

2022 - 2025 Student Equity Plan

Classified Senate
April 5, 2022



Agenda

01 What is the Equity Plan?

02 '19 - '22 Equity Plan Recap

03 '22 - '25 Template

04 RP Group Equity Framework

05 Miramar Planning Process



What is the Student Equity Plan?

- ❑ What is disproportionate impact (DI)?
- ❑ How is it calculated?
- ❑ Which student groups are disproportionately impacted?



Guided Pathways & Vision for Success

Alignment of Plans / Framework



Race-Conscious Design

Prioritize DI groups;
USC CUE feedback



Activities → Systemic Design

Leverage existing work and
address campus reform



'22-'25 Plan

Components

EQUITY GAPS

The populations under each indicator are experiencing collegewide disproportionate impact. These groups have significant opportunity gaps compared to the most successful group(s) on campus. Groups experiencing disproportionate impact require additional support, services and resources to increase success and mitigate gaps.

ACCESS

- American Indian/Alaska Native
- African American Native
- Hawaiian/Pacific Islander
- Foster Youth
- Veteran

RETENTION

- Latinx
- African American
- White
- LGBTQ

COMPLETION OF MATH & ENGLISH

- Latinx
- African American
- White
- Foster Youth
- Veteran
- Economically Disadvantaged

TRANSFER

- Latinx
- American Indian
- Pacific Islander
- Foster Youth
- LGBTQ

DEGREE OR CERTIFICATE

- African American
- American Indian
- Pacific Islander
- LGBTQ

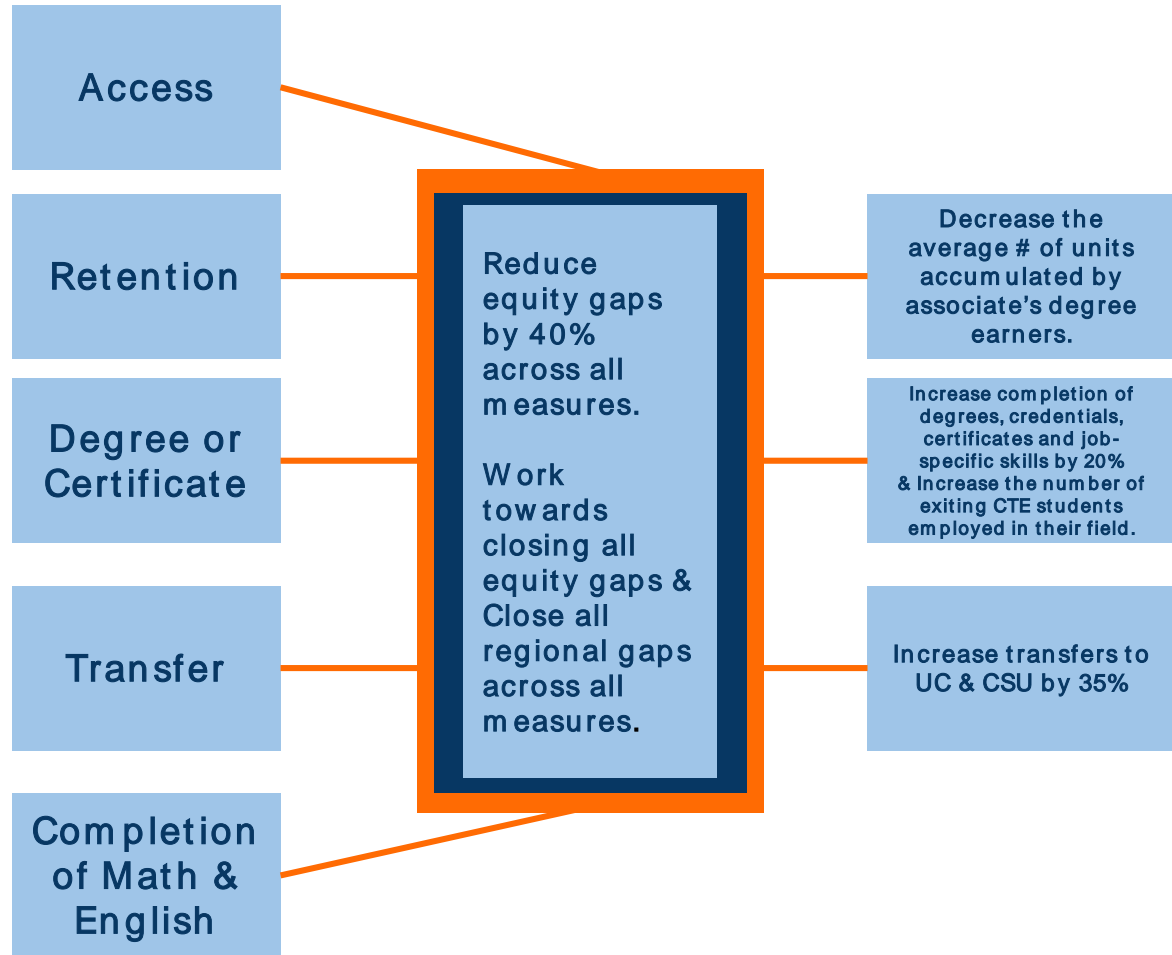
Status report

	Details	Campus-wide equity approach [Race-consciousness, planned equity progression]
	Contacts	Project lead(s);- Nessa Julian & Daniel Miramontez; President; VPI; VPA; VPSS; Academic Senate President; GP Coordinator
	Equity Plan Reflection	'19-'22 activities summary; Key initiatives /projects/activities; Evidence of decreased DI; '22-'25 planning efforts [<i>Executive Summary</i>]
	Student Populations (DI)	Campus use CO data and college data; Identify “main” student population experiencing DI. Select group for each metric. Can add additional groups not listed.
	Metrics	Evaluation narrative includes: <i>Structure evaluation; Ideal Structure; Planning & Action; Budget; CCCC Resources; Target Outcomes</i>
	Survey	Guided Pathways; Financial Aid; Basic Needs; Zero-Cost Textbook; LGBTQ+; Mental Health

