

# Building a Culture of Equity at Santa Monica College

Student Equity Committee Representatives:  
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# Discussion Outline

- Background
- Equity Research and Planning
- Activities
- Building Capacity to address  
Equity Gaps

# Santa Monica College

- Santa Monica Malibu School District is NOT the primary feeder high schools.
- “Hispanic Serving Institution”
  - 38.3% Hispanic/Latino
- Planning should intersect
  - 3SP, BSI/BSOT, Equity, Grants (HSIs, etc.)
  - Strategic Planning/Master Plan for Education
  - District Planning Advisory Committees, Program Review, Academic Senate Committees: Equity and Diversity, Professional Development, Institutional Effectiveness
- Special Programs (Black Collegians, Adelante, etc.)

# BUILDING A COMMON LANGUAGE

**Equity**

**Equality**

**(Socially Just)  
Inclusion**

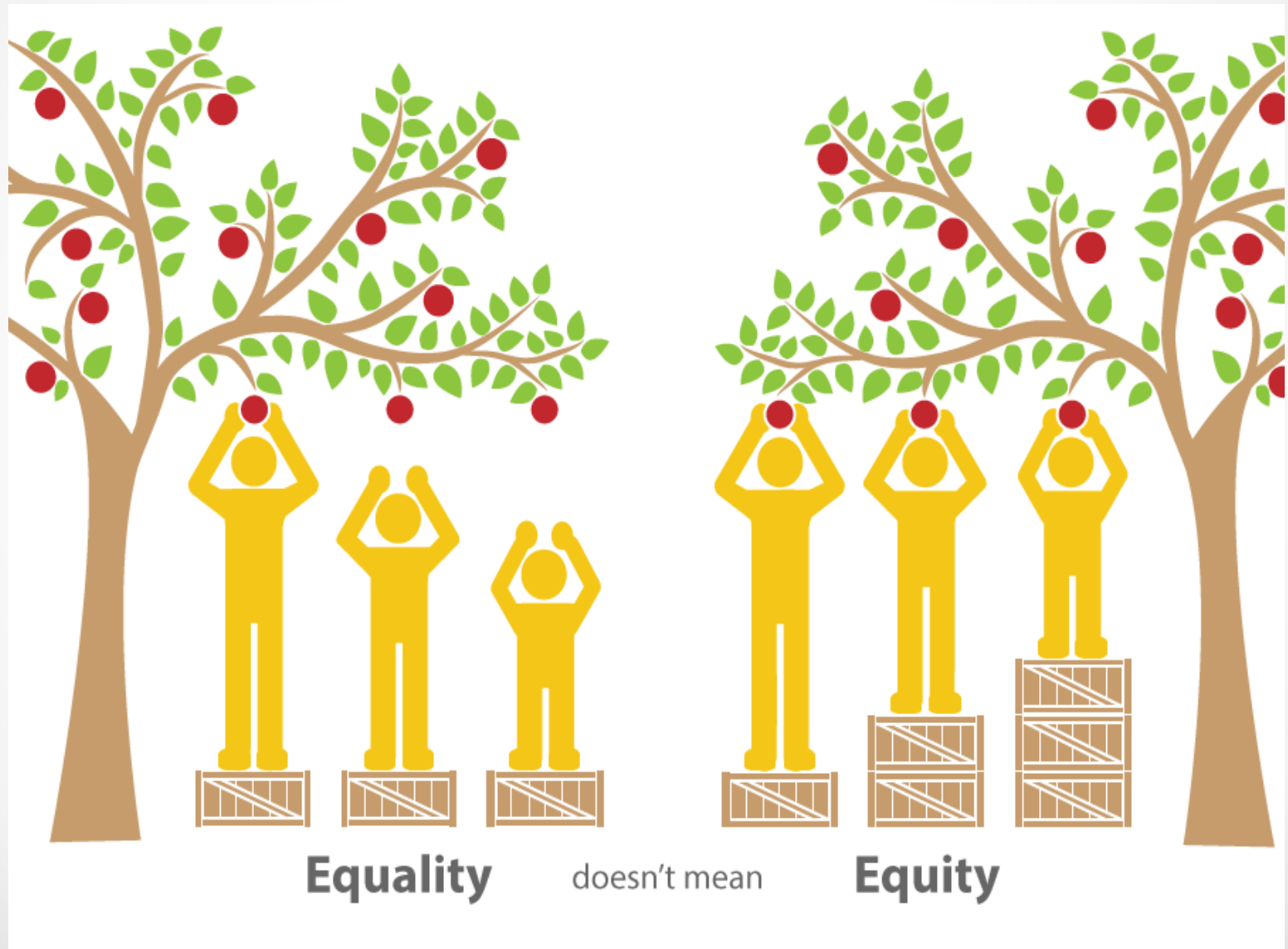
**Diversity**

# WHAT IS THE DEFINITION, EXACTLY?






## EQUITY

- Just and fair inclusion. An equitable society is one which ALL can participate and prosper.
- The goal of equity must be to create conditions that allow ALL to reach their full potential. In short, equity creates a path to true equality and social justice.



