SANTA MONICA COLLEGE
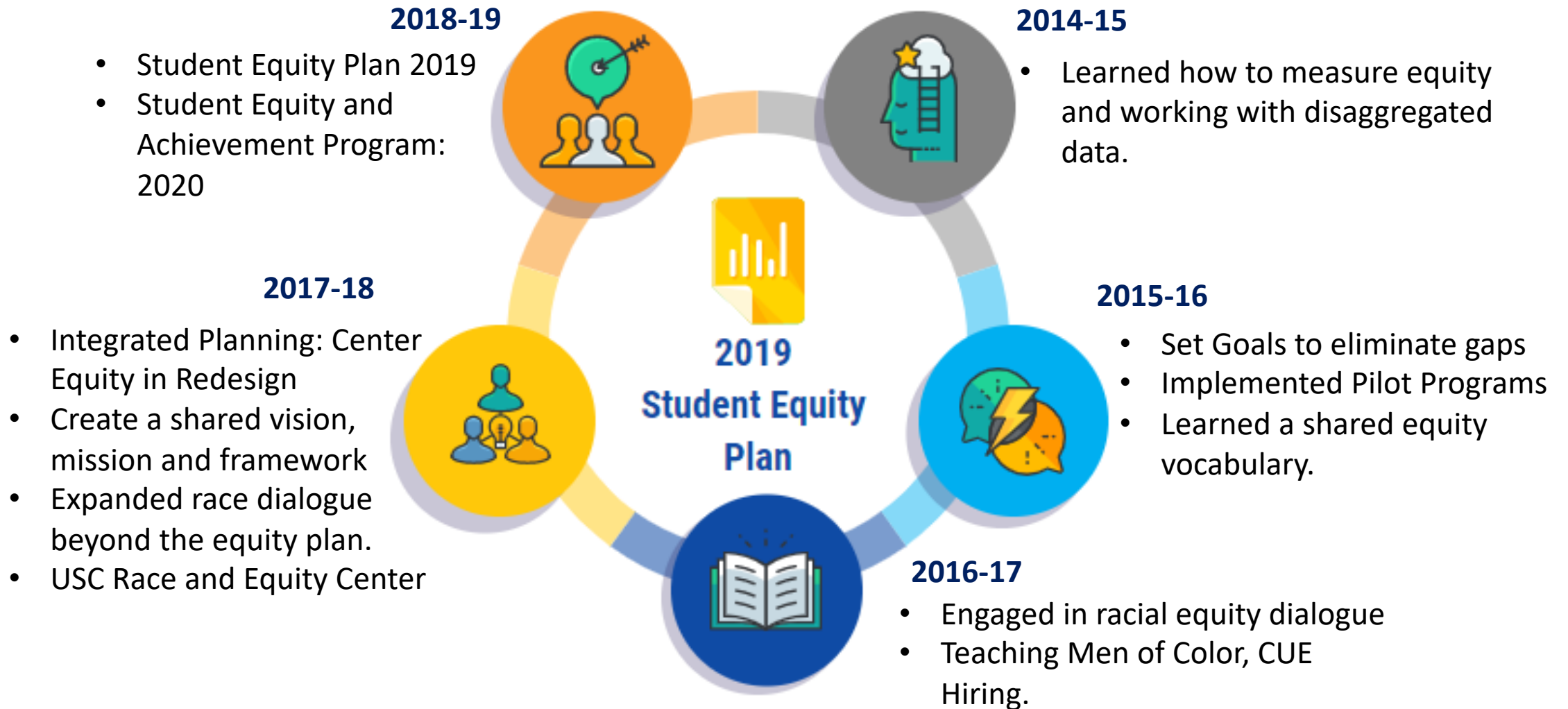## STUDENT EQUITY PLAN GOALS AND PRIORITIES

Board of Trustees Meeting

August 2019

AT A GLANCE: A Recent History of the **Student Equity Plan** at SMC

2019 Student Equity Plan

2018-19
- Student Equity Plan 2019
- Student Equity and Achievement Program: 2020

2014-15
- Learned how to measure equity and working with disaggregated data.

2017-18
- Integrated Planning: Center Equity in Redesign
- Create a shared vision, mission and framework
- Expanded race dialogue beyond the equity plan.
- USC Race and Equity Center

2015-16
- Set Goals to eliminate gaps
- Implemented Pilot Programs
- Learned a shared equity vocabulary.

2016-17
- Engaged in racial equity dialogue
- Teaching Men of Color, CUE Hiring.

Evolution of Equity Planning

Student Equity/Student Success Support /Basic Skills Initiative	Integrated Plan	Student Equity and Achievement

- Separate programs, funding, and goals.
- Student Equity Plans 2014-16
- Access, Basic Skills Completion, Course Success, Transfer, Degree/Cert Completion
- Percentage Point Gap Method

- Integrated Plan 17-18
  - 5 goals that align with vision to success, student equity, noncredit, matriculation outcomes, and AB705.
- Distinct Funding streams
- Did not require numeric goals
- SMC Goals focused on Equity.

