

SCC Student Equity Plan 2022-2025

Santiago Canyon College

October 4, 2022

Academic Senate Meeting



AGENDA

- Recent Equity Success
- Overview of Writing Plan
- Racial Commitments
- Equity Matrix
- Equity - Advancing Strategies
- Planning Team
- Engagement Timeline

What We've
Achieved
In Improving
Student Equity

Accomplishment #1:

As of Fall 2022, SCC is in full compliance of AB 705. All students have access to transfer level English and math courses.


Accomplishment #2:

SCC has committed to supporting Black and African American students with the establishment of the BLACK/Umoja Center

Accomplishment #3:

As of fall 2022, SCC has established The Hawk's Nest Basic Needs Center, with a planned move into a renovated new space in late Spring 2023.

Overview of Writing Plan

- Writing Team
 - Maureen Roe, Dora Escobar, and Joseph Alonzo
 - Input/Guidance from Others
 - Writing Plan
 - Review Recommendation from SS&EC Work Group
 - Focus on Race
 - Focus on Faculty Support
 - Review of Equity Guidance & Template
 - Focus on Race
 - One Group per Metric
 - Combine GP & Equity Efforts
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Racial Equity Commitments

- What anchors your racial equity work for the next three years?
 - SCC has committed to closing equity gaps among racialized students by implementing structural changes suggested by the Chancellor's Office. SCC will align equity and guided pathway efforts in order to reconsider and design a structure that will support students in reaching their goals. By utilizing a Guided Pathways framework, viewed through an equity lens, we will be better positioned to support students identified in each metric.
 - SCC has committed to institutionalizing support for Black or African American students and Hispanic (Latinx/a/o) students by integrating support for these students using guided pathways as a model, viewed through a lens of student equity.
- What are your institutional priorities to improve racial equity?
 - Goal 1: Identify the students experiencing the most disproportionate impact in each metric, by race
 - Goal 2: Move from broad, generalized, and race-neutral initiatives towards race-specific initiatives
 - Goal 3: Move towards creating large-scale initiatives that support substantial groups of disproportionately impacted students

Equity Matrix

Student Population	Successful Enrollment	Transfer - Level Math & English	Term - to - Term Persistence	Vision Goal Completion	Transfer
American Indian or Alaska Native					
Asian					
Black or African American	X				
Filipino					
Hispanic or Latinx		X	X	X	X
Native Hawaiian or other PI					
Two or More Races					
Current or former foster youth					
First-generation college					
LGBT					
Homeless students					
Veteran students					

Equity - Enhancing Strategies

Metric: Successful Enrollment

Student Population: Black or African American

Examples of High Impact Practices

✓ **Overall Statement of Support for Increased Outreach & Recruitment**

- SCC is committed to the continued support of the Black Legacy Achievement Center of Knowledge (B.L.A.C.K.) and Umoja Programs. SCC will continue to fund positions and resources to ensure that students have the tools they need to be successful.
- SCC is committed to increasing the number of Black and African American students who enroll in the college after completing an application. SCC will use partnerships with local high schools and community organizations to provide intentional outreach and recruitment.
- Focus on institutionalizing pathways between noncredit and credit, and continue to support continuing education with funding, resources, and structural change.

Metric: Successful Enrollment

Student Population: Black or African American

Examples of High Impact Practices

✓ **Summer Advantage Academy**

- Prioritize the recruitment of Black and African American student to attend an introductory experience to SCC.

✓ **STEM Summer Bridge**

- Expand efforts to recruit Black and African American students who are interested in STEM.

✓ **College Readiness Optimizes Student Success (CROSSroads) Programs for English and Math**

- Assist new/returning students who want to brush up on their skills for college-level math and composition courses.