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# IE: Equity Dashboard

B. COURSE SUCCESS	FOSTER YOUTH		<b>42.6%</b> Course success rate of Foster Youth (2014-2015)	<b>69.3%</b> Overall course success – all students	<b>26.7%</b>
	BLACK		<b>55.7%</b> Course success rate of Black students (2014-2015)	<b>69.3%</b> Overall course success – all students	<b>13.6%</b>
	HISPANIC		<b>62.4%</b> Course success rate of Hispanic students (2014-2015)	<b>69.3%</b> Overall course success – all students	<b>6.9%</b>
	VETERAN		<b>65.7%</b> Course success rate of Veteran students (2014-2015)	<b>69.3%</b> Overall course success – all students	<b>3.6%</b>
	LOW-INCOME		<b>64.6%</b> Course success rate of low-income students (2014-2015)	<b>69.3%</b> Overall course success – all students	<b>4.7%</b>

# IE: Equity Dashboard

E. TRANSFER	BLACK		<b>67.9%</b> Completion rate of Black Students (2009-2010)	<b>83.5%</b> Completion rate of highest performing group (White)	<b>15.7%</b>
	HISPANIC		<b>70.2%</b> Completion rate of Hispanic Students (2009-2010)	<b>83.5%</b> Completion rate of highest performing group (White)	<b>14.0%</b>



# SMC Equity Summary

## Student Success Gaps at SMC:

- African American students are experiencing the greatest achievement gaps across all indicators.
- Hispanic/Latino students make up the largest percentage of our student body (41.3%);
  - Experience a course success rate of 62.7% (-6.6% lower than the college average)
  - Experience Basic Skills completion rates of 27% Math (-15.9% from highest avg), 45% English (-8.0% from highest avg), 26% ESL

