



Draft Student Equity Plan 2022 - 2025

FOR CONSTITUENCY FEEDBACK

SEPT-OCT 2022

ASSOCIATED STUDENTS COUNCIL, CLASSIFIED SENATE, ACADEMIC SENATE,
DEPARTMENT CHAIR COUNCIL, ADMINISTRATORS ASSOCIATION

PRESENTED BY THE ASSOCIATE DEAN OF EQUITY AND STUDENT EQUITY PLAN WORKGROUP

“EQUITY means promoting just and fair inclusion, and creating conditions in which everyone can participate, prosper and reach their full potential.” -PolicyLink Definition



“Interrupting inequitable practices, examining biases, and creating inclusive school environments for all”

-National Equity Project Working Process Definition

Student Equity & Achievement (SEA) Program

SEA GOAL: The Student Equity and Achievement Program supports California Community Colleges in advancing the system-wide goal to boost achievement for all students, with an emphasis on eliminating opportunity gaps for students from traditionally disproportionately impacted groups.

SEA emphasizes support for projects and activities of large scale and high impact, which lead to measureable progress at the district level with respect to student achievement and equity goals. (integrating Guided Pathways, AB 705, Student Equity, SSSP and Basic Needs efforts)

SEA METRICS:

- Access - successful enrollment
- Completion of transfer-level Math & English in 1 year
- Retention from primary to secondary term (e.g., fall to spring or spring to fall)
- Graduation - completion of degree or certificate
- Transfer to a four-year college or university

SEA Program Members & Partners

Equity

- Dr. Tessa Brown, Associate Dean of Equity
- Mitra Sapienza, Equity Coordinator
- **AB 705**
- Dr. Mandy Liang, Dean of Student Success

SSSP / Matriculation

- Dr. Lisa Cooper Wilkins, Vice Chancellor of Student Affairs

Internal / External Partners

- Office of Research and Planning
- Student Equity Strategies Committee
- Success in Math, English & ESL Committee
- Matriculation Advisory Committee
- Guided Pathways – RiSE
- Adult Education Program
- Strong Workforce Program
- Academic Senate
- Classified Senate
- Associated Students
- United Way Bay Area - Sparkpoint

SEA Program Writing Team Workgroup

- Gabriela Alvarenga
- Dr. Tessa Brown
- Dr. Gregoria Cahill
- Amy Coffey
- Aurel Draï
- Katrina Evasco
- Tracey Faulkner
- Dr. Mandy Liang
- Monika Liu
- Dawn Mokuau
- Dr. David Palaita
- Micheline Pontious
- Mitra Sapienza
- Dr. Lily Ann Villaraza

- Jiayi Anna Yang
- Christina Yanuaria
- Dr. Cherisa Yarkin

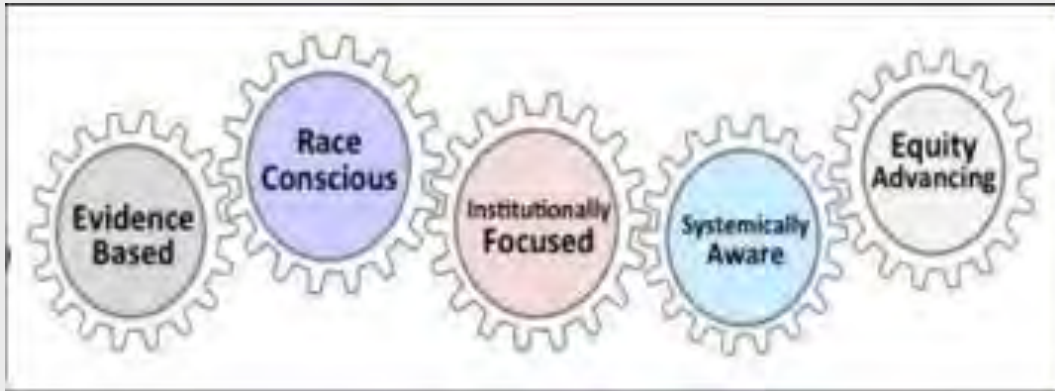
Consultation with AB705 leads

- Jessica Buchsbaum
- Dr. Erin Denney
- Ekaterina Fuchs

Student voice and engagement:

