



Draft Student Equity Plan 2022 - 2025

FOR CONSTITUENCY FEEDBACK

SEPTEMBER 19, 2022

PLANNING COMMITTEE

PRESENTED BY DR. TESSA BROWN, ASSOCIATE DEAN OF EQUITY

“EQUITY means promoting just and fair inclusion, and creating conditions in which everyone can participate, prosper and reach their full potential.” -PolicyLink Definition



“Interrupting inequitable practices, examining biases, and creating inclusive school environments for all”

-National Equity Project Working Process Definition

Student Equity & Achievement (SEA) Program

SEA GOAL: The Student Equity and Achievement Program supports California Community Colleges in advancing the system-wide goal to boost achievement for all students, with an emphasis on eliminating opportunity gaps for students from traditionally disproportionately impacted groups.

SEA emphasizes support for projects and activities of large scale and high impact, which lead to measureable progress at the district level with respect to student achievement and equity goals. (integrating Guided Pathways, AB 705, Student Equity, SSSP and Basic Needs efforts)

SEA METRICS:

- Access - successful enrollment
- Completion of transfer-level Math & English in 1 year
- Retention from primary to secondary term (e.g., fall to spring or spring to fall)
- Graduation - completion of degree or certificate
- Transfer to a four-year college or university

SEA Program Members & Partners

Equity

- Dr. Tessa Brown, Associate Dean of Equity
- Mitra Sapienza, Equity Coordinator
- **AB 705**
- Dr. Mandy Liang, Dean of Student Success

SSSP / Matriculation

- Dr. Lisa Cooper Wilkins, Vice Chancellor of Student Affairs

Internal / External Partners

- Office of Research and Planning
- Student Equity Strategies Committee
- Success in Math, English & ESL Committee
- Matriculation Advisory Committee
- Guided Pathways – RiSE
- Adult Education Program
- Strong Workforce Program
- Academic Senate
- Classified Senate
- Associated Students
- United Way Bay Area - Sparkpoint

SEA Program Writing Team Workgroup

- Gabriela Alvarenga
- Dr. Tessa Brown
- Dr. Gregoria Cahill
- Amy Coffey
- Aurel Draï
- Katrina Evasco
- Tracey Faulkner
- Dr. Mandy Liang
- Monika Liu
- Dawn Mokuau
- Dr. David Palaita
- Micheline Pontious
- Mitra Sapienza
- Dr. Lily Ann Villaraza

- Jiayi Anna Yang
- Christina Yanuaria
- Dr. Cherisa Yarkin

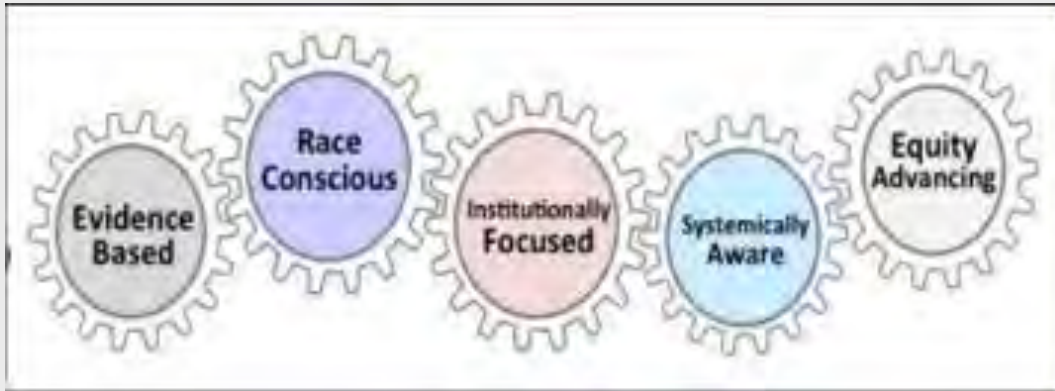
Consultation with AB705 leads

- Jessica Buchsbaum
- Dr. Erin Denney
- Ekaterina Fuchs

Student voice and engagement:

- Student participation in listening sessions; equity round tables (fall 2021); Equity Focus Groups (spring 2022); student feedback on initial draft (August 2022)

Student Equity Plan purpose:



- Center and Institutionalize Equity
- Meet Students' Basic Needs
- Provide Student Services that Foster Community & Sense of belonging
- Create inclusive Classrooms, Race-Conscious Curriculum and Culturally Responsive Teaching and Learning
- Implement Equity Advancing Systems, Policies, and Promising Practices
- Make Evidence-Based, Data-Informed Decisions

