Mt. SAC's 2015-16 Student Equity Plan

Report to the Board of Trustees December 9, 2015

Student Equity Background

- 1992-2002: The California Community Colleges requested all community colleges to have a plan to ensure that groups historically underrepresented in higher education have an equal opportunity for
 - Access
 - Successful course completion
 - English as a Second Language (ESL) and basic skills completion
 - Completion of degrees and certificates
 - Transfer to baccalaureate degree granting institutions

Additional history

- Since 2012, with the passage of the Student Success Act (SB 1456), colleges are to coordinate their Student Success and Support Program (SSSP) with their Student Equity Plan.
- In 2014 and again in 2015, the Governor proposed and the Legislature approved \$70 million, to total \$140 million statewide.
- In 2014, colleges were required to submit a new Student Equity Plan.
- In 2015, colleges are again required to submit a new Student Equity Plan.

Mt. SAC's History

Unlike other colleges ...

- Mt. SAC has maintained an updated Student Equity Plan since the first plan was required back in the mid-1990's.
- Mt. SAC has an active Student Equity Committee that meets regularly to review our progress on equity goals.
- Mt. SAC's 2014-15 Student Equity Plan was highly ranked and noted for our Best Practices.

The 2015-16 Plan

- A brand new template was developed by the state Chancellor's Office and not provided to colleges until August 24, 2015 – right as we began our fall semester.
- Significant changes to the plan include:
 - Adding ethnic categories of some other race; more than one race according to the US Census Bureau
 - *Males and females; current or former Foster Youth; students with Disabilities; low income students; Veterans
 - *Coordinate with DSPS, EOPS, SSSP, Foster Youth, Veterans, CalWORKs, BFAP (Financial Aid), BSI (Basic Skills Initiative)

^{*} Mt. SAC's 2014-15 plan already included these groups and coordination with other programs

The 2015-16 Mt. SAC Student Equity Plan

- Built upon the 2014-15 plan and discussions, input, and campus-wide convenings since 2012.
- Provided for various programs and departments to submit proposals
- A writing team and the Student Equity Committee reviewed the proposals for compliance with Student Equity guidelines
- The Student Equity Committee and the Student Preparation and Success Council have voted unanimously to endorse the plan and to move it forward to the Academic Senate for approval.

Major Research Findings

Access

- Mt. SAC has a very diverse student population, however a few groups can be considered somewhat under-represented based on comparing Mt. SAC enrollment to overall population statistics
- Males
- Hispanic/Latinos
- Whites
- Community enrollment range from 1.39% to 9.94%
 - Well-represented from La Puente (9.94%), Walnut (8.28%), Covina (5.27%)
 - Less represented from Pomona (3.86%), Rowland Heights (3.76%), La Verne (2.96%), Baldwin Park (2.34%), Hacienda Heights (2.28%)

Course Completion

- African American males and African American females are further below equity than other groups
- Latino males are also below equity, with Latinas doing somewhat better, but still not at equity

ESL (Credit) Completion

 Latinos (males and females) are far below equity in completion rates of AmLa (credit ESL)

English writing course completion

- Disabled and foster youth are furthest below equity
- African Americans are far below equity
- Latinos are much further below equity than Latinas
- Low income students are below equity

Math course completion

- African American students are by far the furthest below equity
- Foster youth and disabled are also far below equity
- Latinos are below equity with males further below than females
- Insufficient numbers of Pacific Islanders enroll in math courses to be analyzed

Degree Completion

- African Americans and Latino males are below equity with downward trends
- Male Asians and students from two or more races are far below equity with increasing trends
- Foster youth are below equity with no change in trend

Certificate Completion

- Female, Latino, Pacific Islander students are below equity with negative trends with Latinas further below equity
- Foster youth are below equity over a 5-year trend, but not as below equity in the most recent year

Transfer

- Latino males and African American males are far below equity, although African American males have been trending upward.
- Latinas and African American females are not as far below equity as their male counterparts.
- Disabled and AB 540/Dream students are the furthest below equity.

Plan Specifics

- Success/Goal Indicators
 - Access, Course Completion, ESL/Basic Skills Completion, Degree/Certificate Completion, Transfer
 - Plus: over-lapping indicators
- Activities
 - 56 separate activities each with specific goals and methods of evaluation
- Budget
 - · \$5,042,328

• Positions – Full Time

- Faculty counselors (3)
 - · Veterans, DSPS, Dream
- Classified (18)
 - Veterans specialist, Foster youth coordinator, Dream coordinator, researchers (2), tutorial coordinator, STEM coordinator, TERC educational advisor, transfer specialist, Aspire educational advisor, Bridge student support specialist, Pathways coordinator, SSEED coordinator, TLC coordinator, administrative specialists (2), coordinator DSPS, Foster Youth educational advisor
- Management (1.40)
 - 50% of 2 associate deans; 40% of 1 associate dean

