



# CSM Student Equity Plan - Building an Equity Framework



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# Why Student Equity?

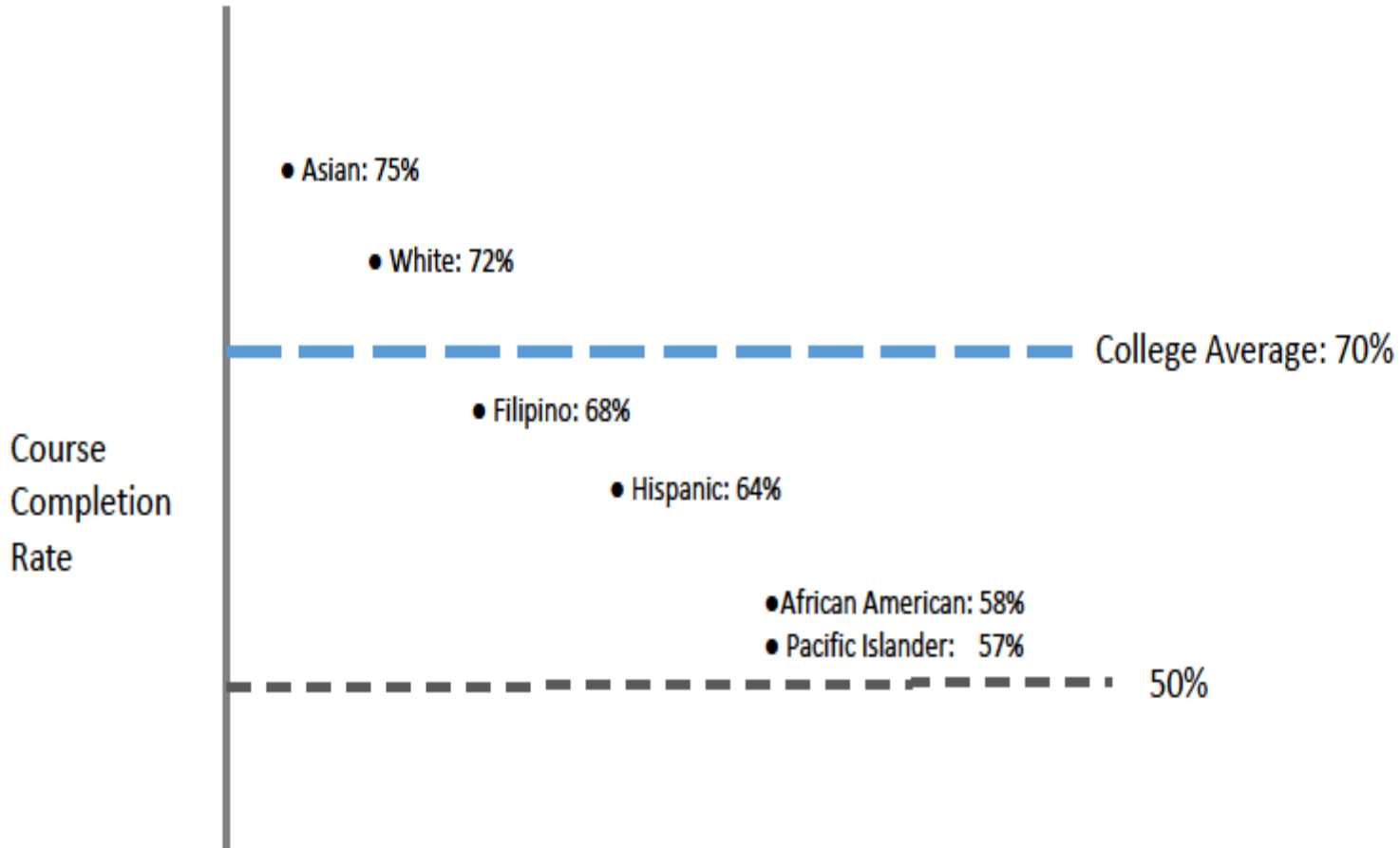
*From the Academic Senate's 1992-93 "Guidelines for Developing a Student Equity Plan"*

... It matters to our future and to our students... California will not be a pleasant place to live for any of us if a permanent underclass largely composed of those from ethnic minorities has little stake in society and little hope for the future. We can now easily see how economically weak and socially explosive such a society would be. If community colleges work successfully in the effort to increase rates of student success, the State just might have a better future. If we fail, it is hard to imagine who else can make up for our failure.



