



2015-16

Equity Plan Highlights and
Proposed Activities

Indicator areas Where Disproportionate Impacted Was Found



- Course Completion Rate
- Basic Skills Progression
- Degree & Certificate Completion Rate
- Transfer Rate

Overarching Goals for 2015-16



- Mitigate disproportionate impact in indicated areas
- Integrate instructional and student support services to support the success of all students
- Create clear pathways for student completion
- Increase student engagement
- Foster equity-mindedness through professional development
- Integrate and align equity plan with other college plans (Student Success, Title V)



Proposed Activities by Indicator Area

Access



- Although disproportionate impact was not found, we have determined to support the following as “Access” initiatives:
 - Equitable Placement (MMAP, Staff Development)
 - Support for Former Foster Youth (Special Populations Counselor, Categorical Support)
 - Disproportionate access found in specific instructional programs (Outreach, Mini Grants)

Course Completion



- Classroom Tutoring (*Instructional Support*)
- Learning Resource & Academic Support, Comprehensive Tutoring Initiative (*Instructional Support*)
- Partnership with the Minority Male, Community College Collaborative, M2C3 (*Professional Development*)
- Partnership with the Center for Organizational Advancement & Responsibility, CORA (*Professional Development*)

ESL & Basic Skills Completion



- The Loft (*Curriculum/Course Redesign*)

Degree & Certificate Completion



- Summer Cruise (*Outreach & Direct Support*)
- Peer Navigator Program (*Direct Support*)

Transfer



- General Support for Success Through Achievement & Retention, STAR TRiO (*Categorical & Direct Support*)

Activities Affecting Several Indicators



- Forming of: Department of Student Success & Equity (*Coordination & Planning*)
- Increase Campus Equity Capacity for Research & Inquiry (*Research & Evaluation*)
- Equity Minded Practitioner Inquiry to Continuously Assess & Improve, Center for Urban Education (*Professional Development*)

Activities Affecting Several Indicators



- The Loft (*Professional Development*)
- Strategic Support to DSPS (*Categorical & Direct Support*)
- Strategic Support to EOPS/CARE (*Categorical & Direct Support*)

Strategic Mini Grants



- Designed to fill the equity gaps
- Encourage innovation
- Must address disproportionate impact

Proposed Expenditures



- **Funding Per Indicator:**
- Access – \$50,740
- Course Completion – \$352,228
- Degree and Certificate Completion – \$68,190
- Transfer – \$40,000
- Activities Affecting Several Goals – \$928,621
 - Strategic Mini Grants – \$258,657

TOTAL: \$1,698,436