- Student participation in listening sessions; equity round tables (fall 2021); Equity Focus Groups (spring 2022); student feedback on initial draft (August 2022)

Student Equity Plan purpose:



- Center and Institutionalize Equity
- Meet Students' Basic Needs
- Provide Student Services that Foster Community & Sense of belonging
- Create inclusive Classrooms, Race-Conscious Curriculum and Culturally Responsive Teaching and Learning
- Implement Equity Advancing Systems, Policies, and Promising Practices
- Make Evidence-Based, Data-Informed Decisions

Connection to the State's RoadMap & Vision for Success

The RoadMap for the Future 2022-26 aligns with the Vision for Success goals:

- Reduce time and units to degree
- Close statewide equity gaps
- Improve educational outcomes
- Support intersegmental collaboration and data sharing
- Establish clear pathways to transfer and careers

The Vision for Success commitments:

1. Focus on student's goal
2. Design and decide with the student in mind
3. Pair high expectations with high support
4. Evidence-based decisions
5. Own student performance
6. Enable innovation and action
7. Cross-system partnership

SEA Data Overview

How are equity populations identified?

- Metrics are determined by the California Community College Chancellors Office (CCCCO)
- Data is disaggregated by various student populations and compared to the college average
- Populations with two or more opportunity gaps across the metrics are a CCSF equity population

CCSF equity populations based on disaggregated data by student groups

ALL CCSF EQUITY POPULATIONS

- American Indian or Alaskan Native
- Black or African American
- Filipino
- Latino/a/x
- Pacific islander or Hawaiian Native

- Foster Youth
- DSPS
- LGBTQ+
- Students experiencing homelessness

SEA FOCUS POPULATION FOR EACH METRIC

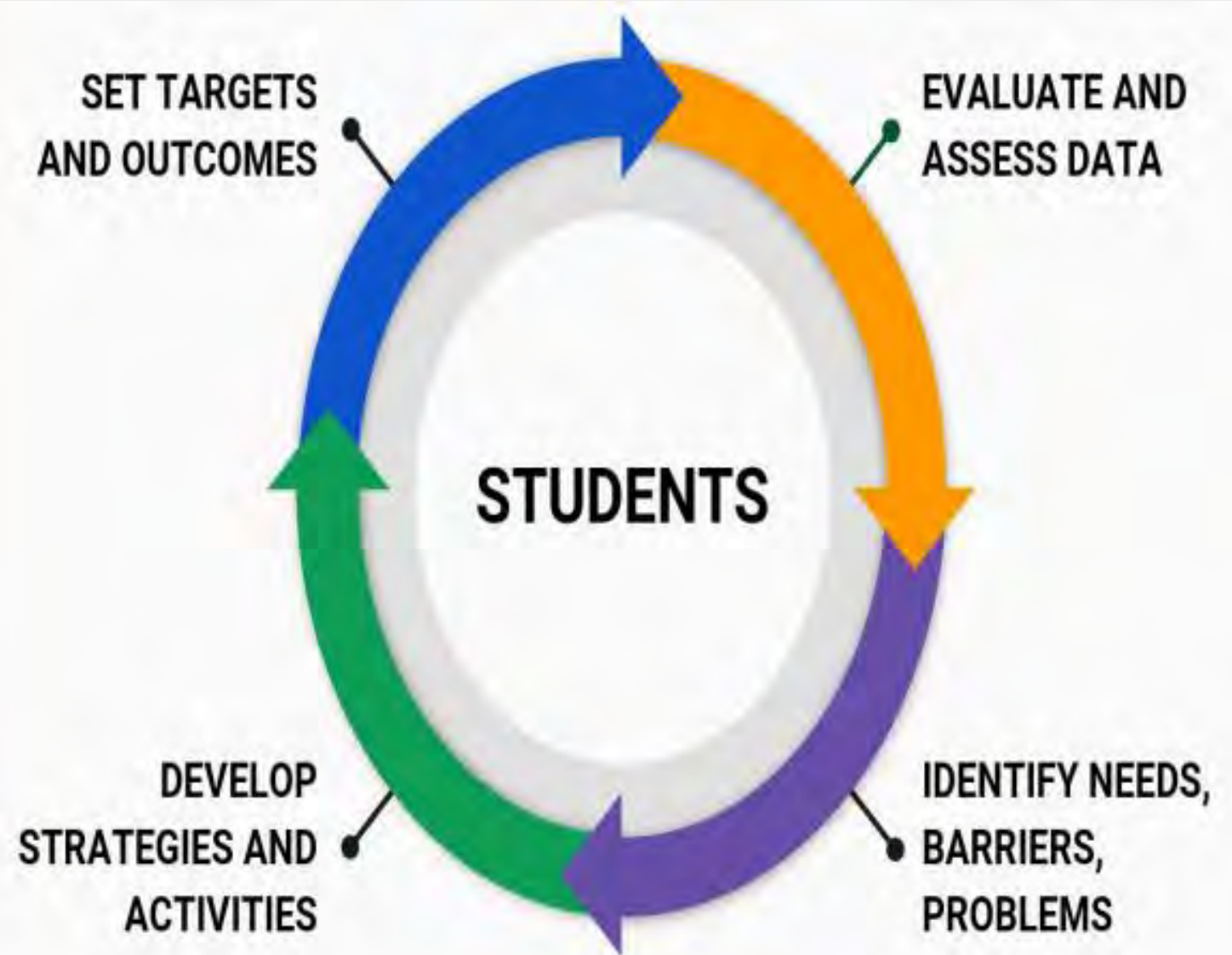
Metric	Population with Largest Gap
Access/Successful Enrollment	All populations (continue to keep gap closed)
Completed Both Transfer-Level English and Math	Black or African American
Persistence/Retention	Native Hawaiian and Other Pacific Islander
Graduated within Three Years	Black or African American
Transferred to a Four-Year Institution within Three Years	Latino/a/x