Guided Pathways & Equity

	Clarify the Path	Enter the Path	Stay on the Path	Ensure Learning
Access	✓	✓		
Retention	✓		✓	✓
Completion of Math & English	✓		✓	✓
Transfer	✓	✓	✓	
Degree or Certificate	✓		✓	✓

Vision for Success & Equity



Equity Definition

“Equity is the framework and practice in which historically marginalized and minoritized populations (based on race, economic class, gender identity, sexual orientation, ability, and/or disproportionately impacted) are provided the resources, opportunities, and education to achieve success –from access through completion. Equity addresses systemic inequalities through the implementation of evidence-based policies, programs, procedures, and legislation which inform strategic and intentional resource allocation, support structures, and opportunities in order to ameliorate the impacts from past and current inequalities.”

Build an environment that embraces diversity, equity, inclusion, anti-racism, and social justice for the benefit of the college community

Strategic Direction 1

Systemically update college processes, programs, and practices within a comprehensive equity framework for equity-minded practices in the workplace, the classroom, and support programs/services.

Strategic Direction 2

Establish comprehensive professional development for the campus community to increase capacity around and engage in equity, diversity, inclusion, social justice, and anti-racism.

Strategic Direction 3

Systematically review, develop and incorporate equity-minded practices in:

- 1) culturally responsive instructional pedagogy
- 2) student-centered, and
- 3) recruitment, screening, and retention of employees

Strategic Goal # 5 DEI

RP Group Equity Framework

Equity-
Minded

Distributed
Leadership



Cultural
Humility

Evidence-
Based

RP Group Equity Framework



Equity-Minded

is a perspective or lens underpinning the operations of the organization that centers on recognizing and redressing systems of oppression in its policies, practices, and actions. This underpinning includes: self-reflection, examining and prioritizing who is/has been most directly impacted, and interrogation of the status quo to ensure equity is at the forefront of the work.