Strategy to Address Gaps

Access

- Increase outreach to specific communities and high schools that are under-represented
 - Strengthen current Connect 4 and Seniors Day program
 - Connect students to Cash4College financial aid assistance
 - Dual enrollment efforts piloting in Pomona Unified, Hacienda La Puente Unified; planning with Baldwin Park Unified
- Increase capacity and diversity of Summer Bridge enrollment
- Increase collaboration with disabled/special education student enrollment

Course Completion

- Enhance retention and persistence of Veterans and Foster Youth through mental health services
- Provide students with leadership and diversity training opportunities
- Professional development in diversity and course success strategies for faculty and staff, including tutors
- Further research on retention and persistence for non-credit and ESL students
- Strengthen support for students to successfully pass STEM courses; consideration of STEM majors by under-represented students
- Development of students' library competency skills

ESL/Basic Skills Completion

- Enhanced tutor training and writing assistance focused on non-native English students
- Instructional support services for non-native English students
- Summer Math Boot Camp -- preparation for assessment

Degree and Certificate Completion

- Career development opportunities
- Development of work skills for low income, first generation students
- Support for low income digital arts students

Transfer

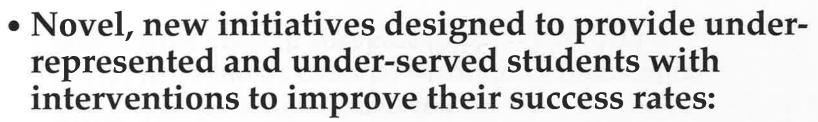
- Transfer Bridge Program and Summer Science Transfer Program: field trips; residential experience; completion of science transfer course during summer
- Dream Students Transfer Assistance
- Honors Program Outreach for Transfer
- Transfer Initiative for first generation, low income students

Activities focusing on several indicator areas

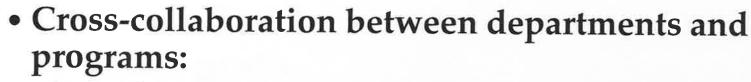
- Disabled students interventions: transfer, autism, DHH
- General education/transfer pathways (cohort groups)
- Teaching Learning Center: professional development and diversity training, investigation of accelerated models, ethnic studies development
- Ongoing equity research
- Tech Ed Resource Center
- Financial literacy
- Under-served students interventions: Minority Male Initiative/Digital Stories, SSEED, Inreach Student Ambassadors, GRASP
- Specialized programs: Aspire, Dream, EOPS, Foster Youth, Arise
- Student Equity planning and coordination

Highlights of the Plan

- Specific targeted interventions and coordination with existing programs:
 - First generation, basic skills, low income Summer Bridge
 - African Americans Aspire
 - · Asian/Southeast Asian/Filipino/Pacific Islanders Arise
 - AB 540/Undocumented/DACA-eligible Dream
 - Foster Youth
 - Veterans
 - DSPS (disabled) transfer, autistism
 - EOPS (low income) -- expansion
 - CalWORKs (single parents) workforce preparation
 - Non-native English speakers (NES) -- ESL/AmLa



- Minority Male Initiative
- SSEED: Student Support for Educational and Employment Development
- In-reach/Student Ambassadors
- Work Preparedness Training
- Student Leadership Development and Diversity Awareness
- Student Diversity Training
- LGBTQ Support



- Transfer Bridge: ACES (TRiO), Bridge, Aspire, Arise,
 Dream, Foster Youth
- Financial Literacy: Financial Aid, ACES,
- Outreach: High School Outreach, Counseling, DSPS, Bridge, Foster Youth, Veterans
- Math Boot Camps: Math faculty, Arise, Athletics, Non Credit ABE
- Accessible Media and Assistive Technology: DSPS, Student Services, Instruction, IT
- Research: Research and Institutional Effectiveness (RIE),
 Student Services, Instruction, IT

- College-wide initiatives designed to improve student equity and student success through larger scale efforts:
 - STEM Center: Science, Technology, Engineering, Math
 - TERC: Technology Education Resource Center
 - Pathways to Transfer
 - English Bridge; Math Bridge (freshmen learning communities)
 - Library/Textbook access
 - Teaching Learning Center
 - Universal Design

Next Steps: Approval Process

- The Academic Senate Executive Board will meet Thursday, December 10 to consider approval of the plan
- Support from Classified Senate and Associated Students already secured
- Final approval by Board of Trustees at January 13, 2016 meeting



- College leadership along with Student Equity
 Committee will convene meetings to assist
 departments and programs to implement activities,
 collect necessary data, and track outcomes
- Continuous review of college progress on equity goals will be tracked and shared across the campus
- Training and professional development will continue to ensure the campus community fully understands and embraces all aspects related to Student Equity and Student Success.

A Million Thanks – It Takes More Than a Village!

- Special thanks and recognition to the key stakeholders and support staff who have inspired, guided, edited the plan
 - Irene Malmgren
 - Jeff Archibald
 - Barbara McNeice-Stallard
 - Carolyn Keys
 - Liza Becker
 - Anabel Perez
 - Lucy DeLeon
 - Irma Marin

Donald Sciore

Liesel Reinhart

John Barkman

Marcell Gilmore

Madelyn Arballo

Tony Rivas

Susana Andrade

Corey Case