

# LOS MEDANOS COLLEGE

## EXECUTIVE SUMMARY

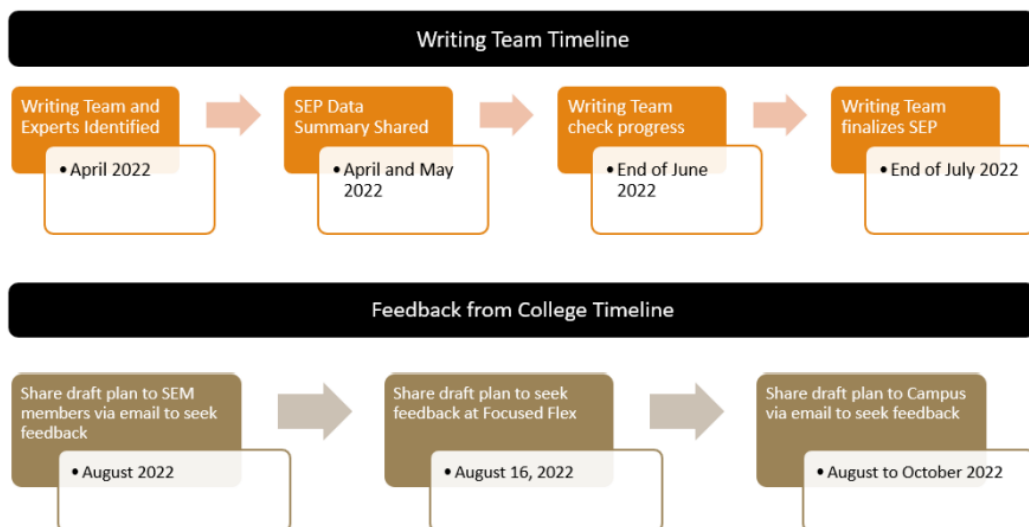
### LMC Student Equity Plan 2022-2025

#### I. The initiatives that the community college or district will undertake to achieve these goals

Los Medanos College (LMC) serves approximately 10,000 students who pursue transfer preparation, career education, and skill building. Located in East Contra Costa County, Los Medanos College is the only higher education institution in one of the fastest-growing regions of the East Bay. The college serves a diverse student population at multiple locations including the Pittsburg campus, and Brentwood Center. LMC provides a robust online learning environment, strengthening equitable access to educational opportunities across the community. These resources and support services empower students to achieve their academic and career goals. LMC is a federally designated Hispanic Serving Institution (HSI) dedicated to equitable success for all students.

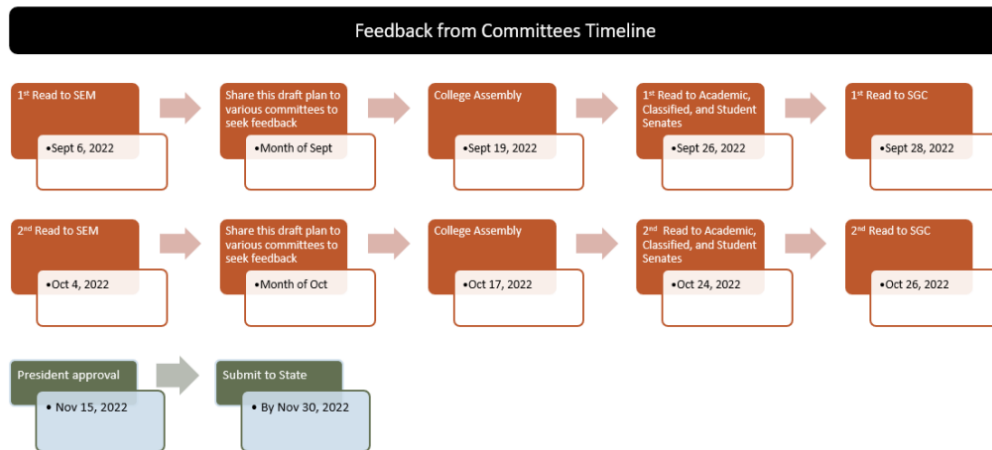
The 2022-2025 Equity Plan is informed by the 2019-22 equity plan cycle. LMC's 2-year work with USC Race & Equity Center, the findings of the LMC Stands Against Racism professional learning series, and the Pathways Pilot Project provided the race conscious, transformative, equity centered framework to establish our planning efforts for 2022-25. During the April to October timeline below, LMC built the plan through a cross-constituent sub group of the Student Enrollment Management Team and engaged in an inclusive process for soliciting feedback from the college community.