Cultural Humility

is the ability to reflect critically upon and acknowledge our own biases, perspectives, shortcomings, and limitations of our expertise as part of the process of learning and building the capacity to improve our community and the communities we serve; honoring the work, voice, and perspectives of those who have an experience with our institutions.



Distributed Leadership

is an equity-minded approach to leadership. DL is a collective commitment to lead and implement change, unified by a shared vision. It welcomes a variety of perspectives and leadership potential and is not limited to one person or position; ensuring those impacted by implementing the vision are valued, included, and empowered to implement change within their roles.



Evidence-Based

is a commitment to collecting and analyzing data from multiple sources and perspectives to identify problems as well as solutions; recognizing that something does not work unless it works for all; and integrating both quantitative and qualitative analyses to provide necessary context/perspective.

A top-down view of a collaborative workspace. In the center is a silver laptop with a black keyboard. To the left, a person's hand in a blue suit sleeve holds a blue pen over a tablet. Another hand is visible at the bottom left, also holding a tablet. To the right, a hand is on a mouse. The background shows a white desk with a white mug, a pencil, and a green ruler. The entire image has a blue tint.


Assessment Tool

Applying the Equity Framework to the Student Equity Plan

Component:
Equity
Minded

Metric:
Transfer-level
Math &
English

DI Group:
African
American

Component and Guided Questions	Current standing/progress	Next steps and/or supports
 <p>Equity-Minded is a perspective or lens underpinning the operations of the organization that centers on recognizing and redressing systems of oppression in its policies, practices, and actions. This underpinning includes: self-reflection, examining and prioritizing who is/has been most directly impacted, and interrogation of the status quo to ensure equity is at the forefront of the work.</p>		
1. Consider and prioritize groups that have been historically marginalized? <ul style="list-style-type: none"> African American; 	Success and progress: <ul style="list-style-type: none"> Creation of English 101X and Math 96X; 116X; 119X ASC tutor training for culturally responsive tutoring 	Next steps or areas of focus: <ul style="list-style-type: none"> Review PREDD with English and Math faculty Culturally responsive practices Focused workshops for DI groups Collaboration with faculty, ASC, depts. on campus (EOPS, Black Studies, Ethnic Studies)
	Challenges and barriers: <ul style="list-style-type: none"> Intentional outreach for DI groups to enroll in math and English X courses 	Support and resources needed:
2. Address or redress past or current practices, processes, and/or systems that produced inequities? <ul style="list-style-type: none"> Basic Skills (Pre-AB 705) Counseling/Placement into transfer-level math and English Lack of academic support 	Success and progress: <ul style="list-style-type: none"> 2019-2022 Student Equity Plan activities FLOC & DECC 	Next steps or areas of focus: <ul style="list-style-type: none"> Encourage all faculty to review PREDD Equity-minded program review Guided Pathways and Equity <ul style="list-style-type: none"> Learning Communities and/or focused counseling support
	Challenges and barriers:	Support and resources needed:
3. Contribute to a culture that will enable growth and improvements focused on equity?	Success and progress:	Next steps or areas of focus:
	Challenges and barriers:	Support and resources needed:
4. Use language, process, or practice is open and welcoming to all groups?	Success and progress:	Next steps or areas of focus:
	Challenges and barriers:	Support and resources needed:

Structure Evaluation

Current Structure

Select the current structure focus—reflecting on both instruction and student affairs processes, policies, practices, and culture.

Instruction

What is the college's current process/policy/practice/culture that impedes equitable outcomes for this population?

Character: 0/2500

Student Services

What is the college's current process/policy/practice/culture that impedes equitable outcomes for this population?

Character: 0/2500

Business Services

Other

Ideal Structure

Select the ideal structure focus—reflecting on both instruction and student affairs processes, policies, practices, and culture.

Instruction

What equity-minded process / policy / practice / culture would facilitate a shift to equitable outcomes for this population?

Character: 0/2500

Student Services

Business Services

What equity-minded process / policy / practice / culture would facilitate a shift to equitable outcomes for this population?