Metric: Successful Enrollment

Student Population: Black or African American

Timeline & Goals

Timeframe	Measurement Output
Year 1 (2022-23)	Increase successful enrollment among Black or African-American population to 23.52%
Year 2 (2023-24)	Increase successful enrollment among Black or African-American population to 26.86%
Year 3 (2024-25)	31.32% of the Black or African-American population will successfully enroll, closing 40% of the equity gap for this metric over three years.
<i>*Baseline Success Rate for Black or African-American Students: 22.40% (19/85) of the 2020-2021 Black or African-American cohort successfully enrolled in at least one term after applying.</i>	

Metric: Completion

Student Population: Hispanic (Latinx/a/o)

Examples of High Impact Practice

Overall Statement of Support for Increased Completion

SCC is committed to increasing the number of Hispanic (Latinx/a/o) students who complete their academic degrees or certificates. SCC will collaborate with college stakeholders to ensure Hispanic (Latinx/a/o) students are successful in completing their educational goals.

✓ Section Level Data

- Provide data to faculty by section so that they can identify equity gaps within their classrooms and develop strategies to improve learning for Hispanic (Latinx/a/o) students experiencing disproportionate impact.

✓ Collaborate with Enrollment Management

- Partner with Enrollment Management to ensure courses are being offered in a timely manner so that students are able to complete their educational goals.

✓ Pathways Success Teams

- Leverage Pathway Success Teams to reach out to students who stopped attending but are close to completing their degree/certificate

Metric: Completion

Student Population: Hispanic (Latinx/a/o)

Timeline & Goals

Timeframe	Measurement Output
Year 1 (2022-23)	Increase certificate or degree completion among Hispanic (Latinx/a/o) population to 11.47%
Year 2 (2023-24)	Increase certificate or degree completion among Hispanic (Latinx/a/o) population to 12.88%
Year 3 (2024-25)	14.76% of the Hispanic (Latinx/a/o) population complete withing three years, closing 40% of the equity gap for this metric over three years
<i>*Baseline Success Rate for Latinx/a/o students: 11.0% (203/1,842) of the 2017-2018 Hispanic (Latinx/a/o) cohort completed at least one certificate or degree.</i>	

Metric: Transfer

Student Population: Hispanic (Latinx/a/o)

Examples of High Impact Practice

Overall Statement of Support for Increased Transfer Rates

SCC is committed to increasing the number of Hispanic (Latinx/a/o) students who transfer to colleges and universities. SCC will expand instructional programs and articulation to broaden transfer opportunities.

✓ Instructional Programs

- Expand instructional programs that can attract Hispanic (Latinx/a/o) students to attend SCC

✓ Website

- Redesign college website to include major pathways within the college's landing page and include transfer information

✓ Transfer Agreements

- Expand transfer agreements and determine if other ADTs should be created to support students' transfer goals

Metric: Transfer

Student Population: Hispanic (Latinx/a/o)

Timeline & Goals

Timeframe	Measurement Output
Year 1 (2022-23)	Increase transfer success among Hispanic (Latinx/a/o) population to 28.36%
Year 2 (2023-24)	Increase transfer success among Hispanic (Latinx/a/o) population to 30.02%
Year 3 (2024-25)	32.24% of the Hispanic (Latinx/a/o) population will transfer, closing 40% of the equity gap for this metric over three years.
<i>*Baseline Success Rate for Latinx/a/o Students: 27.80% (174/625) of the 2016-2017 entering Hispanic (Latinx/a/o) cohort transferred to a four-year university within 3 years.</i>	

Metric: Completed Transfer-Level Math & English

Student Population: Hispanic (Latinx/a/o)

Examples of High Impact Practice

Overall Statement of Support for Successful Completion of Core Courses

SCC is committed to increasing the number of Hispanic (Latinx/a/o) students who complete transfer-level math and English courses within their first year. SCC will implement best practices to promote student learning and engagement and work closely with our K-12 partners to align curriculum.

✓ **Embedded Tutoring (ET)**

- Explore and implement an embedded tutoring model as a high-impact practice to support our disproportionately-impacted Hispanic (Latinx/a/o) students.
- Identify and recruit successful Latinx/a/o students to serve as embedded tutors

✓ **Learning Communities (LCs)**

- Encourage Hispanic (Latinx/a/o) students to enroll in LCs during Early Welcome
- Expand LC offerings around common themes, activities, and assignments, linking courses across disciplines, including career technical education

✓ **Partnerships with Local High Schools**

- Organize a committee or workgroup consisting of high school and SCC faculty and counselors to meet, discuss, and share best practices that will support Hispanic (Latinx/a/o) students.