# Successful Course Completion Rates

Source: Diversity in Action Group Assessment of Student Achievement/Equity Gap, March 2013



# Commitment to Equity



**Equality**

doesn't mean

**Equity**



# Student Equity Plan

## Success Indicators

Access

Course Completion

ESL and Basic Skills Completion

Degree and Certificate Completion

Transfer



# Student Equity Plan: CSM Target Populations

Success Indicator	Underserved Populations at CSM
*Access	Asian, Veterans, Hispanic or Latino
Course Completion (Retention)	Foster Youth, Black or African American, Native Hawaiian or Other Pacific Islander, Hispanic or Latino
ESL and Basic Skills Completion	Veteran, Multi-race, White, Hispanic or Latino
Degree and Certificate Completion	Multi-race, Males, Native Hawaiian or Other Pacific Islander, Filipino, Foster Youth
Transfer	Hispanic or Latino, Filipino, Disabled, Black or African American

\*Determining impacted target populations includes the College's service area, but CSM's students extend beyond its immediate service area and county. College data highlight that, in 2014-15, more than 17% of students were from outside jurisdictions. Disaggregation by ethnicity of this group present significant numbers of historically underserved populations, including Asian, African American, Filipino, Hispanic or Latino, Multi-race, and Pacific Islanders. Outreach efforts to these populations will be conducted to include these groups.

*In addition to prescribed target populations, other groups identified as being underserved are incarcerated youth, LGBTQ+, and undocumented students.*

# Where do the inequities emerge on the path to completion?

COMMUNITY ACTION- ACCESS  
ACCOUNTABILITY BASIC SKILLS ORIENTED LEADERSHIP  
EVIDENCE-BASED PRIORITIZE  
PATHWAYS CRITICAL THINKING DEGREE/CERTIFICATE  
EQUITY COMPLETION LIFELONG LEARNING  
PROFESSIONAL DEVELOPMENT TEACHING  
SUCCESS CULTURE SOCIAL JUSTICE EXCELLENCE  
LEARNING OUTCOMES  
CAREER/WORKFORCE INTEGRITY COLLABORATION  
INNOVATIVE STUDENT-CENTERED  
SUSTAINABILITY TRANSFER INCLUSION COMMUNICATION  
STUDENT SUCCESS ACADEMIC TRADITION

## Preliminary findings from one large California District

Service Area Population

Enroll at Community College

Assess as College Ready

Credential Seeking Course Taking

Sufficient Academic Performance

Obtain Completion Credential

0% - 5 %

Not much inequity is observed through the lens of our traditional access measure.

50% - 55 %

The biggest driver of inequity in outcomes emerges here

15% - 20 %

We need to place some sustained attention on pathways and milestone completion

20% - 25 %

Our traditional approaches just might be widening the gap.

# Coordination: CSM Instruction and Student (Support) Services

## Instruction and Student Services

- ✧ Learning Communities
- ✧ Supplemental Instruction
- ✧ DSPS
- ✧ DIAG/Equity
- ✧ BSI
- ✧ Project Change
- ✧ Honors Program, etc.

## Academic and Social Integration of Students

- ✧ Learning Communities
- ✧ Field Trips
- ✧ The Village
- ✧ DIAG/Equity
- ✧ Guest Speakers
- ✧ Cultural Events
- ✧ Student Government
- ✧ Clubs, etc.

## Support Services

- ✧ Counseling
- ✧ Learning Center
- ✧ Financial Aid
- ✧ Psychological Services
- ✧ VROC
- ✧ International Student Center
- ✧ Learning Support Center
- ✧ Transfer Center
- ✧ EOPS
- ✧ Multicultural Center
- ✧ Health Services
- ✧ Food Pantry