- Combines integrated planning funding streams:
  - SSSP/Student Equity/BSI
- Requires Revamped Student Equity Plan (3rd iteration)
- Newly defined metrics
- Proportionality Index Method

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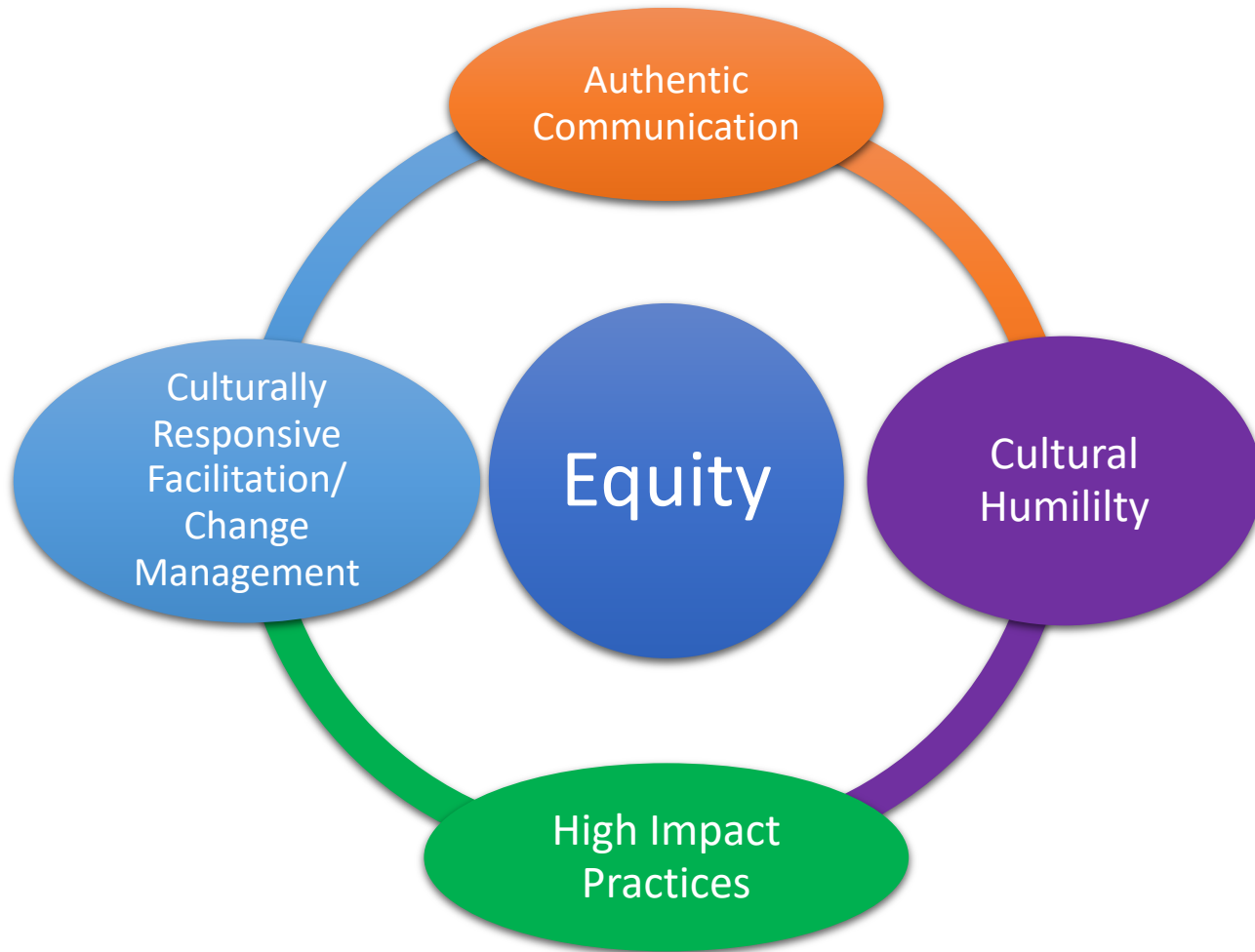
Equity Vision statement, "SMC is a dynamic and culturally responsive educational community that upholds the values of equity, inclusion and social justice as a pathway to personal and academic excellence."

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."

Equity Plan Metrics: Years 2017-18
By 2021-2022...