Metric: Completion Transfer - Level Math & English

Student Population: Hispanic (Latinx/a/o)

Timeline & Goals

Timeframe	Measurement Output
Year 1 (2022-23)	Increase transfer-level Math & English completion among Hispanic (Latinx/a/o) population to 15.41%
Year 2 (2023-24)	Increase transfer-level Math & English completion among Hispanic (Latinx/a/o) population to 17.58%
Year 3 (2024-25)	20.34% of the Hispanic (Latinx/a/o) population will complete transfer-level Math and English, closing 40% of the equity gap for this metric over three years.
<i>*Baseline Success Rate for Latinx/a/o Students: 14.70% (250/1699) of the 2020-2021 Hispanic (Latinx/a/o) cohort completed transfer-level Math & English in their first year.</i>	

Metric: Retention from Primary Term to Secondary Term

Student Population: Hispanic (Latinx/a/o)

Examples of High Impact Practice

Overall Statement of Support for Improved Retention

SCC is committed to increasing the retention rate of Hispanic (Latinx/a/o) students from one semester to another. SCC will promote strategies and activities to promote student confidence, engagement, and sense of belonging.

✓ Pathways Success Teams

- Identify software that Pathway Success Teams can utilize to support Hispanic (Latinx/a/o) students who are struggling either in the classroom or in their personal lives
- Employ a Pathways to Results (PTR) model to create an outcomes-focused continuous improvement process for our Hispanic (Latinx/a/o) students, including engagement and commitment, equity and outcomes assessment, review and reflection, and improvement and evaluation

✓ Campus-Wide Publication

- Celebrate/promote the publication of SCC's first creative collection, *Talon Magazine*, in both print and online versions
- Encourage Hispanic (Latinx/a/o) students to submit their work in English and/or Spanish

✓ Faculty Mentor Groups for Students of Color

- Create Faculty of Color community of practice workgroup to develop strategies to mentor and engage with Hispanic (Latinx/a/o) students

Metric: Retention from Primary Term to Secondary Term

Student Population: Hispanic (Latinx/a/o)

Timeline & Goals

Timeframe	Measurement Output
Year 1 (2022-23)	Increase term-to-term persistence among Hispanic (Latinx/a/o) population to 63.10%
Year 2 (2023-24)	Increase term-to-term persistence among Hispanic (Latinx/a/o) population to 64.0%
Year 3 (2024-25)	65.16% of the Hispanic (Latinx/a/o) population will persist from primary term to secondary term, closing 40% of the equity gap for this metric over three years.
<i>*Baseline Success Rate for Latinx/a/o Students: 62.80% (982/1,564) of the 2019-2020 Hispanic (Latinx/a/o) cohort persisted from first primary term to subsequent primary term.</i>	

Equity Planning Team

Student Success & Equity Committee

Equity Plan Work Group

Joseph Alonzo

Interim Dean of Enrollment &
Support Services

Writing Team

Matthew Betts

Researcher

Data Collection/
Interpretation

Maureen Roe

English Professor

Writing Team

Dora Escobar

Counselor

Writing Team

Leslie Bonds

Guided Pathways
Regional Coordinator

Consultant

Denise Foley

Biology Professor

GP Coordinator/
Writing Team

Stakeholder Engagement Timeline

Plan Due: November 30th



<u>Date</u>	<u>Group</u>	<u>Action</u>
Sep 26th	SS&E	First Read
Oct 4th	AS	First Read
Oct 11th	CC	First Read
Oct TBD	ASG	
Oct TBD	Board IE Group	
Oct 18th	AS	Second Read
Oct 25th	CC/Cabinet	Second Read
Nov 14th	RSCCD Board Approval	

Thank you!

Questions?