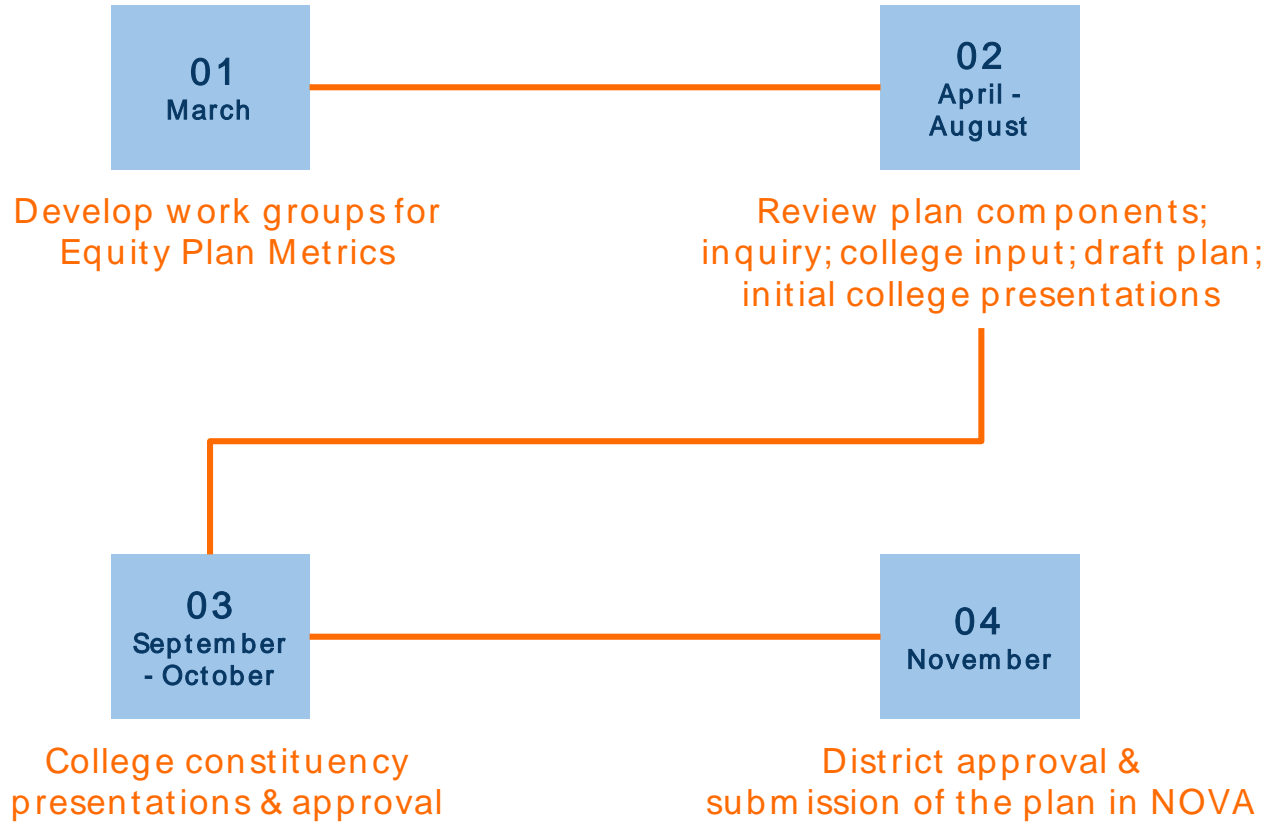
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Other

**Intersections of
Strategic Goal 5
&
Equity
Framework**

	Strategic Direction 1	Strategic Direction 2	Strategic Direction 3
Equity-Minded	✓	✓	✓
Cultural Humility	✓	✓	✓
Distributed Leadership	✓	✓	✓
Evidence-Based	✓	✓	✓

Planning Timeline



Workgroups

Organized by equity plan metrics
& DI group data

Campus Forums

College-wide discussion

Constituency Involvement

Senate meetings;
Committee presentations/input

Target
Board
Approval
Date



November 10, 2022