Student Equity Plan

College Assembly

September 29, 2014
EQUALITY

EQUITY
PROCESS
BUT FIRST A THOUGHT FROM PAULA ON PLANNING...
Awareness Test
Timeline

- CUE Institute – Planning Team
- Open Forum
- Academic Senate & LMCAS Discussions
- Campus-wide Survey

**College Assembly – Feedback on Activities**
- Oct. 3-6: Senate Discussions & Draft Review
- Oct. 7-15: Finalize Plan
- Oct. 17-20: (Hopefully) Senate Approvals
## Plan Structure

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<th>Indicator:</th>
<th>Campus Based Research</th>
<th>Resources</th>
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<td>Data Analysis and Findings</td>
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<th>Activities</th>
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<th>Goals</th>
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**Notes:**
- This structure outlines the plan for campus-based research, data analysis, and findings, including resources and activities.
FOLLOWING UP ON ACCESS
New Access Data

Environmental Scan: August 2013

• Rapid HS Growth
  – Coupled with low college-going rate
• Asians/Pacific Islanders, African Americans, and Latinos
  – Fastest growing populations in East County
• Non-native English Speakers
• Foreign Born Students
THE FIVE INDICATORS...
PRIMARY GROUPS
WE NEED TO BETTER SERVE...
Groups Impacted in Multiple Areas

• Males
• African Americans
• All Ages
  – HS Grads in Access
  – Everyone in Basic Skills & Transfer
• Foster Youth
• Economically Disadvantaged
• Disabled
MOVING TO INTERCONNECTED ACTION...
Peer Support

• Provide additional African American student engagement/leadership opportunities
  – Umoja X Conference, MMI, HBCU College Tour, Etc.

• Explore Supplemental Instruction
  – Start with Basic Skills
• Explore Scaling up Learning Communities / Cohorts
  – Increase current program sizes (Umoja, Puente)?
  – Develop new cohorts or FYE?

[Buttons: Basic Skills, Course Comp., Degree/Certificates, Transfer]
Dedicated Counselors/Staff

• Strengthen ESL Program
  – Hire ESL Counselors / Outreachers (2)

  Access  Basic Skills

• Increase Support for Foster Youth
  – Hire Foster Youth Counselor

  Course Comp.
Dedicated Counselors/Staff

• Increase support for DSPS students
  – Hire additional DSPS Counseling (with 3SP)

• Develop Retention Team to reduce the number of Probation/Dismissal Students
  – Hire Retention Coordinators (2) and Counselor
  – In partnership with 3SP
  – Offer Proactive support and Reactive Case Mgmt.

Professional Development

• Establish robust equity focused Prof. Develop.
  – Hire an additional Prof. Develop. Coordinator
  – Significantly fund equity PD activities

• Provide training regarding Assessment for equity

• Explore Faculty advising model
Hiring at all Levels

• Develop an equity focused Hiring Toolkit
  — In progress

• Regular reporting on diversity of LMC employees to college and community
Policy

• Provide support for IDEA Committee

• Examine institutional language/communication that supports (or hinders) fostering equity
Marketing/Outreach

- Increase early HS outreach efforts (9th-11th grade)
  - Hire HS/Community Outreach Coordinator (3SP)
  - Hire HS Connector (Career Pathways Trust)

- Increase ESL specific outreach
  - Hire ESL Counselors/Outreachers (2)
Mini-Grants

PLUS!

• Support additional activities/ideas related to increasing equity for these groups in these areas
DISCUSSION - FEEDBACK