Student Equity and Achievement (SEA)
Presentation to College Council

Monday, February 22, 2021
Presented by: Dr. Melissa Cervantes and Brenda Arteaga Reynoso (SEA Co-Chairs)
Purpose of SEA

- SEA funds provided by Chancellor’s Office to carry out equity work.
- SEA is guided by 2019-2022 Student Equity (SE) Plan, the purpose of which is to improve disproportionately impacted (DI) students’ rates of achievement.
- SE Plan focuses particular attention on improving the outcomes for 3 student groups, African American, Latinx, and first generation students, since these groups are represented in two or more equity metrics and/or represent a significant population of students.
- To improve outcomes for above groups of focus, SE Plan calls for development of 3 major initiatives, the Multicultural Student Center (MSC), Summer Bridge (SB), and First Year Experience (FYE), which is primary work of SEA.
- SE Plan includes additional goals. (Share examples)
Who is in SEA?  
When does SEA meet?

• Collaborative, dedicated group of approximately 40 individuals

• All constituent groups on campus represented: faculty, staff, administrators, and students

• SEA meets every 1st and 3rd Friday of each month, 11:30 am – 1:00 pm
What are SEA’s goals?
How do they relate to the Strategic Plan?

• Primary goals of SEA workgroup: Three major initiatives of 2019-22 SE Plan, which are the MSC, FYE, and SB, that are to be designed to improve retention and success rates of populations of focus.

• SE Plan utilizes multi-year planning framework: 1) planning/design, 2) implementation, and 3) review and assessment.

• MSC, FYE, and SB are currently in various planning and implementation phases.

• Additional goals of SE Plan are being addressed by different departments.

• MSC, SB, and FYE are included throughout the Strategic Plan and other goals of SE Plan are related to objectives and action plans of the Strategic Plan.
Progress on Metrics of Student Equity Plan

Closing the differences by ethnicity in:

• Application to enrollment rates
• Fall to spring persistence rates
What information is on SEA website?

- Background of SEA
- Student Equity Plan 2019-2022 with SEA budget
- SEA membership, including co-chairs and their contact information
- Meeting dates, agendas, and notes
- Resources
SEA Action Plans: Responsible Parties and Timelines

• SEA’s structure: 2 co-chairs (faculty and administrative), 3 task forces comprised of 9-14 members, including lead(s), to develop 3 major initiatives (MSC, SB, FYE).
• Co-Chairs – give direction to SEA, via “assignments” and deadlines, to accomplish goals; administrative co-chair is budgeteer of SEA funds.
• Task Force Lead(s) - guide task forces in formulating goals and objectives.
• Task Force Members - carry out tasks to accomplish objectives.
• In Sept. 2020, task forces asked to formulate goals for their initiative for 2020-21.
• 2020-21 task force goals to be achieved by end spring 2021.
Multicultural Student Center (MSC)
Task Force Goals

• MSC is officially open, in virtual format!
• MSC Task Force Goals for 2020-2021:
• Hire MSC Coordinator. (Achieved)
• Set up MSC advisory board charter. (In Progress)
• Complete physical set up of MSC. Electrical issues needed to be resolved before purchase of furniture, electronics, appliances, artwork etc. (In Progress)
• Marketing. Designer hired and is working on logo. (In Progress)
Summer Bridge (SB) Program
Task Force Goals

• SB program to begin August 2021
• SB Task Force Goals for 2020-2021:
  • Finalize identification of faculty to teach SB courses. (Achieved)
  • Finalize SB website & place interest form and application on site. (In Progress: target time of completion is April)
  • Hire SB/FYE Coordinator. (In Progress)
Summer Bridge (SB) Program
Task Force Goals (continued)

• Create Summer Bridge logo. (In Progress)
• Recruit students via outreach visits to high schools and other. (In Progress)
• Collaborate with Transfer Center, Admissions, and Financial Aid. (In Progress)
• Budget: Secure quotes for student merchandise, such as laptops, backpacks, and other; funding for trips and book stipends. (In Progress)
First Year Experience (FYE) Program
Task Force Goals

• FYE will begin fall 2021 with non-curricular component. Planned full launch (curricular cohort and non-curricular activities) is fall 2022.

• FYE Task Force Goals for 2020-2021:
• Create non-curricular programming: Develop programming, student incentive plan, and marketing plan, and identify facilitators. (In Progress)
First Year Experience (FYE) Program Task Force Goals (continued)

- Develop outreach and recruitment strategy: Marketing plan, confirm marketing venues, create website, FYE communication. (In Progress)
- Create assessment rubric: Non-curricular program evaluation, create assessment metrics (In Progress)
- Develop SB to FYE pipeline: Develop pipeline and finalize SB/FYE Coordinator job description. (In Progress)
SEA Work: Moving Forward

• Completion of equity plan goals besides 3 major initiatives that are in progress. (Share examples)
• Implementation phase – MSC (in implementation phase) and SB and FYE. (will be in implementation phase fall 2021)
• Next phase according to equity plan framework: Once implemented, will assess outcomes of 3 major initiatives with eye toward improvement.
• 2022-2025 Student Equity Plan: Created next academic year.