

# **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

**INDICATOR:**

**CAMPUS BASED RESEARCH**

**RESOURCES**

**DATA ANALYSIS AND FINDINGS**

**ACTIVITIES**

**GOALS**

**FUNDING**



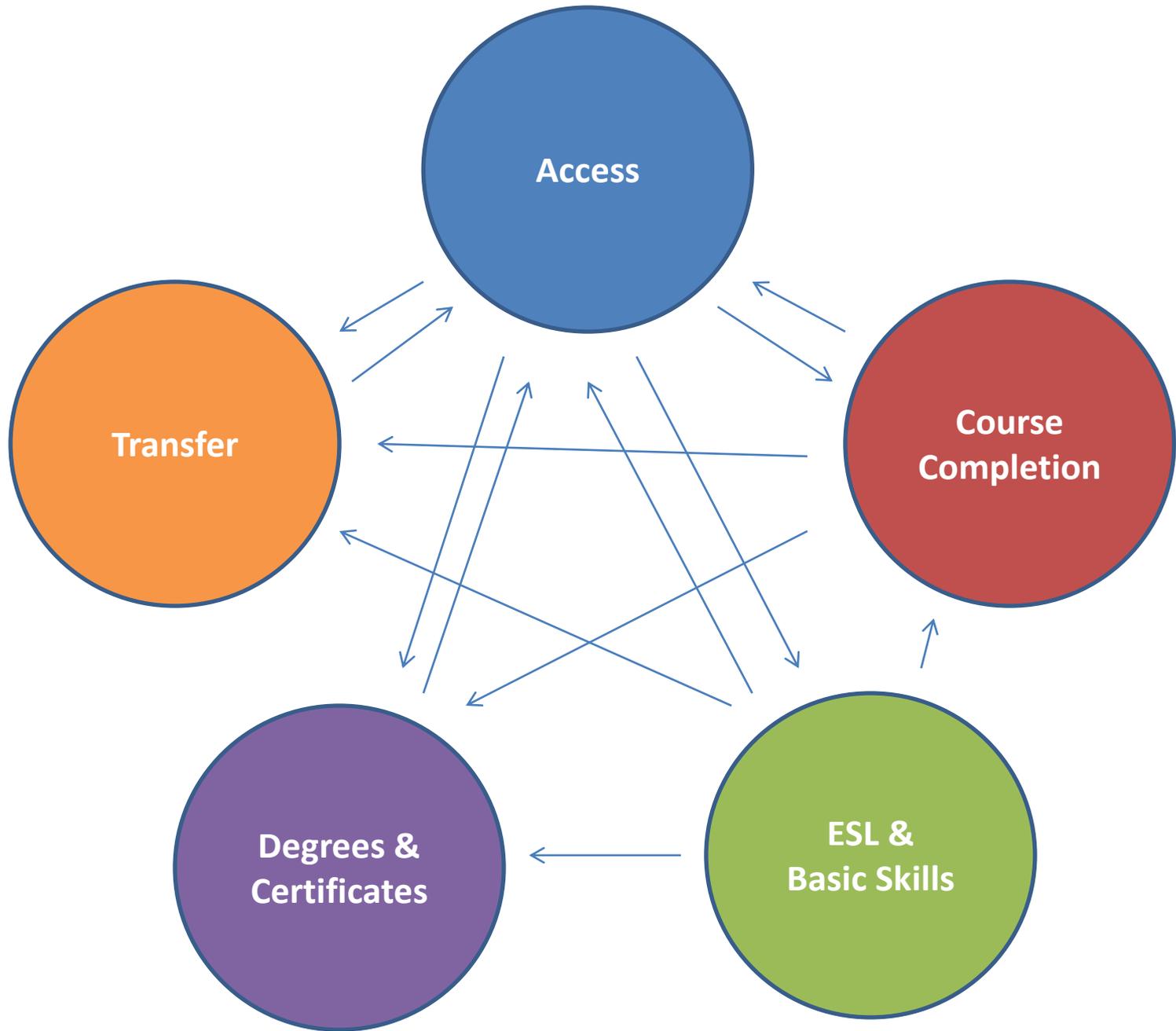
**FOLLOWING UP ON ACCESS**

# 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.

Access

Basic Skills

Course Comp.

Degree/Certificates

Transfer

- Explore Supplemental Instruction
  - Start with Basic Skills

Basic Skills

Course Comp.

# Learning Communities / Cohorts

- Explore Scaling up Learning Communities / Cohorts
  - Increase current program sizes (Umoja, Puente)?
  - Develop new cohorts or FYE?

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)

Access

Basic Skills

Course Comp.

Degree/Certificates

Transfer

- 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.

Basic Skills

Course Comp.

Degree/Certificates

Transfer

# Professional Development

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

Access

Basic Skills

Course Comp.

Degree/Certificates

Transfer

- Provide training regarding Assessment for equity

Access

Basic Skills

Course Comp.

Degree/Certificates

Transfer

- Explore Faculty advising model

Basic Skills

Course Comp.

Degree/Certificates

Transfer

# Hiring at all Levels

- Develop an equity focused Hiring Toolkit
  - In progress

Access

Basic Skills

Course Comp.

Degree/Certificates

Transfer

- Regular reporting on diversity of LMC employees to college and community

Access

Basic Skills

Course Comp.

Degree/Certificates

Transfer

# Policy

- Provide support for IDEA Committee

Access

Basic Skills

Course Comp.

Degree/Certificates

Transfer

- Examine institutional language/communication that supports (or hinders) fostering equity

Access

Basic Skills

Course Comp.

Degree/Certificates

Transfer

# Marketing/Outreach

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

[Access](#)

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

[Access](#)

# Mini-Grants



PLUS!

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

# **DISCUSSION - FEEDBACK**