Access:
Applicants Who
Enroll

Retention:
Fall to Spring
Persistence

Course Completion:
Transfer Math &
English in 1 Year

Completion:
Vision Goal
(Degree or
Certificate)
Completion

Transfer:
Any Four-Year
Institution

SMC's Rationale for Goals

Focus on Racial Equity
Prioritize eliminating equity gaps experienced by racially minoritized students

Calculate Goals Based on Equity
Set numeric goals based on a calculation that envisions racial parity for the metrics
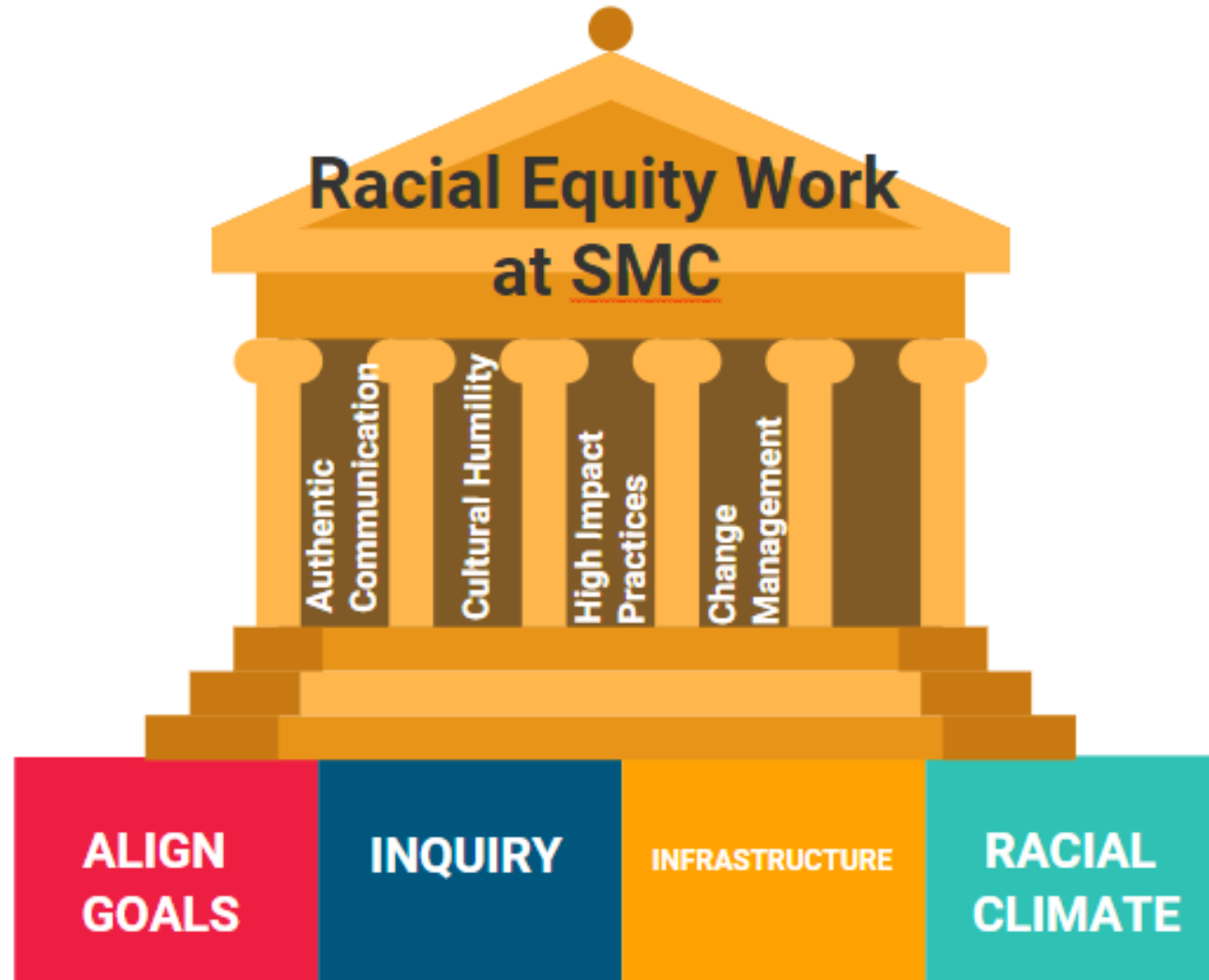
Goals are ambitious
Goals are symbolic of the College's mission and is aspirational and does not represent absolute mathematical precision
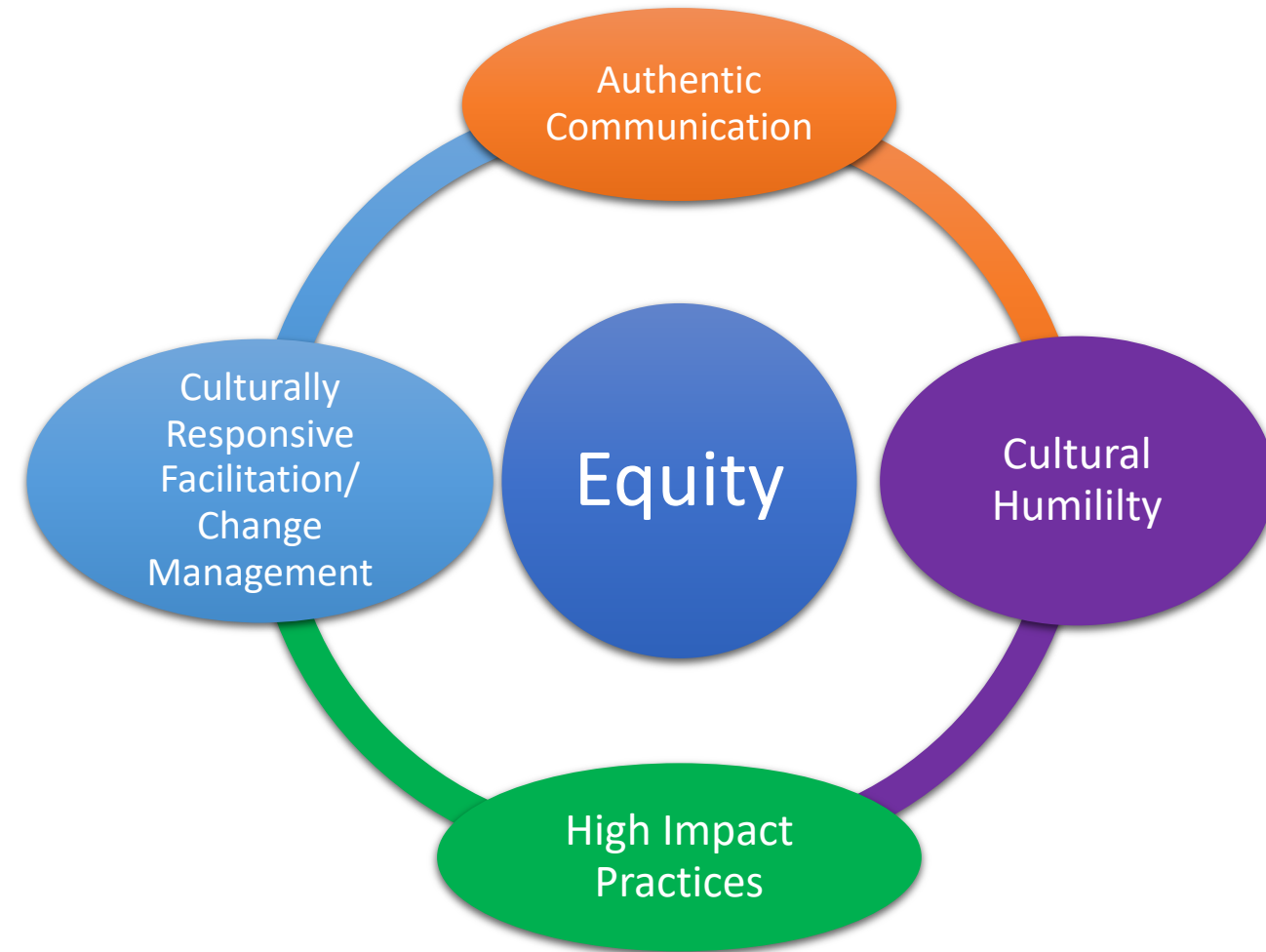
SMC's Equity Plan Goals

