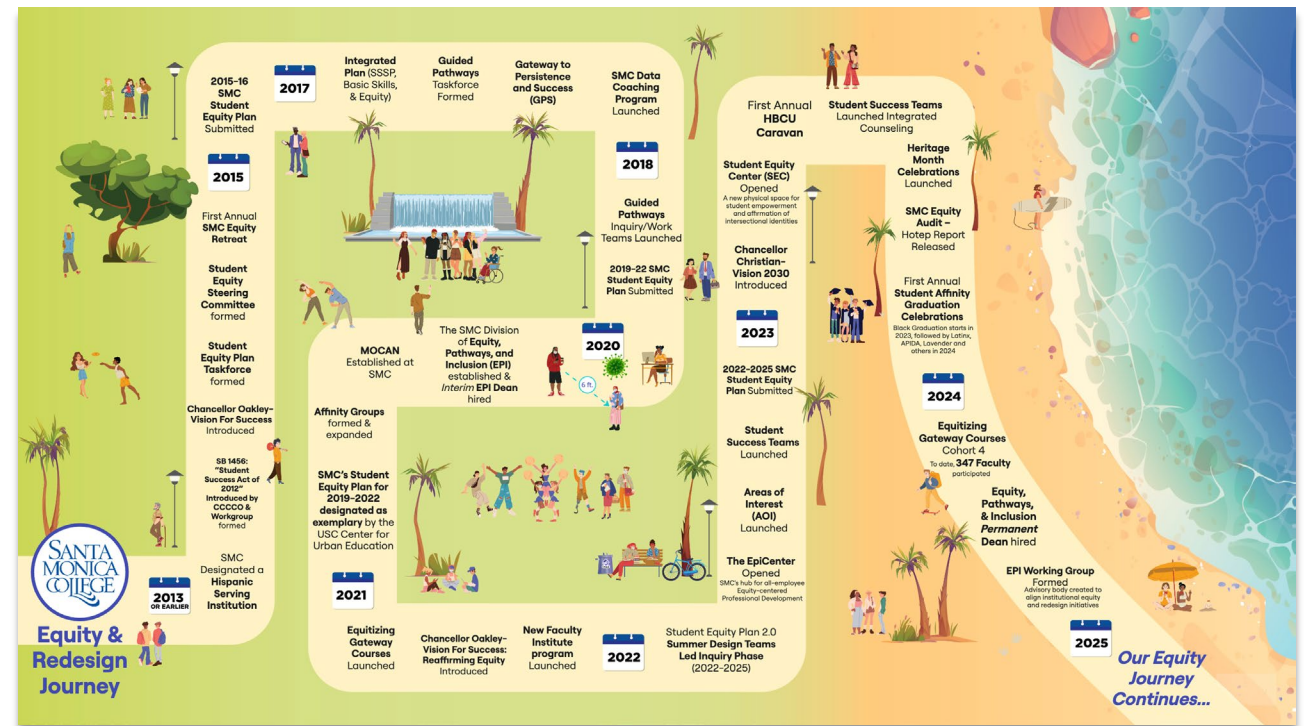
**January 22, 2025**

Llanet Martín, Ph.D.  
Dean of Equity, Pathways & Inclusion



# 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
- Next phase includes seeking targeted historical narratives from folks who have led initiatives along the map, and moving the map to the EPI Website



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 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

Student Success Teams Launched Integrated Counseling

Heritage Month Celebrations Launched

SMC Equity Audit - Hotep Report Released

First Annual Student Affinity Graduation Celebrations  
Black Graduation starts in 2023, followed by Latinx, APIDA, 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 Services	Enrollment Management
Washington, Daniella	Guided Pathways Counseling Lead	Counseling	Student Affairs
<b>Vice Presidents</b>			
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
<b>EPI Team</b>			
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...