CCSF equity populations based on disaggregated data by student groups

ALL CCSF EQUITY POPULATIONS

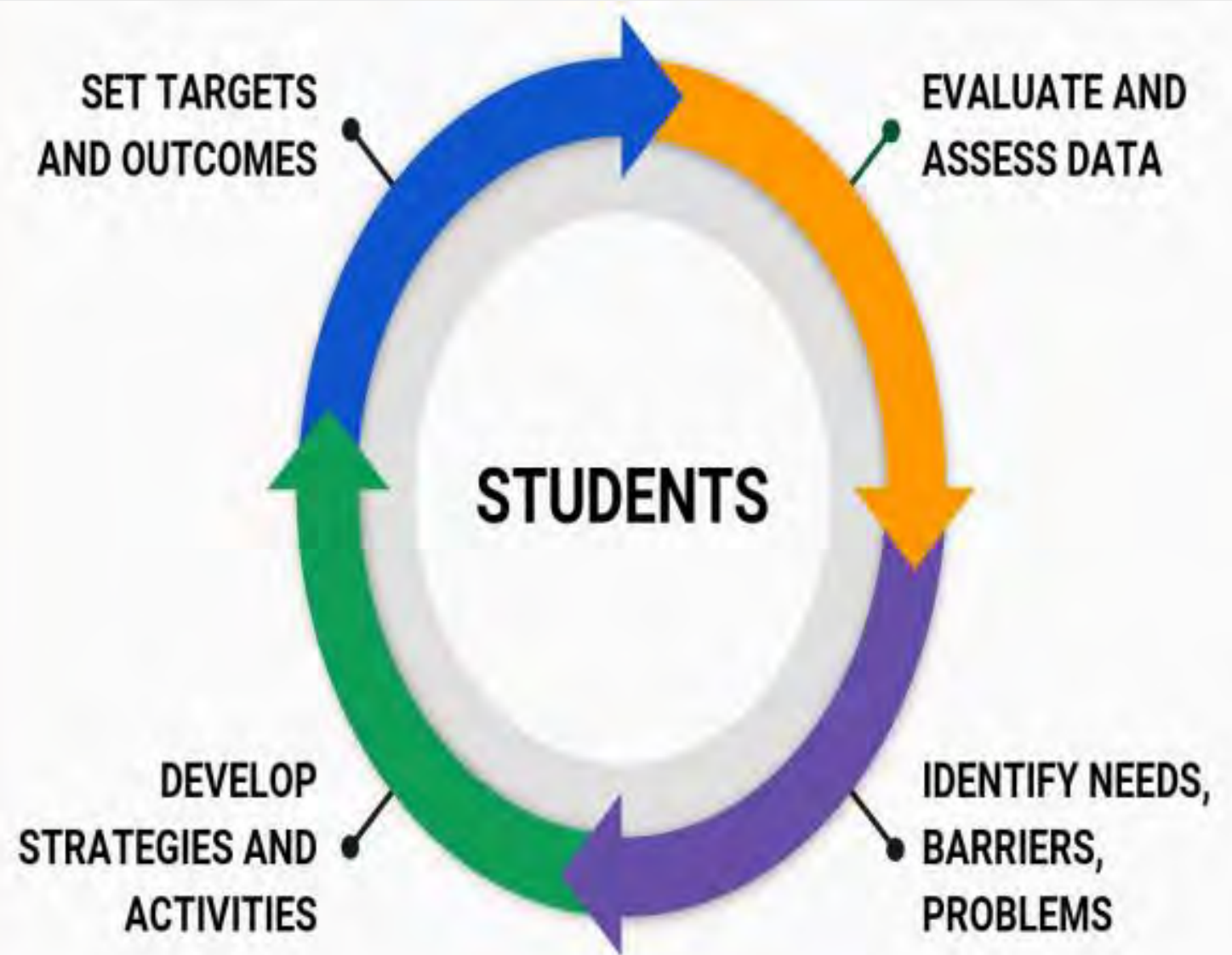
- American Indian or Alaskan Native
- Black or African American
- Filipino
- Latino/a/x
- Pacific islander or Hawaiian Native

- Foster Youth
- DSPS
- LGBTQ+
- Students experiencing homelessness

SEA FOCUS POPULATION FOR EACH METRIC

Metric	Population with Largest Gap
Access/Successful Enrollment	All populations (continue to keep gap closed)
Completed Both Transfer-Level English and Math	Black or African American
Persistence/Retention	Native Hawaiian and Other Pacific Islander
Graduated within Three Years	Black or African American
Transferred to a Four-Year Institution within Three Years	Latino/a/x