# Student Success Programs

Equity

Guided  
Pathways

SSSP

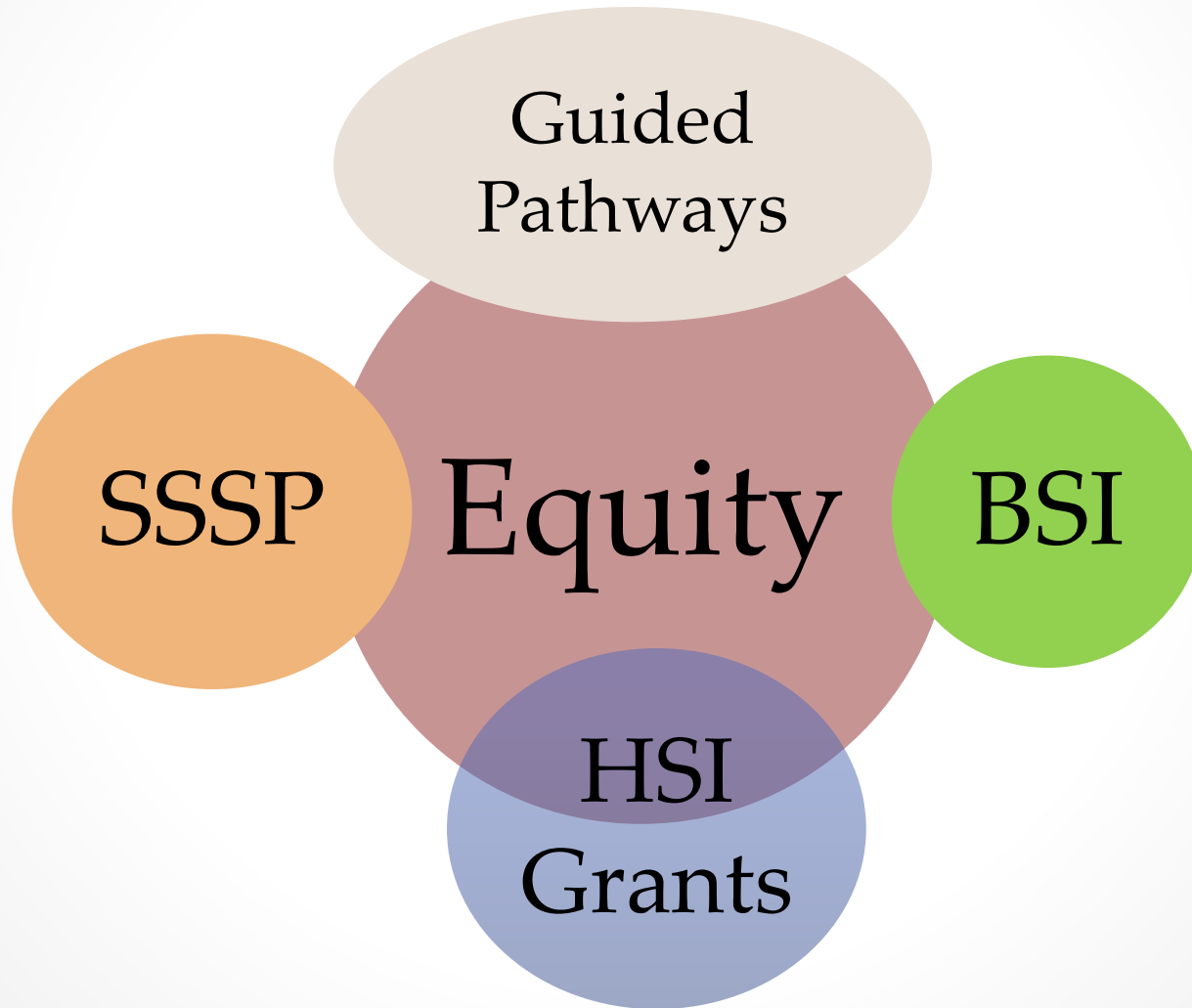
BSI

HSI  
Grants

# Reducing SMC's Opportunity/Equity Gaps

- Veronica Neal Contract:  
Consulting with Integrated  
Planning so that SMC is able to  
operationalize **Equity**:
  - Guided Pathways, SSSP, Basic Skills,  
programs are build with equity as the  
foundation.

# Integrated Planning



# Equity Centered

- **Personal Equity:** guides the process of centering one's self in equity and uncovering one's own biases, stereotypes, and privileges. (*Intrapersonal domain*)
- **Educational Equity:** Educators/Educational Leaders provide *all* students, as well as all employees, with adequate individualized support needed to reach and exceed a common standard. (*Interpersonal domain*)
- **Institutional Equity:** Policies, processes, and practices guarantee educators provide *all* students, as well as all employees, with adequate culturally informed individualized support needed to reach or exceed a common standard. (*Institutional domain*)

# Minority Male Community College Collaborative

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# M2C3

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- ✓ Administer and analyze "Community College Survey of Men"
- ✓ Conduct Focus groups with students and faculty, and classified staff.
- ✓ Provide Professional Development around findings of survey and focus groups.

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## Annual Equity Summit

*Building Institutional capacity to address the achievement gap*

SMC Equity Summits: On campus Winter "Retreats" to discuss issues of race in educational outcomes

- Dr. Veronica Neal

- Dr. Robyn D'Angelo



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## EQUITY SPEAKS\*

Faculty Conversations • Fall 2017



 **EQUITY**  
Faculty Conversations • Fall 2017  
All SMC Faculty are invited to join us for an important series of discussions on Equity for our students. We will take a look at how equity is different from equality, and why it is so important to focus on equity at SMC.  
September 20<sup>th</sup>,  
October 18<sup>th</sup>, &  
November 29<sup>th</sup>  
12:00 to 1:00  
M104 (The Center)

SANTA MONICA COLLEGE EQUITY COMMITTEE 

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*(Institutional domain)*

## Campus Wide and Departmental FLEX Days

CLAIMING IDENTITY AND FOSTERING  
PASSION: EQUITY IN STUDENT SUCCESS AT  
SMC



**OUR CAMPUS, OUR STUDENTS**

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# Center for Teaching Excellence



**Faculty Summer Institute 2017**

The 5th Annual FSI takes place **July 31st through August 10th**

Visit [www.smc.edu/TheCenter](http://www.smc.edu/TheCenter) for more information or to **APPLY NOW!**

**Applications Due Monday, April 17th, 2017**

**Previous Participants ENCOURAGED to Apply Again!**

- Technology
- Culturally Responsive Pedagogy
- Excellence in Teaching
- Curriculum Design/Redesign

## Create an Active Classroom with Reading Apprenticeship



**100%** of Reading Apprenticeship survey respondents agreed that they would recommend this course to colleagues.  
"I recommend this course to all teachers. It has been life-changing for me!" - Survey Respondent

**94.4%** of respondents agree that the information and presentation of this course were effective in promoting learning.