Metric*	Baseline Performance (2017-2018)**	Target Goal by 2021-2022 – Equity Gaps Eliminated (Improve by)***	%Increase/Decrease Over Baseline Performance
Access: Applicants who Enroll	10,284	12,004 (+1,720)	+17%
Retention: Fall to Spring Persistence	22,724	25,226 (+2,502)	+11%
Course Completion: Transfer Math & English in One Year	442	994 (+552)	+125%
Completion: Vision Goal (Degree/Cert)	2,361	3,717 (+1,356)	+57%
Transfer: Any Four-Year Institution	3,444	5,000 (+1,556)	+45%

Foundation for Equity Work at SMC

Embed equity goals into college wide planning

Authentic Communication

Culturally Responsive Facilitation/ Change Management

Equity

Cultural Humililty

High Impact Practices

- **Equity and the Institutional Effectiveness Committee:**
  - Racial Equity and Setting Ambitious Goals

- **Equity and SMC Redesign:**
  - Centering Racial Equity in the (Guided Pathways) Redesign of the SMC

Implement inquiry-based processes to eliminate racial equity gaps

Racial Equity Work at SMC

Authentic Communication · Cultural Humility · High Impact Practices · Change Management

ALIGN GOALS | INQUIRY | INFRASTRUCTURE | RACIAL CLIMATE
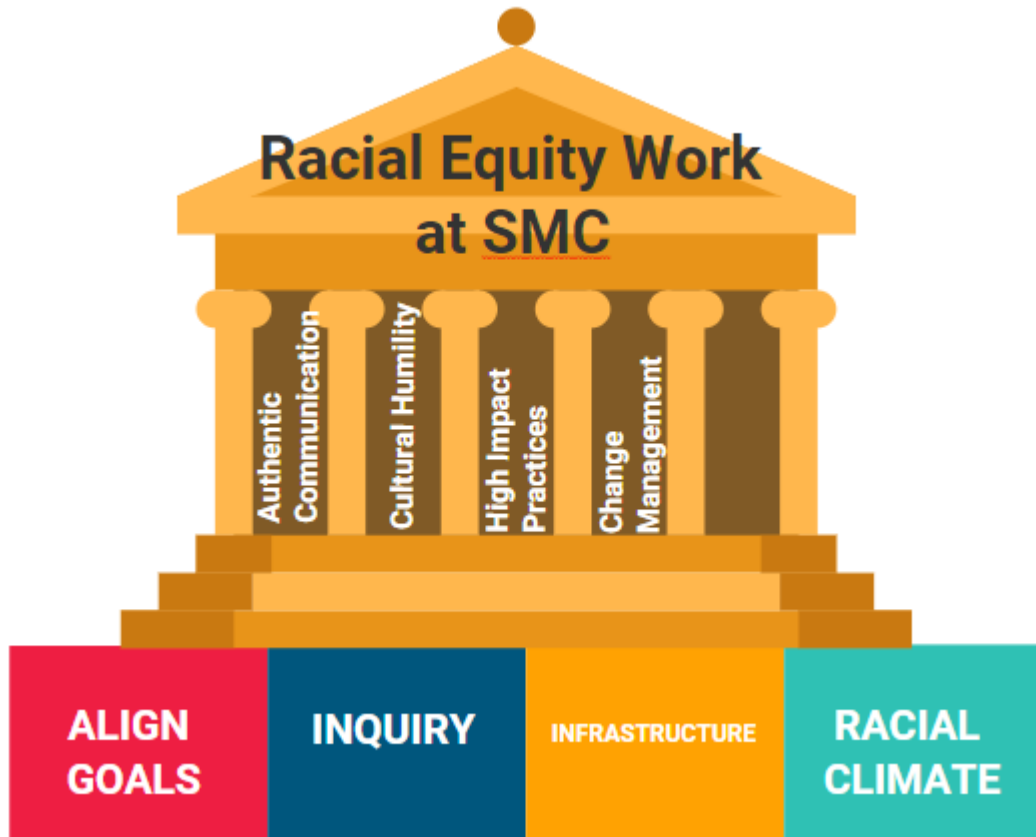
English Department:

- Implemented English Academy (2014)
- Center for Urban Education (CUE) Equity Training (2015)
- IR/Equity/Dept. Flex Day (2015)
- Faculty continue to attend *CUE* trainings, Teaching Men of Color (2015-19)

Expanding Inquiry/Equity Data Coaching:

