

Dear managers,

We are currently evaluating our funding of equity projects across the campus. Prompted by a possible reduction in funding, we are hoping to justify and clarify the expenditures of our yearly allocations. As we look to further align our funding of employees and programs at Santa Ana College, we will focus our attention to innovative programs and services for our disproportionately-impacted student populations.

Since you supervise an employee who is currently funded through our categorical equity allocation, we would appreciate your reflection on the following questions related to the work of your equity-funded employee and the position they currently hold.

Prior to completing this survey, please review [Santa Ana College's 2019-2022 Student Equity Plan](#). Our [Student Equity and Achievement Program Committee webpage](#) is also a good resource for information about our ongoing activities.

Please return completed survey to Cristina Miranda [Miranda Cristina@sac.edu](mailto:Miranda.Cristina@sac.edu), by Friday, July 31.

Your time is appreciated.

Name of Employee:

Name of Supervisor/Manager:

Name of Department/Division/Area:

1. The mission of the Student Equity and Achievement Program (SEAP) Committee at Santa Ana College is to boost achievement for all students with an emphasis on eliminating opportunity gaps in the areas of access, retention, completion, etc. To do this we make recommendations on how equity funding is allocated, evaluate the use of that funding, and explore strategic ideas grounded in institutional research in order to support an education free from racism and sexism, homophobia and any other assumptions and prejudices.

Please describe how your employee's current position aligns with the mission statement of Santa Ana College's SEAP Committee (provide specific examples).

2. Equity funding is designed to address opportunity gaps that persist for a variety of traditionally disproportionately-impacted students including foster youth, first-generation students, students with disabilities, low-income students, veterans, LGBTQIA students, homeless students, and students in specific ethnic and racial categories.

In thinking about the current position your employee holds, please describe how the position aligns to reduce opportunity gaps for the students listed above, rather than serving all students (provide specific examples).

3. Santa Ana College's 2019-2022 Student Equity Plan addresses five specific metrics we are working to attain with our equity work on campus; a) increase transfer to a four-year institution, b) increase degree completion, c) increase retention of students, d) increase enrollment of students who apply to SAC, and e) increase completion of transfer-level Math and English in the first year.

Please describe how your employee's work helps to address our Student Equity Plan goals (in your response, please provide specific evidence that they are positively impacting disproportionately-impacted groups).

As we continue our commitment to student equity at Santa Ana College, we recognize that anticipated budget cuts to our SEAP funding will motivate us to make better decisions for our students. While we begin a multi-year plan to align our funding with our equity goals, we highly encourage you to explore alternative funding for your employee, if appropriate.