Goal:

Close the opportunity gap over the next 3 years for the populations with the largest disproportionate impact within each metric.

To close the gap we need more students within the focus population to meet the metric.

Center Student Voices and Lived Experiences



Student Equity Plan - Writing Teams

- Metric 1: Successful Enrollment
- Metric 2: Completion of Math and English in the first year
- Metric 3: Retention from primary to secondary term
- Metric 4: Completion of degree or certificate
- Metric 5: Transfer to a four-year college or university

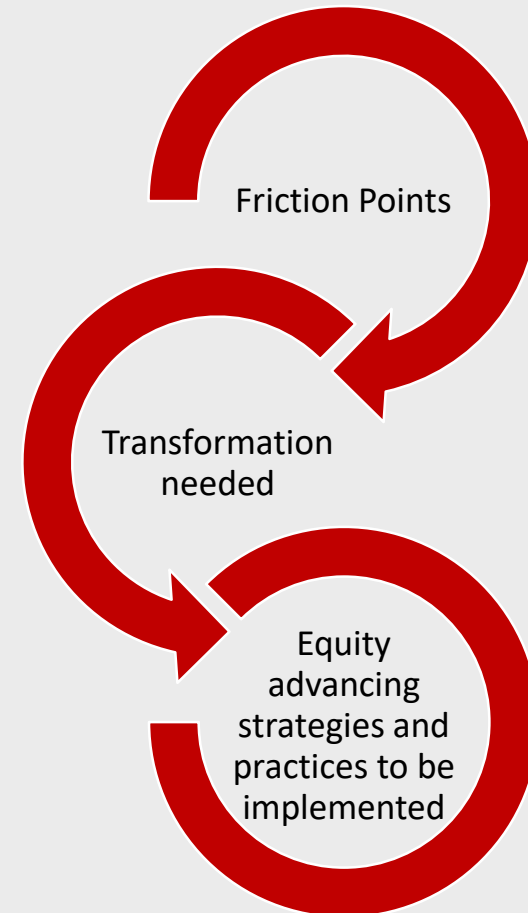


Student Equity Plan Goals

Metric	Population experiencing the most DI	Goal	Year 1 (2022-23)	Year 2 (2023-24)	Year 3 (2024-25)
Successful Enrollment	All equity populations	Support student enrollment to...	Continue to keep gap closed	Continue to keep gap closed	Continue to keep gap closed
Completed Transfer-level Math & ENGL	Black or African American Students	Increase throughput rate so the...	Gap is < 10%	Gap is < 5%	Gap closed
Retention from Primary to secondary term	Native Hawaiian or other Pacific Islander students	Increase the retention rate so the...	Gap is < 7%	Gap is < 4%	Gap closed
Completion	Black or African American Students	Increase certificates so the...	Gap is < 10%	Gap is < 5%	Gap closed
Transfer to a 4 year	Latino/a/x	Increase the transfer rate so the...	Gap is < 4%	Gap is < 3%	Gap closed

Student Equity Plan - Writing Teams

- Put students at the center
- Grounded in race consciousness
- Informed by data, listening session input, and other equity resources





Student Equity Plan strategies and practices

Existing strategies and practices:

Structures	Digital Divide with Technology to Borrow, Zoom - Virtual Help Counters, RISE - Student Success Networks, Bridge to Success
Programs	Tulay, VASA, PUENTE, City Dream, Queer Resource Center, New Directions, Metro, Embedded Tutoring and Librarians, Associated Students Bookloan, Library Reserves Books, Transfer planning opportunities - TOP, HBCU's
Personnel	Program Coordinators, Counselors, Staff, Professional & Peer Tutors, Researcher
Policies	Enrollment Processes for Credit/Non-Credit Students, AB 705, RISE - Program Maps/Academic and Career Communities (ACC)
Building Capacity - General	Community of Practice (Math/English/ESL), Webinars, Workshops, Flex Keynotes & Trainings
Building Capacity- Equity (Race Conscious)	CORA Learning Certificates, Equity Talks, Student Equity Film Festival, Listen and Learn Speaker Series, Equity Community of Practice, Equity Roadshow, Race-Work Training, C.A.R.E. Collective Training, Equity specific: Webinars, Workshops & Conferences
Culturally Relevant Curriculum Dev.	ACUE, OLET POCR Team; CORA Learning Course Design for Racial Equity



Student Equity Plan strategies and practices

New considerations:

Structures	Signal Vine, Degree Works, Language Line Solutions, Basic Needs/SparkPoint Center efforts, Articulation Library
Programs	Dual Enrollment, UMOJA, EOPS, TRiO, LGBTQ+ Center Supports (QRC), First Year Experience (FYE)
Personnel	Basic Needs Coordinator, STAR Center, Student Ambassadors/Peer Mentors
Policies	Center for Urban Education - Equity in Faculty Hiring, Completion Center (e.g. auto petition process)
Building Capacity - General	
Building Capacity- Equity (Race Conscious)	Digital Equity Resources, OER/Zero Textbook Cost (ZTC) & Degrees, Mental Health Related Supports, Unconscious Bias Training
Culturally Relevant Curriculum Dev.	Anti-racist Review Training, Equity Works (e.g. Decolonizing Your Syllabi), Audit Curriculum