Center Student Voices and Lived Experiences

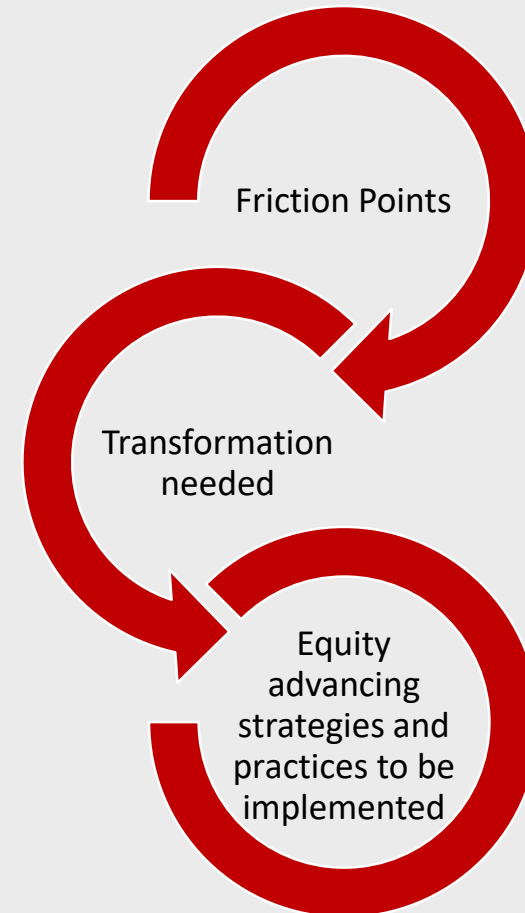


Student Equity Plan - Writing Teams

- Metric 1: Successful Enrollment
- Metric 2: Completion of Math and English in the first year
- Metric 3: Retention from primary to secondary term
- Metric 4: Completion of degree or certificate
- Metric 5: Transfer to a four-year college or university

Student Equity Plan - Writing Teams

- Put students at the center
- Grounded in race consciousness
- Informed by data, listening session input, and other equity resources



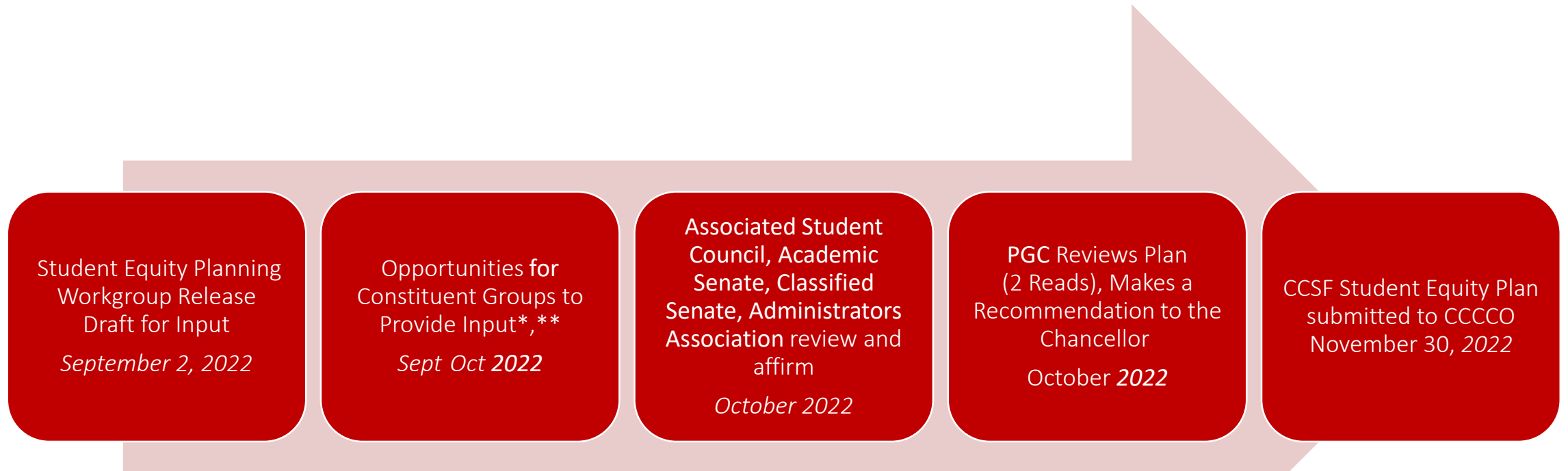
Student Equity Plan Alignment

- Education Master Plan [EMP] goals
- Adult Education Program [AEP] strategies
- Strong Workforce Program [SWP] goals
- Professional Development [PD] goals
- Technology Plan goals
- RiSE [guided pathways] action areas

Crosswalk of Student Equity Achievement (SEA) Program Metrics with College Plans

SEA Program Metrics	Education Master Plan Goals	Adult Education Program Plan Strategies	Strong Workforce Program Plan Goals	Professional Development (PD) Plan Goals	RiSE (Guided Pathway) Action Areas	Technology Plan Goals
Successful Enrollment	I,II, III, V, VI	2, 3, 4, 6, 7	1, 2	A, B, C, D	2	I, III, IV
Complete Transfer-Level Math and English in the first year	I,II, III, V, VI, VIII	2, 4		A, B, C, D	1, 3, 4	I, III, IV
Retention from Primary Term to Secondary Term	I,II, III, IV, VI,VIII	2, 4, 5, 9	1, 2, 3	A, B, D	1, 2, 3, 4	I, III, IV
Completion	I,II, III, V, VI, VIII	4, 5, 9	1, 2, 3, 4	A, B, C, D	1, 2, 3, 4	I, III, IV
Transfer	I,II, III, VI, VIII			A, B, D	1, 3, 4	I, III, IV

Student Equity Plan Development Timeline



* Planning Committee reviews for integration with Education Master Plan (EMP) and other Collegewide Plans.

** Academic Senate and Associated Students identify any college-level A&P/10+1 or student matters and provide recommendations/input accordingly.

Thank you!

Dr. Tessa Henderson-Brown

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<http://ccsf.edu/equity>