### LMC SEP 2022-25 Equity Plan Timeline



As delineated below, LMC’s kick-off event took place Sept. 6, 2022 with a first read at the Strategic Enrollment Management (SEM) committee. This was followed by college-wide sharing at the College Assembly on Sept. 19, 2022, Academic and Classified Senates on Sept. 26, 2022, Shared Governance Council (SGC) on Sept. 28, 2022 and other college committees through the month of September. It was also shared at a College Assembly on Oct. 17, 2022 focusing on African American/ Black Male Student Success. The second read reviews for the Academic, Classified and Student Senates, SGC, and other college committees occurred throughout the month of October. LMC President Bob Kratochvil approved the plan on Nov. 15, 2022. It will be submitted to the state by Nov. 30, 2022.

## LMC SEP 2022-25 Equity Plan Timeline



### Summary of Target Outcomes for 2022-2025

#### Successful Enrollment

##### Black or African American

###### 1-year outcome:

- Increase female student enrollment by 3% (63 based on 2021 data)
- Increase Black student enrollment by 4% (22 based on 2021 data)
- Increase Black female student enrollment by 4% (18 based on 2021 data).

###### 2-year outcome:

- Increase female student enrollment by 6% (126 based on 2021 data)
- Increase Black student enrollment by 8% (44 based on 2021 data)
- Increase Black female student enrollment by 7% (37 based on 2021 data).

###### 3-year outcome:

- Increase female student enrollment by 9% (188 based on 2021 data)
- Increase Black student enrollment by 12% (67 based on 2021 data)
- Increase Black female student enrollment by 10% (53 based on 2021 data).

#### Completed Transfer-Level Math & English

##### Black or African American

###### 1-year outcome:

- Increase the number of Black/African American students who complete English and math by 27 (based on 2022 Student Equity Plan data).

###### 2-year outcome:

- Increase first-generation students completed English and math by 57.
- 3-year outcome:

- Increase male students completed English and math by 27.

#### Male

3-year outcome:

- Increase male students completed English and math by 27.

### **Persistence: First Primary Term to Secondary Term**

#### **Black or African American**

1-year outcome:

- Increase Black or African American students' persistence by 48 students

2-year outcome:

- Increase Not Perkins Economically Disadvantaged students' persistence by 180 students.

3-year outcome:

- Increase male students' persistence by 75 students.
- Increase first-generation students' persistence by 37 students.

#### Male

3-year outcome:

- Increase male students' persistence by 75 students.
- Increase first-generation students' persistence by 37 students.
- Student Equity Plan priority population Black/African American male student success through DI analysis with a race conscious and intersectional lens.

### **Transfer**

#### **Male**

1-year outcome:

- Increase male students transfer by 52. (based on Student Equity Plan 2022 data)

2-year outcome:

- Increase Hispanic students transfer by 46. (based on Student Equity Plan 2022 data)

3-year outcome:

- Increase first-generation students transfer by 68. (based on Student Equity Plan 2022 data)

### **Completion**

#### **Black or African American**

1-year outcome:

- Increase Black student completion by 26. (based on Student Equity Plan 2022 data)

2-year outcome:

- Increase Black student completion by 26.
- Increase male student completion by 61. (it will also support Black, Hispanic, and first-generation students)

3-year outcome:

- Evaluate and assess progress to all goals.

- **Increase Black student completion by 26.**
- **Not Perkins Economically Disadvantaged student completion by 43; and**
- **First-generation student completion by 34.**

**Male**

**2-year outcome:**

- **Increase Black student completion by 26.**
- **Increase male student completion by 61.**

## **II. The resources that have been budgeted for that purpose**

Strategic and operation planning activities involved in advancing Guided Pathways (GP) have illuminated the need to evaluate various structures and processes including:

- Infrastructure of LMC's Student Equity and Achievement (SEA) Program funding;
- Approval processes to accomplish Educational Master Plan (EMP); and
- The alignment of Strategic Enrollment Management (SEM) Plan goals with the Guided Pathways framework.