- Vision for expanding equity inquiry

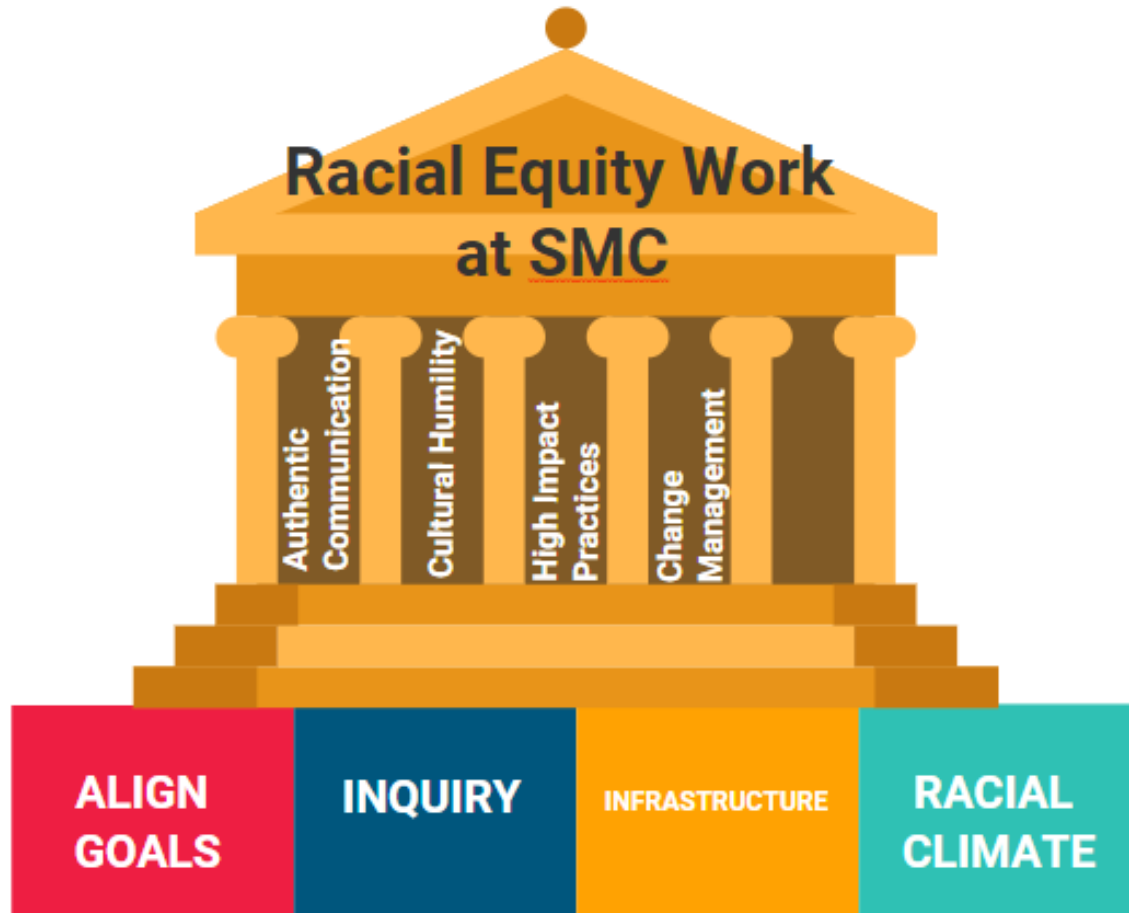# Assess and improve the racial climate across SMC
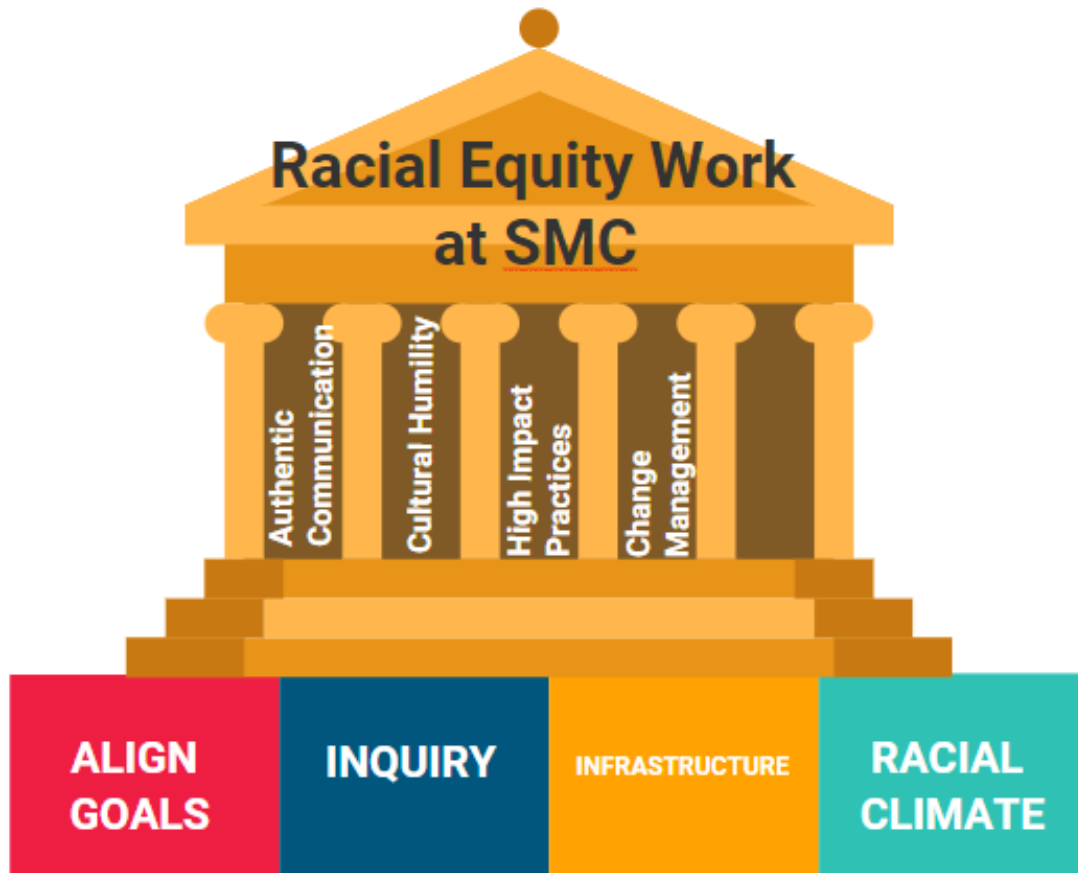
USC Racial Equity Center:
- National Assessment of Collegiate Campus Climate
- Equity Institute
- Racial Equity Leadership Academy

Community College Equity Assessment Lab
- Build capacity to serve minority males
- Training: Teaching/Supporting Men of Color

Infrastructure to eliminate racial equity gaps

Racial Equity Work at SMC

Authentic Communication | Cultural Humility | High Impact Practices | Change Management

ALIGN GOALS | INQUIRY | INFRASTRUCTURE | RACIAL CLIMATE

Systematic Approach of embedding the equity framework across campus

- ○ Leading courageous conversations around race

- ○ Visionary leadership and organizational change.

- ○ Accountability for more systemic change.