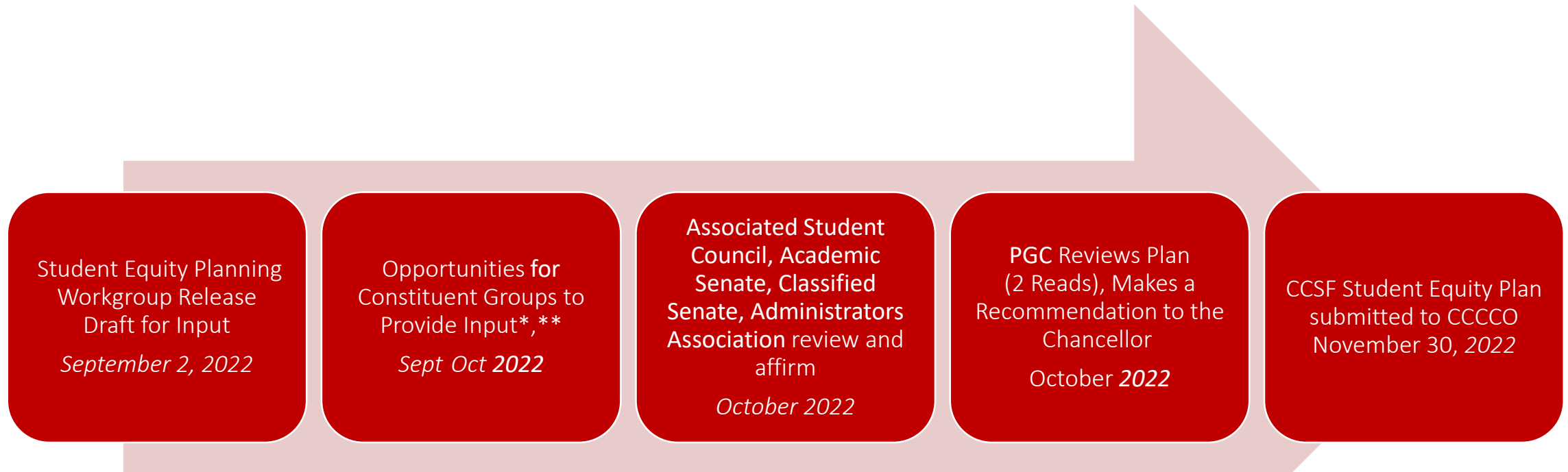
Student Equity Plan Alignment

- Education Master Plan [EMP] goals
- Adult Education Program [AEP] strategies
- Strong Workforce Program [SWP] goals
- Professional Development [PD] goals
- Technology Plan goals
- RiSE [guided pathways] action areas

Crosswalk of Student Equity Achievement (SEA) Program Metrics with College Plans

SEA Program Metrics	Education Master Plan Goals	Adult Education Program Plan Strategies	Strong Workforce Program Plan Goals	Professional Development (PD) Plan Goals	RiSE (Guided Pathway) Action Areas	Technology Plan Goals
Successful Enrollment	I,II, III, V, VI	2, 3, 4, 6, 7	1, 2	A, B, C, D	2	I, III, IV
Complete Transfer-Level Math and English in the first year	I,II, III, V, VI, VIII	2, 4		A, B, C, D	1, 3, 4	I, III, IV
Retention from Primary Term to Secondary Term	I,II, III, IV, VI,VIII	2, 4, 5, 9	1, 2, 3	A, B, D	1, 2, 3, 4	I, III, IV
Completion	I,II, III, V, VI, VIII	4, 5, 9	1, 2, 3, 4	A, B, C, D	1, 2, 3, 4	I, III, IV
Transfer	I,II, III, VI, VIII			A, B, D	1, 3, 4	I, III, IV

Student Equity Plan Development Timeline



* Planning Committee reviews for integration with Education Master Plan (EMP) and other Collegewide Plans.

** Academic Senate and Associated Students identify any college-level A&P/10+1 or student matters and provide recommendations/input accordingly.

Student Equity Plan Constituency Input

Guiding questions to shift the burden from students to the institution:

- What policies and procedures might be causing barriers for students or employees in your area?
- What are areas for improvement that are evident in your department or program-level data?
 - **Look at your enrollment sizes:** how many students in each racial/ethnic group did you have in your classes? Are there disparities? What are you doing that may be perpetuating or contributing to those results?
 - **Look at the success rates for each group:** what students are completing at high rates? Which groups are completing at the lowest? What are you doing that may be perpetuating or contributing to those results?
- How do you center your work on student success?
- Where do you need support to take agency over department or program equity outcomes?

Student Equity Plan Constituency Input

Guiding question for self-reflection to further institutionalize equity:

What do Equity-Minded Educators Do?

(Adapted from a conference presentation by Lasana Hotep)

- assess and acknowledge that their practices may not be working;
- understand inequities as a dysfunction of the various structures, policies, and practices that they can control;
- question their own assumptions;
- recognize stereotypes that harm student and employee success;
- continually reassess their practices to create change;
- become accountable for the success of their students and colleagues;
- see racial gaps as their personal and institutional responsibility.

Method for submitting input electronically: [<https://forms.office.com/r/ZvHucimtQ0>]

Thank you!

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<http://ccsf.edu/equity>