Ed Code Section 78222(a)(2)(A) states that SEA was established to implement activities and practices pursuant to the CCCC Guided Pathways Program. At Los Medanos College, the work of Guided Pathways is structured to be within the charge of the SEM Committee. This allows a direct reporting relationship to the Shared Governance Council (SGC), which is also LMC's budget committee. As such, the LMC SEM Committee Tri-Chairs (CIO, Natalie Hannum, CSSO, Tanisha M.J. Maxwell, and CBO, Carlos Montoya) proposed the following structure and use SEA funds to LMC President Bob Kratochvil in the fall 2021:

- Align SEA funding to the SEM Tri-Chairs with the SEM Committee as the reviewing body.
- Designate the Vice President of Student Services as the SEM Tri-Chair serving as lead administrator for SEA funding that reports to SCG.
- The SEM Committee will review/align GP implementation with SEA funding and ensure that equity is embedded in all related efforts.

President Kratochvil approved the proposal in spring 2022. Its implementation in fall 2022 is effectively aligning SEA funding and resources, and Guided Pathways (GP) efforts within one shared governance committee. This change is expected to enhance transparency and streamline accountability of the SEA budget vetting and funding allocation approval processes. The SEM Committee is a formalized body within LMC's shared governance structure with representative members from each constituency group.

Funding decisions and GP implementation strategies will be integrated to promote equity throughout the College, and improve the scale and capacity of funded initiatives. To formalize the management of the fund, the Chief Student Services Officer will be designated as the lead administrator with primary responsibility for monitoring the funding and reporting to SGC. Further, the SEM Committee will review SEA funding requests for alignment with equity efforts, GP work, and college strategic planning goals. Aligning management of SEA funds to SEM will increase the capacity of the Dean of Equity & Inclusion to focus on scaling equity strategies with specific intent to reach

disproportionately-impacted students through the research, recommendation, and integration of high-impact strategies using our Guided Pathways structure.

Next steps in the SEA budget realignment implementation process include:

- Collaboration with the Office of Equity & Inclusion to understand how SEA has funded efforts outside of Guided Pathways; and how to plan to integrate the work or carve out a portion of the SEA budget to support ongoing efforts that require additional considerations, such as annual mini-grants, speakers, etc.
- Development of an implementation timeline for proposed realignment of SEA funds to SEM Committee to start fall 2022.
- Collaboration with the SEM Committee to develop a recommendation for the application and review process to administer SEA funds (fall 2022 to spring 2023).
- SEM Committee to approve the SEA budget application and review process recommendation for CSSO to submit to SGC for approval on behalf of the SEM Committee by spring of 2023.

LMC's budget allocation for the 2022-2023 SEA funding is \$3,477,682. The institution uses a shared governance resource allocation process (RAP) to ensure transparency in how SEA-related activities, initiatives and projects are vetted, approved and funded.

### III. The community college district official to contact for further information

NAME	ROLE	CONTACT INFORMATION
Tanisha M.J. Maxwell	Project Lead CSSO	<a href="mailto:tmaxwell@losmedanos.edu">tmaxwell@losmedanos.edu</a> (925) 473- 7421
Natalie Hannum	Alt. Project Lead CIO	<a href="mailto:nhannum@losmedanos.edu">nhannum@losmedanos.edu</a> (925) 473-7401

### IV. A detailed accounting of intended funding

#### Year 1 and Year 2 Expenditures

Below are your college's 2019-20 SEA allocation and the Year 1 expenditure amounts as entered in the 2019-20 Annual Report. Please report your college's Year 2 expenditures by budget line item. (Year 2 for 2019-20 SEA funding is July 1, 2020 through June 30, 2021.)

2019-20 Allocation Amount  
\$3,341,332

Expenditure Type	Year 1 Amount	Year 2 Amount	Percentage of Allocation
1000 - Instructional Salaries	\$528,226	\$325,621	25.59%
2000 - Non-Instructional Salaries	\$804,183	\$445,406	37.4%
3000 - Employee Benefits	\$509,897	\$338,994	25.41%
4000 - Supplies and Materials	\$41,981	\$11,036	1.59%
5000 - Other Operating Expenses and Services	\$77,759	\$236,013	9.39%
6000 - Capital Outlay	\$17,617	\$3,474	0.63%
7000 - Other Outgo	\$1,125	\$0	0.03%
<b>Total Expenditures</b>	<b>\$1,980,788</b>	<b>\$1,360,544</b>	<b>100%</b>
Allocation Remaining		\$0	

Status:  
Certified

Year 1 and Year 2 Expenditures

Below are your college's 2020-21 SEA allocation and the Year 1 expenditure amounts as entered in the 2020-21 Annual Report. Please report your college's Year 2 expenditures by budget line item. (Year 2 for 2020-21 SEA funding is July 1, 2021 through June 30, 2022.)