Improving Overall Success AND Closing the Equity Gaps
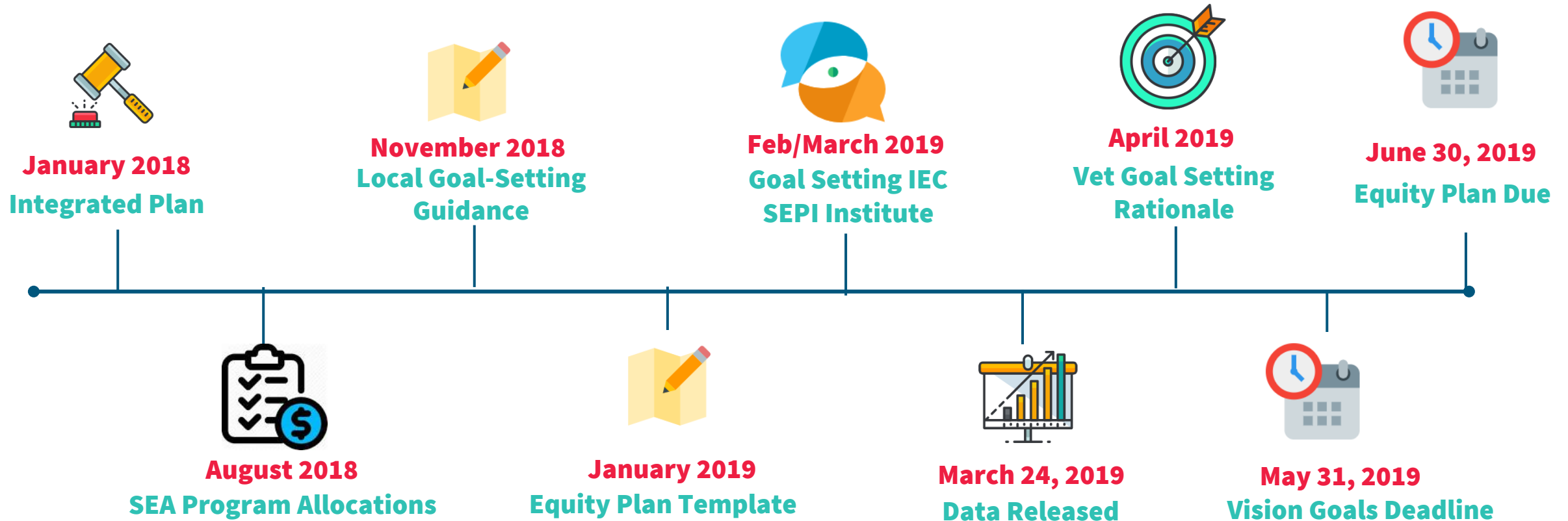
Scenario 3: Strategic Rise
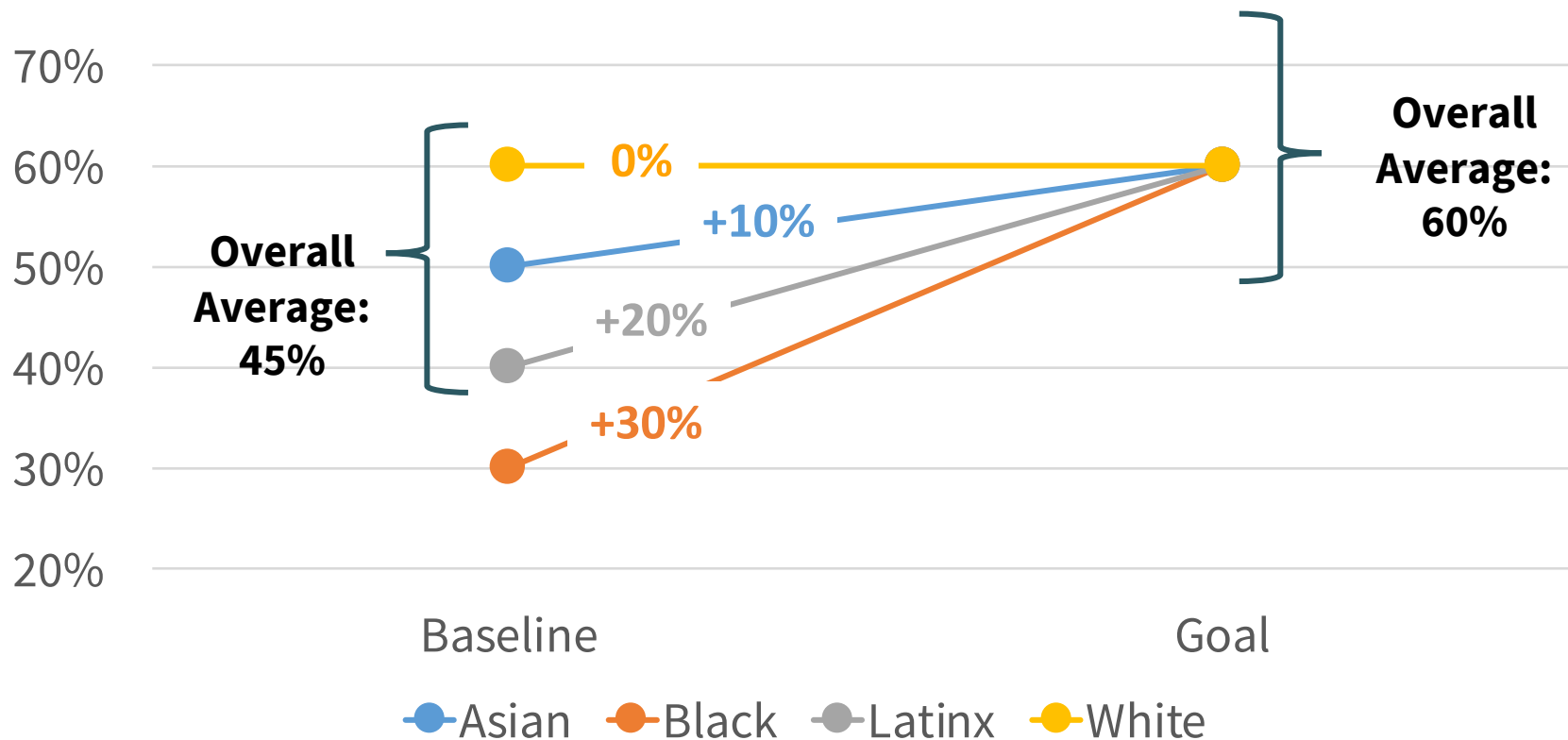
Equity can be achieved while improving the overall success by holding the top harmless and setting more aggressive goals for the lower performing groups.

