2022-2025 Student Equity Plan DRAFT – outline.v1

For our **2022-2025 Student Equity Plan** our disproportionately impacted group of focus will be our Black/African American student population. However, we will design with both our Black & Latinx students in mind given that many of the supports that might benefit one group will also benefit the other.

Strategic Plan Draft Goals & Objectives that Might Overlap

(Potentially/Ideally all of them)

Educational Excellence: Provide clear information, reliable access and intentional support at the onset for our Black & African American students.

Targeted outreach for Black/African American students.

- *Umoja*
- *a2mend*

Community Collaboration: We will support all of our Black/African American students' in achieving their educational and career goals and contributing to the greater good of our community.
Foster community partnerships with K-12 districts and regional businesses - identify how/what might benefit Black/AA students.

Completion Culture: Increase 3-year graduation rates for Black/AA students
Remove barriers to completing degrees and certificates for Black/AA students.

Equity & Antiracism: Close equity gaps for Black/AA students

Innovation & Effectiveness: Early Alert System for Institution to Review/Monitor Student Success & Completion & Technology for Students to Review/Monitor Their Own Successes/Completion & hold institution accountable

Scale up high impact practices and programs geared toward Black/AA student populations
1. Expand Umoja and A2MEND programs
   a. Faculty training program
   b. Additional coordinators or reassigned time

2022-2025 Student Equity Plan DRAFT – outline.v1

Student Equity Plan Metrics for Our Black/African American Students

Metric	Current Structure *What is the college's current process/practice/policy/culture that impedes equitable outcomes for this population?*	Ideal Structure *What equity minded process/practice/policy/culture would facilitate a shift to equitable outcomes for this population?*	Action Steps *How do you plan to move from the current practice to a more ideal practice in order to achieve your stated goal?*	Audience or Recipient for process/practice/policy/culture change
Successful Enrollment (Enrollment Rate)	**Instruction:** ● Deficit mindset ● lack/limited flexibility ● Lack of diversity with faculty ● Limited OER ● Lack of mandated PD related to equity ● Faculty evaluation process ● Refusal to explore exit interview for students in webadvisor **Student Services:** ● Generic outreach ● Poor communication/ lack of follow up ● lack/limited flexibility ● Lack of mandated PD related to equity **Business Services:** **Other:** ● More availability of technology - digital divide ● Website/Self-Service/Registration/Mobile-Friendly	Instruction: Student Services: Business Services: Other:	Instruction: Student Services: Business Services: Other:	Instruction: Student Services: Business Services: Other:

2022-2025 Student Equity Plan DRAFT – outline.v1

Metric	Current Structure *What is the college's current process/practice/policy/culture that impedes equitable outcomes for this population?*	Ideal Structure *What equity minded process/practice/policy/culture would facilitate a shift to equitable outcomes for this population?*	Action Steps *How do you plan to move from the current practice to a more ideal practice in order to achieve your stated goal?*	Audience or Recipient for process/practice/policy/culture change
Completion of Transfer-Level Math & English	**Instruction:** ● Currently offering pre-transfer level courses in Math. ● We don't look at equity data related to transfer level course success, and develop targeted PD, policies, etc. to address what we need to change. ● We don't have enough tutoring/support programs that focus on the individual student. ● Revive and expand tutoring services **Student Services:** ● Not enough targeted Outreach that directs students to take the transfer level course in their first year. ● Programs w/high schools in urban high schools that	Instruction: Student Services: Business Services: Other:	Instruction: Student Services: Business Services: Other:	Instruction: Student Services: Business Services: Other:

	communicate our believe in student's capacity. ● When a student applies to the college, and has identified as black/African American, we don't have a targeted outreach effort that reaches out to that student. **Business Services:** **Other:**		

2022-2025 Student Equity Plan DRAFT – outline.v1

Metric	Current Structure *What is the college's current process/practice/policy/culture that impedes equitable outcomes for this population?*	Ideal Structure *What equity minded process/practice/policy/culture would facilitate a shift to equitable outcomes for this population?*	Action Steps *How do you plan to move from the current practice to a more ideal practice in order to achieve your stated goal?*	Audience or Recipient for process/practice/policy/culture change
Retention (Term Persistence)	**Instruction:** • Instructors do not have a systematic way to notify support services as the college does not have an early alert system. Some instructors may reach out to the Success Coach, but it is not a consistent process. • Cannot mandate faculty or staff to attend anti-racism professional development. • Hire more Black/AA tutors) • Hire more Black/AA/Brown faculty **Student Services:** • Support is relied heavily upon Umoja. • There is not a systematic way for students to reach out for help and SS also does	Instruction: Student Services: Business Services: Other:	Instruction: Student Services: Business Services: Other:	Instruction: Student Services: Business Services: Other:

	not have to monitor students until after they have been put on probation or dismissed. Once on probation, we do not have a disaggregated list to be more intrusive with our Black & African American students. • Do not have a dashboard to upload cohorts of students who are on probation to be intentional in support. Need the names and student information. • Complaint process through Student Affairs is not a streamlined process. Students who may experience a racist or unsupportive encounter do not have an avenue to voice their concern. The only process is through student conduct and that is hard to navigate and locate. **Business Services:** • Fees: What are doing to support students who		

	may have an outstanding fee, example in the library. **Other:** • The culture needs to be shifted from a student deficit mindset. • Student marketing needs to reflect our Black & African American students to see themselves as a part of the community.			

Metric	Current Structure *What is the college's current process/practice/policy/culture that impedes equitable outcomes for this population?*	Ideal Structure *What equity minded process/practice/policy/culture would facilitate a shift to equitable outcomes for this population?*	Action Steps *How do you plan to move from the current practice to a more ideal practice in order to achieve your stated goal?*	Audience or Recipient for process/practice/policy/culture change
Completion	**Instruction:** • We tend to only include contributions from white sources as opposed to diverse sources.	Instruction:	Instruction:	Instruction:

2022-2025 Student Equity Plan DRAFT – outline.v1

	• Lack of diversity in our faculty. • We aren't ready to meet students where they are. • Faculty lack professional development opportunities. • We do not require faculty training in DEI areas nor do we do we evaluate instruction based on DEI content. • We don't have a neutral place for students to report bias from instructors. **Student Services:** • Students being treated rudely or with contempt when seeking services. **Business Services:** **Other:**	Student Services: Business Services: Other:	Student Services: Business Services: Other:	Student Services: Business Services: Other:

2022-2025 Student Equity Plan DRAFT – outline.v1

Metric	Current Structure *What is the college's current process/practice/policy/culture that impedes equitable outcomes for this population?*	Ideal Structure *What equity minded process/practice/policy/culture would facilitate a shift to equitable outcomes for this population?*	Action Steps *How do you plan to move from the current practice to a more ideal practice in order to achieve your stated goal?*	Audience or Recipient for process/practice/policy/culture change
Transfer	**Instruction:** **Student Services:** **Business Services:** **Other:**	Instruction: Student Services: Business Services: Other:	Instruction: Student Services: Business Services: Other:	Instruction: Student Services: Business Services: Other: