



2019-22 Student Equity Plan Executive Summary | June 12, 2019

Background

The Ohlone College Student Equity Plan identifies institutional efforts to support student groups who are disproportionately impacted (DI) based on the Chancellor's Office analysis of college student equity metrics. The purpose of the Equity plan is to improve DI students' rates of achievement to become comparable to other student groups. The plan focuses particular attention on improving the outcomes for 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 at the college.

The state guidelines for a student equity plan require colleges address five metrics: 1) access (successful enrollment), 2) retention (persistence from fall to spring), 3) transfer (to a four-year institution), 4) completion of college level math and English (within one year), and 5) completion of degrees and certificates. The plan also requires colleges identify student groups who are disproportionately impacted and set goals to close equity gaps for those populations. In addition, equity plan activities should support Vision for Success goals.

Goals, Activities, and Assessment

The priorities for the Ohlone College Student Equity Plan are to increase fall to spring persistence rates, as well as first year college math and English completion, for African American, Latinx, and First Generation students by 20%.

To achieve these goals, the plan calls for the development of a First Year Experience program that includes both curricular and noncurricular activities. The plan also calls for the creation of Summer Bridge or Math Jam programs so students can enter math, English, and college-level courses with the necessary skills to succeed. An Honor's Program aimed at DI students is identified in the plan as a priority for supporting increases in the number of students that persist their first year and ultimately transfer to bachelor degree programs.

The plan calls for the creation of a Multicultural Student Center to serve as a hub for resources and activities for students at the college. The focus of this student-centered space will be on supporting and empowering disproportionately impacted student groups to succeed at Ohlone. The Multicultural Student Center is envisioned to be staffed by a full-time coordinator who will bring together existing services and communities such as student mentors, the Career Center and the Veteran's Center, and Puente, Umoja, Equity

in STEM. The coordinator will organize student workshops, campus-wide events and activities for students. The Multicultural Student Center would occupy a physical space on campus in order to build community and create a safe, welcoming space for DI student groups.

Activities in the Student Equity Plan will follow a multi-year planning and assessment framework. In year 1, efforts will focus on using data and research to design new programs and activities; In year 2, new programs and activities will be implemented; In year 3, these programs and activities will be reviewed and assessed with an eye toward improvement. In all three years, current successful programs, such as Puente Program, Umoja Scholars, Equity in STEM, and tutoring will be marketed to target student populations and expanded to include more DI students. Moreover, in the first year, criteria will be established and specific goals set to measure and assess an activity. Moving forward with the activity, the criteria will be applied to determine which activities and programs to continue and which not to continue.

Previous Equity Plan and Assessment

In December 2015, Ohlone College submitted a Student Equity Plan to the Chancellor's Office. The plan has been assessed annually and activities updated based on equity goals.

For instance each year, typically in the spring, data on the success of activities funded by the plan were presented to the Student Equity Workgroup along with a re-evaluation of equity activities. Then based on these data, the plan was reassessed so that activities were removed or added or revised to close equity gaps. Moreover, Student Equity Plan Update Reports were prepared in Dec. 2016 and in Dec. 2018 and shared with the Student Equity workgroup, with College Council, and with the College's Board of Trustees, as well as posted on the college website. In 2017, the co-chairs of the Student Success and Support Programs (SSSP) committee, the Basic Skills committee (BSI), and the Student Equity (SE) workgroup prepared an Integrated Plan that combined goals from all three efforts on campus and reported on the progress of achieving those goals. Budgets for each year were included in the update reports and in the Integrated Plan.

Contacts

Andrew LaManque (Interim Vice President of Academic Affairs and SEA Co-Chair),

alamanque@ohlone.edu

Alison Kuehner (English Faculty and SEA Co-Chair), akuehner@ohlone.edu