*The chart is oversimplified and the data are used for illustration purposes only and do not represent SMC data

State Mandate: 2019 Equity Plan Goals

- Education Code:

January 2018
Integrated Plan

November 2018
Local Goal-Setting Guidance

Feb/March 2019
Goal Setting IEC SEPI Institute

April 2019
Vet Goal Setting Rationale

June 30, 2019
Equity Plan Due

August 2018
SEA Program Allocations

January 2019
Equity Plan Template

March 24, 2019
Data Released

May 31, 2019
Vision Goals Deadline

Vision for Success Goals: Baseline Years 2016-17

By 2021-2022…

Increase the number of students earning credentials by **20%**

Increase the number of students who transfer by **35%**

Reduce the number of units accumulated by students who completed degrees from 87 to **79 units**

Increase the number of students who get jobs in their related field to **76%**

Reduce equity gaps in 5 years; Close gaps in 10 years

Student Equity Planning: Activities

1 Align Goal Setting with IEC and College Wide Planning

- Work within the IE committee to develop and communicate a standardized rationale for setting goals, measuring progress to close equity gaps at the college.
- Set ambitious goals and mobilize other planning committees and teams to initiate priorities that close the racial equity gap at SMC.
- Engage District Planning Advisory Council, Academic Senate, SEAP, Program Review, Equity and Diversity Committee, etc. to initiate transformative change around racial equity
- Incorporate structure in measuring effectiveness of interventions and closing racial equity gaps district-wide

2 Implement Inquiry-based process to eliminate equity gaps

- Create inquiry teams: The Office IR in collaboration with appropriate campus programs and committees, will conduct a comprehensive assessment of student support services and communication/ marketing documents using an equity action research lens.
- Train inquiry team using external experts/scholars on the principles of the SMC Equity Framework and on key methods of inquiry: observations, interviews, and document review.
- Systematically map all services, activities, structures, and staffing that contribute to equity planning metrics.

Student Equity Planning: Activities (cont.)

3 **Create Infrastructure to support equity - eliminate racial equity gaps**

- Establish an "Institutional Equity Planning and Effectiveness" leader that monitors equity data and coordinates the efforts to address institutional equity gaps across every division
- Expansion of Data Coaching: IR, Center for Teaching Excellence, and Senior Staff Lead on Planning/ Effectiveness expand the existing data coaching program to include equity coaching.
- Collaborate with SMC HR, Effectiveness/Planning leader will develop programming to augment the services of Title IX and EEO training;
- Create "ombudsperson" to provide confidential space for employees to discuss issues regarding campus culture, process microaggressions and other forms of toxic workplace behavior.

4 **Improve the Racial Climate on Campus**

- CCEAL: IR and Equity/PlanningEffectiveness Leader will administer surveys that examine factors that influence student success at SMC by faculty and student services. The National Assessment of Collegiate Campus Climate (NACC) will be administered at SMC to gather data on how our students are experiencing the institution's racial climate.
- The Equity Steering Committee and Center for Teaching Excellence to create ongoing and sustained professional development.
  - Train faculty campus on the use of equity minded language
  - Create confidential spaces where our community can explore questions about race
  - SMC will create a set of Community Understandings for conversations/meetings to respect all voices.
  - Train and practice *Calling In* (Authentic Communication)