**100%** of Reading Apprenticeship survey respondents agreed that this course should be offered again.  
"Everything I learned will be useful in the classes I teach." - Survey Respondent

"This was among the most useful professional development training I have completed in my 13+ years as an educator." - Survey Respondent


**CLICK HERE**  
[TheCenter@smc.edu](mailto:TheCenter@smc.edu)  
**TO APPLY**

**Applications due by: Wednesday December 9th, 2015**

Session runs from **February 16th to March 25th 2016**

\*Pending Funding

Faculty are encouraged to apply with colleagues in the same department.  
The Center for Teaching Excellence will pay the cost of the course for participating faculty.  
Faculty will also receive a stipend at the end of the program.



## DEMOCRATIZING DATA DATA TOOLS

SMC Workshop Series Fall 2017

Using Tableau and Chancellor's Office Data Mart to Find Data on Your (Instructional) Program  
1:15 - 2:45 M104 (The Center)

Introduction to the LaunchBoard, a Suite of Tools for CTE and non-CTE Programs  
12:45 - 2:15 M104 (The Center)

Making Meaning of Your Program or Course Equity Data  
2:00 - 3:00 M104 (The Center)

**Click Here to RSVP**

SANTA MONICA COLLEGE Institutional Research

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## Equity Core Teams

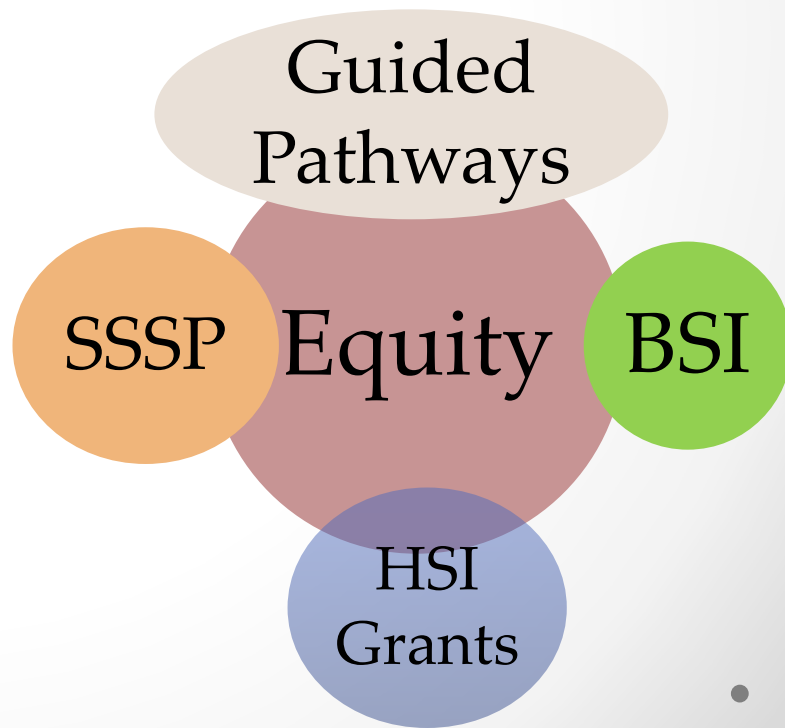
- Learn to identify equity gaps in outcomes
- Facilitate discussions around the data that addresses racial inequity
- One on one interactions AND small group discussions



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## National Conference on Race and Ethnicity



*Challenges: We have created spaces to discuss equity gaps, but how do we build capacity to solve our issues?*