2020-21 Allocation Amount  
\$3,341,332

Expenditure Type	Year 1 Amount	Year 2 Amount	Percentage of Allocation
1000 - Instructional Salaries	\$600,634	\$628,382	36.78%
2000 - Non-Instructional Salaries	\$413,116	\$514,208	27.75%
3000 - Employee Benefits	\$444,529	\$496,519	28.16%
4000 - Supplies and Materials	\$23,900	\$53,376	2.31%
5000 - Other Operating Expenses and Services	\$15,415	\$146,804	4.85%
6000 - Capital Outlay	\$0	\$4,449	0.13%
7000 - Other Outgo	\$0	\$0	0%
<b>Total Expenditures</b>	<b>\$1,497,594</b>	<b>\$1,843,738</b>	<b>100%</b>
Allocation Remaining		\$0	

Status:  
Certified

**V. Assessment of progress toward achieving goals from 2019-2022 Student Equity Plan**

**ZERO TEXTBOOK COST (ZTC) ACCESS**

LMC is committed to student equity and removing resource barriers within our college. ZTC offerings provide one of the most measurable and direct means of equitable access. ZTC sections have higher success rates, because students receive access to their material from the start of class, allowing them equal access to learning resources. LMC found a 4.3% increase in overall student success in ZTC sections, with a 13.4% increase in African American student success and 9.6% increase of success for Hispanic students.

LMC has been a statewide leader in the creation, adoption, and advocacy of Open Educational Resources (OER) for the last four years. Through multiple grants and projects, the college has supported dozens of faculty, classified professionals, and students to increase the usage of OER in courses across many disciplines. This has led to the zero textbook cost conversion (ZTC) of more than 150 sections, which is over 25% of the sections offered in total. From four years ago, when there were 0 sections, that growth to 150 sections has now resulted in just over \$1 million in savings per academic year in student textbook costs. We are now looking to complete majors and ensure there are zero-cost IGETC options funded through categorical and foundation dollars.

**BASIC NEEDS**

Consistently 47% -52% of students surveyed report food or housing insecurity. This need is compounded by the pandemic as we averaged 1, 548 food pantry visits/per semester. As a community deeply impacted by COVID-19, we've acted through community collaborations such as Cal Fresh and the Contra Costa Solano Food Bank, fundraising through the LMC Foundation and expansion of Basic Needs programs and services. As we return to campus, we resumed our successful Brain Food Project™ combining nutritious and popular food items to students during tutoring sessions. Finally, without technology – from smart classrooms to now Tech Equity Lending Program – students cannot learn. LMC provided 900 computers, 300 hotspots, and embedded support services into the tech request process to provide personal phone calls, transforming tech inquiries to trigger a Basic Needs and Wellness workflow to support student success. Additionally, LMC has augmented the mental health and wellness resources provided to students through the college's partnership with TimelyCare, a virtual tele-health e-tool that offers 24/7 virtual coordinated care for mental health, medical services, basic needs resources, and peer talk supports through virtual coordinated care. This service is available for free to all LMC students 24/7 regardless of student health insurance status.

## RACIAL AND SOCIAL INJUSTICE

The [LMC Stands Against Racism](#) campaign blends a bold, widely communicated commitment of anti-racism with resources, professional development, and tools for reviewing policy and pedagogy strengthening the work outlined in our 2019-2022 SEA plan, which takes a race-conscious, healing-informed approach to equity. LMC has partnered with USC California Community College Equity Leadership Alliance for a Climate Survey and monthly e-convenings focused on racial equity, data, and action. We support our students with virtual and in-person wellness activities, a specific series on Black Joy, town hall meetings and listening campaigns, and student facing equity trainings to complement our curriculum. More than 700 LMC community members participated in the 2019-2021 series.