



# **STUDENT EQUITY PLAN 2025-2028**

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**LEAD Faculty Equity Coordinator**

**Per ardua ad astra!**

## **SEP Goals & Strategies**



# SEP

## Assurances:

- **[Inclusive Process]**
  - Formal Processes – Governance & constituency involvement
  - Informal Processes – Participation in SEPI
  - Campus Engagement – Equity history story; department meetings; campus forums; summer workgroups
- **[Race Conscious]**
  - Equity definition calling out race
  - Equity plan data dashboard – disaggregated data and crosstabs to address intersectionality of student demographics
- **[On-Going Local Review]**
  - Development of committee goal setting and timeline
  - Assessment built into PIER Committee review
  - Incorporating intentional planning through annual Equity & Planning Summits

# SEP

## Contacts:

- **[Project Lead]** Nessa Julian
- **[Alternate Lead]** Carmen Carrasquillo
- **[Approver-President]** Wesley Lundburg
- **[Approver-VP Administrative Services]** Maria Battiste
- **[Approver-VP Instruction]** Michael Odu
- **[ApproverVP Student Services]** Adrian Gonzales
- **[ApproverAcademic Senate]** Rodrigo Gomez
- **[Approver-Guided Pathways]** Michael Odu

# 22-25 SEP Reflection:

- **[Resources]**
  - Funding {NASSSP Grant; CRPP Grant; AANHPI SAP; H.S.I; Basic Needs; LGBTQ; Rising Scholars}
- **[Data]**
  - Equity Data Dashboard; PREDD
- **[DI Representation in Staffing]**
  - Pilot of Anonymous Screening
- **[Professional Development]**
  - CREATE Program
  - H.S.I. Series
- **[Culturally Responsive Programs/Services]**
  - Resource Centers
  - EOY Affinity Celebrations
- **[Culturally Responsive Curriculum]**
  - Ethnic Studies Courses
  - PEARL paired courses





**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 that inform strategic and intentional resource allocation, support structures, and opportunities in order to ameliorate the impacts from past and current inequalities.**

## SEP Metric Highlights:

## Successful Enrollment

- [Black/African American]** We have a goal to increase successful enrollment of African American/Black students **by 6.4%** by 2028. The campus will increase K-12 support to increase enrollment in early credit programs and meet demands for course offerings.
- [White incl. Middle Eastern and North African]** To increase support for family engagement, strategies will include using **culturally responsive** and appropriate communication, more inclusive and flexible learning opportunities, and more dialogue with families for enhanced partnerships.
- [Native American]** The campus will increase their outreach and recruitment to local Native American communities. A taskforce will be formed to **assess the effectiveness** of college equity efforts in advancing equity goals for Native American student groups.
- [Pacific Islander]** The campus will **increase their outreach** and recruitment to Pacific Islander communities.
- [Non-Binary]** The campus will promote LGBTQIA+ support services and community building through creating safe spaces, increasing **educational programming**, and implementing inclusive policies.

# SEP Metric Highlights:

## Transfer Level Math & English

**[Black or African American]** We aim to increase the percentage of Black/African-American students completing transfer-level English and math *by 12.2%* by 2028.

**[Hispanic/Latinx]** The college also aims to increase the percentage of Latinx students completing transfer-level English and math *by 10.7%* by 2028.

**[First Generation]** We additionally aim to increase the percentage of First Generation students completing transfer-level English and math *by 8.2%* by 2028.

**[Veteran]** To close equity gaps, we have a goal to increase the percentage of Veteran students completing transfer-level English and math *by 8.6%* by 2028.

**[Homeless]** We have a goal to increase the percentage of Unhoused students completing transfer-level English and math *by 6.6%* by 2028.

**[LGBT]** We seek to increase the percentage of LGBTQ+ students completing transfer-level English and math *by 6.6%* by 2028.

**[Native American]** We will aim to increase the percentage of Native American students completing transfer-level English and math *by 20.1%* by 2028.



## SEP Metric Highlights:

### Transfer Level Math & English

Establish structured learning communities (**Puente, Umoja and First Generation Programs**) with linked courses with smaller class sizes, culturally responsive pedagogy, embedded tutors and counselors (both academic and mental health), mentorship, and student research/presentation and conference opportunities.

We will increase cross-departmental dialogue to explore linking English C1000 and Stats C1000 and English C1000 with an Ethnic Studies or Personal Growth course, as well as other potentially **promising paired courses**.

Paired course planning will include **qualitative and quantitative assessment measures** to assess the efficacy of the equity intervention.

# SEP Metric Highlights: Persistence

**[Black/African American Students]** Launch **mentoring** programs, foster belonging, and build a more empathetic college culture.

**[Hispanic/Latinx Students]** Ensure **safety** during political challenges and strengthen engagement through culturally responsive **mentorship**.

**[First-Generation Students]:** Provide **dedicated support** and guidance to navigate college expectations and pathways to success.

**[White (incl. Middle Eastern & North African)]** Use data-informed strategies to improve persistence, **campus engagement, and cultural sensitivity**.

**[Unhoused Students]** **Expand access** to essential resources, raise awareness, and support academic planning and belonging.

**[LGBTQIA+ Students]** Create **safe spaces** and educate the campus community on LGBTQIA+ needs and concerns.

**[Veteran Students]** Promote use of veteran-specific services and **increase campus connectedness**.

**[Economically Disadvantaged Students]** Dismantle socioeconomic **barriers** and expand **mentorship** opportunities.

# SEP Metric Highlights:

## Attained an Award (Completion)

**[First Generation]** We have a goal to increase completion for First Generation Student Groups by **4%** over the next three (3) years.

Offer First Generation student **workshops on campus services and technologies** and strategically time them.

**[Hispanic/Latinx]** Our goal is to increase our understanding of how Hispanic/Latinx student **completion rates vary across programs and departments on campus.**

**[White] [Male]** We have a goal to increase our understanding of how White (including **Middle Eastern and North African**) and male student completion rates vary across programs and departments on campus.

We will further **disaggregate the data** on White students. Disaggregated data will be shared across departments and programs. We will analyze the data to shape **new equity interventions** for distinct sub-populations, including male students.

# SEP Metric Highlights:

## Transfer to a 4 Year

[Hispanic/Latinx]

- Host a Transfer **Conference**.
- Collect post-event survey responses and disaggregate by DI groups to inform future programming.
- Create a Transfer Center Starter **Packet** for the UC & CSU Applications.
- Create a baseline of transfer knowledge across campus. We will develop a series of **professional development** workshops.





## NEXT STEPS

- Draft Distributed for Review and Input

- Save the Date: SEP Forum

9/17

3-4 pm

[ZOOM](#)

# Save the Date!



LEADING EQUITY,  
ANTI-RACISM &  
DIVERSITY (LEAD)

## STUDENT EQUITY PLAN FORUM

**DATE**  
09.17.2025



**TIME**  
3 PM-4 PM



**ZOOM LINK**  
891 7762 3979  
Passcode: Equity



For any questions,  
please contact  
the LEAD Office  
[miramarlead@sdccd.edu](mailto:miramarlead@sdccd.edu)



LEADING EQUITY,  
ANTI-RACISM &  
DIVERSITY (LEAD)

## EQUITY SUMMIT



**DATE**  
Friday,  
October 24<sup>th</sup>



**TIME**  
9 AM - 2PM



**ROOM**  
I-101

For any questions,  
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