**Articulate Equity  
Vision, Mission, and Core  
teams**

# Review of SMC Equity Vision

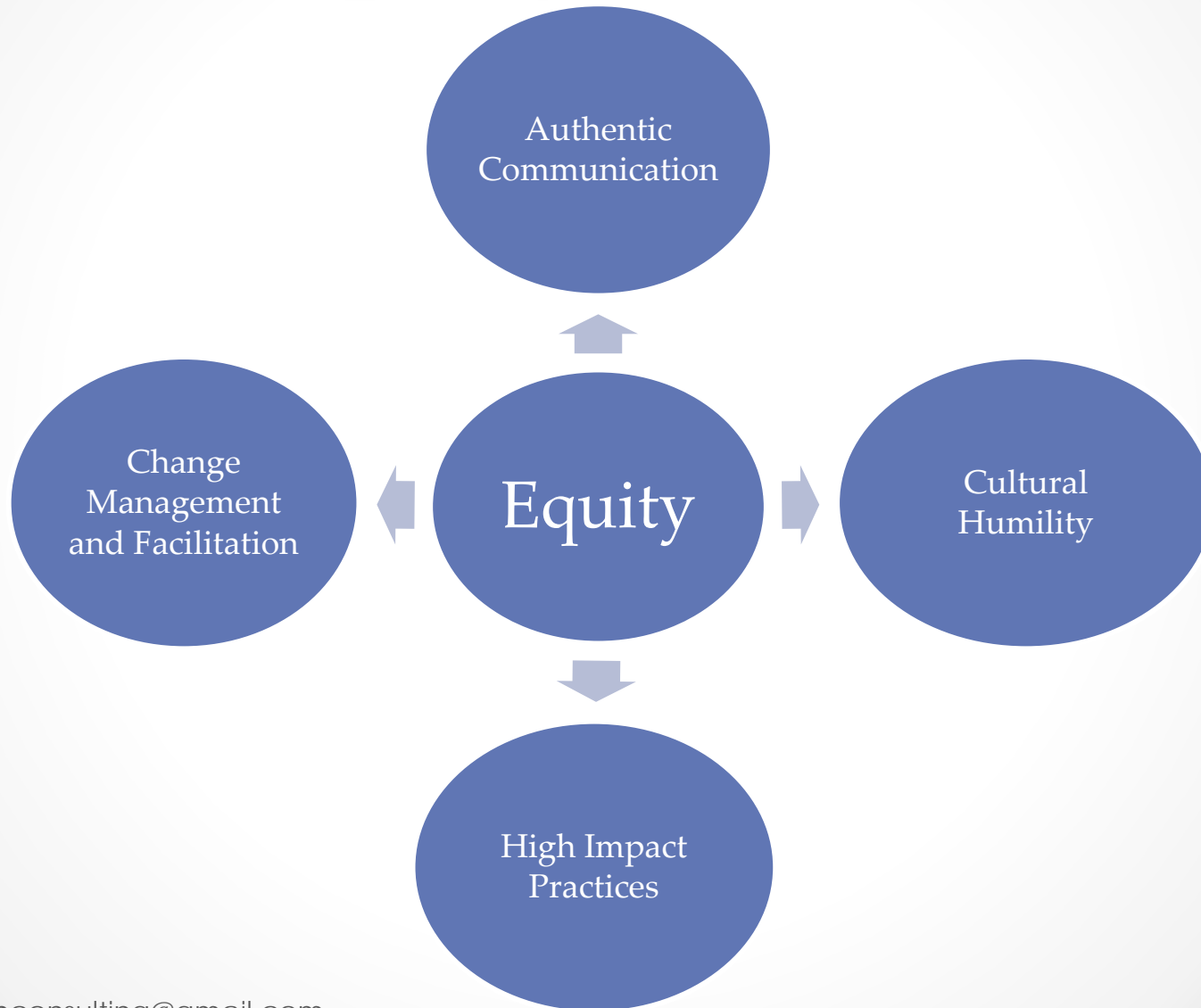
SMC is an dynamic and cultural responsive educational community that upholds the values of equity, inclusion, and social justice as a pathway to personal and academic excellence.

# Review of SMC Equity Mission

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.



# SMC Equity Framework



# Integrated Planning Goals

- Santa Monica College will embrace student equity as a core value for which all will take responsibility.
- Decrease the time to completion for degree, certificate, employment outcomes, and transfer, particularly for groups experiencing equity gaps.
- Increase the persistence, completion, and success in all courses, particularly the ESL and English and math sequences, for African-American and Latino/a/x students and other groups experiencing equity gaps.
- Increase the overall number of degrees and certificates awarded and successful employment outcomes for African-American and Latino/a/x students and other groups experiencing equity gaps.
- Increase the overall number of students who are transfer prepared and successfully transfer among African-American and Latino/a/x students and other groups experiencing equity gaps.

# Consolidated Categorical Programs: Student Equity and Achievement Program

- The new program is intended to be used to help implement **Guided Pathways** and to help meet the equity goals in the **Vision for Success (40% reduction in equity gaps locally, and 100% reduction regionally)**.
- Reiterates the requirement that colleges implement AB 705, and adds language that requires college to conduct research to inform the delivery of additional academic and financial aid support services.