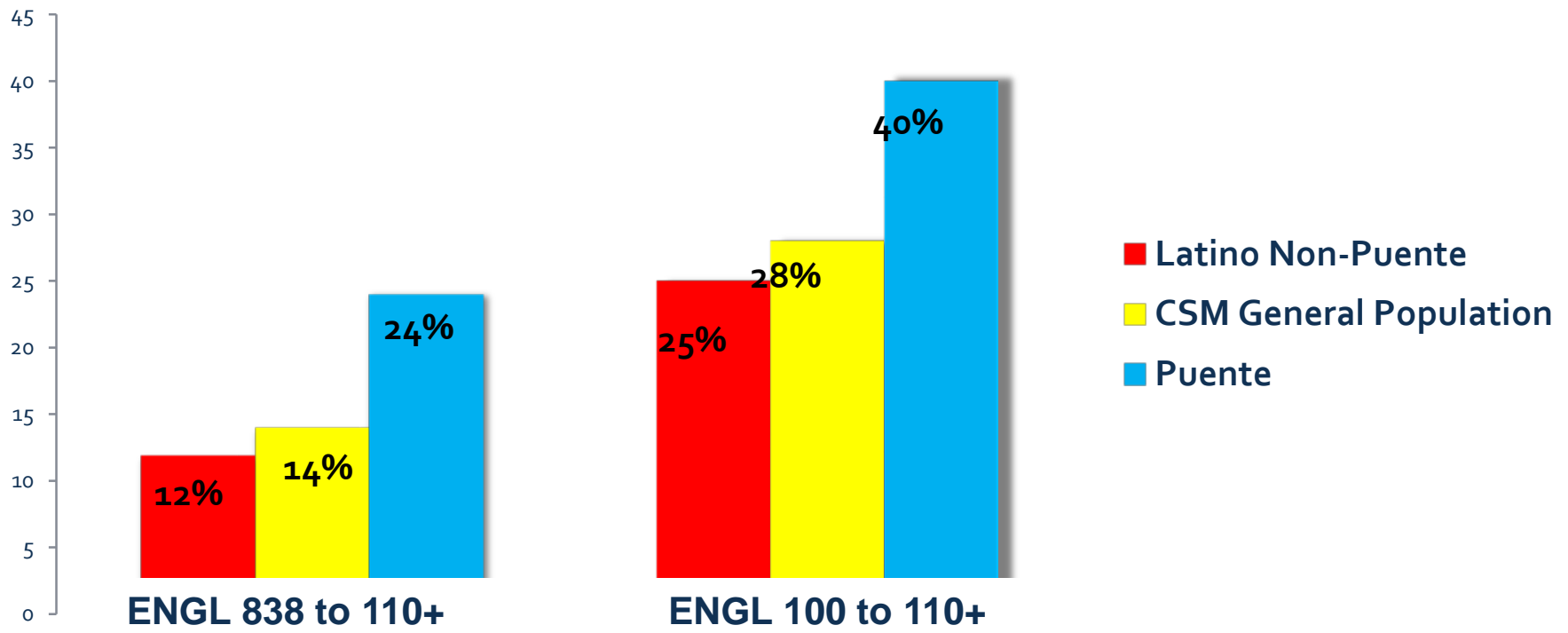


# Student Equity Learning Communities

- ✧ Puente – Focuses on the Latino experience
- ✧ Umoja – Focuses on the African American Experience
- ✧ Mana – Focuses on the Pacific Islander Experience
- ✧ Writing in The End Zone – Focuses on Student Athletes
- ✧ Project Change – Focuses on Incarcerated Youth
- ✧ Students for Success – Focuses on ENGL 838/848 students
- ✧ Honors Project



## CSM progression beyond Basic Skills, Spring 2013 – Fall 2013





# CSM's Equity Plan Focus

- ✧ Focus on course completion & basic skills completion
- ✧ Augment existing exemplary programs
- ✧ Provide well-aligned and proactive student support services
- ✧ Provide professional development on culturally responsive practice
- ✧ Experiment with ways to improve student success
- ✧ Assess activities for impact and opportunities for improvement

# Acknowledgments

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- + Patricia Brown, Student
- + Tabitha Conaway, Learning Center
- + Kristin Dempsey, CA Institute for Behavioral Health Solutions
- + Lorena Gonzalez, Counseling
- + Fauzi Hamadeh, Student Life and Leadership
- + James Howard, Peninsula Vet Center
- + Theresa Martin, Co-Chair, Biology
- + Lee Miller, Political Science
- + Kate Motoyama, Communication
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