



# Student Equity Plan 2022 - 2025

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BOARD OF TRUSTEES

NOVEMBER 10, 2022

*PRESENTED BY DR. TESSA HENDERSON-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 Writing Team Workgroup

## Classified Staff

- Aurel Draï
- Tracey Faulkner
- Dawn Mokuau\*\*
- Micheline Pontious\*\*
- Jiayi Anna Yang

## Faculty

- Gabriela Alvarenga
- Dr. Gregoria Cahill
- Dr. David Palaita
- Mitra Sapienza\*/\*\*
- Dr. Lily Ann Villaraza\*\*
- Christina Yanuaria\*\*

*\*SEA Program Leadership Team*

*\*\*Student Equity Strategies (SES) Committee Members*

## Administrators

- Dr. Tessa Brown\*/\*\*
- Amy Coffey
- Katrina Evasco
- Dr. Mandy Liang\*
- Monika Liu
- Dr. Cherisa Yarkin

## Consultation with AB705 Math, English & ESL leads

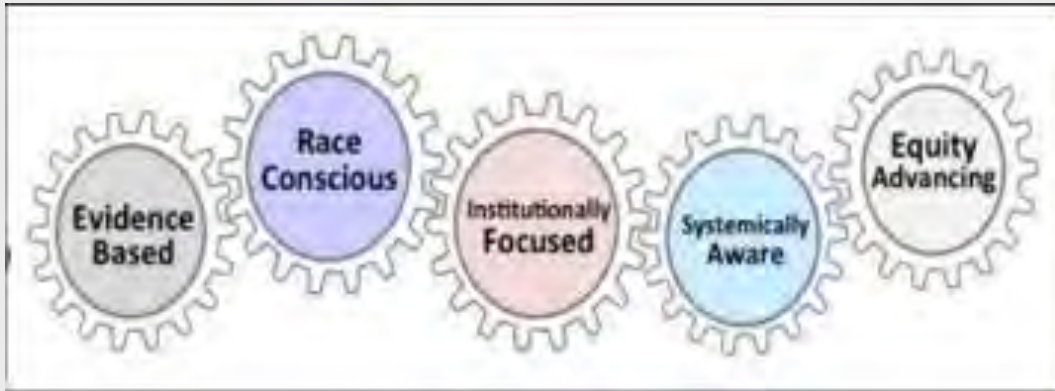
- Jessica Buchsbaum (ESL)
- Dr. Erin Denney (English)
- Ekaterina Fuchs (Math)

## 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/guiding principles:

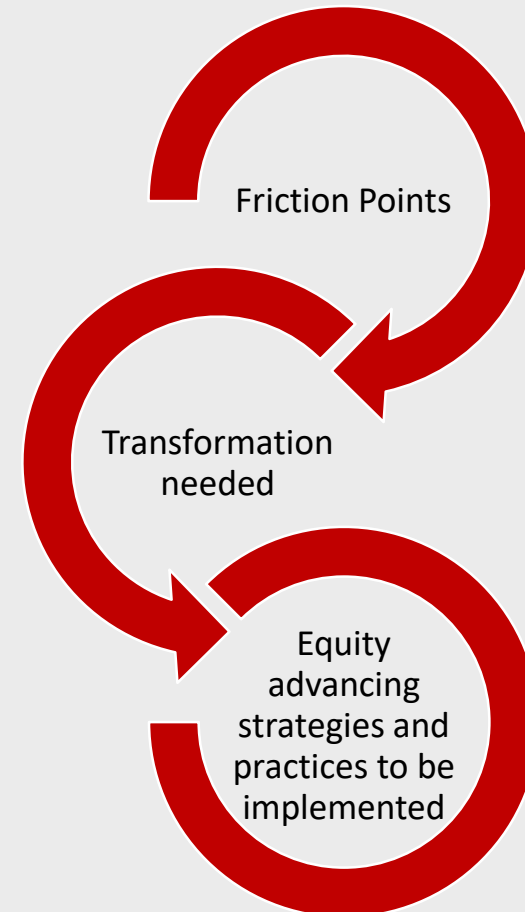
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- Center and Institutionalize Equity
- Meet Students' Basic Needs
- Provide Student Services that Foster Community & Sense of belonging
- Create inclusive Classrooms, Race-Conscious Curriculum and Culturally Responsive Teaching and Learning
- Implement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

# Student Equity Plan - Writing Team Workgroup

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



# Student Equity Plan - Metrics

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- 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

# 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

<b>Metric</b>	<b>Population with Largest Gap</b>
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



# Student Equity Plan Goals

Metric	Population experiencing the most DI	Goal	Year 1 (2022-23)	Year 2 (2023-24)	Year 3 (2024-25)
Successful Enrollment	All equity populations	Support student enrollment to:	Continue to keep gap closed	Continue to keep gap closed	Continue to keep gap closed
Completed Transfer-level Math & ENGL	Black or African American Students	Increase throughput rate so the:	Gap is < 10%	Gap is < 5%	Gap closed
Retention from Primary to secondary term	Native Hawaiian or other Pacific Islander students	Increase the retention rate so the:	Gap is < 7%	Gap is < 4%	Gap closed
Completion	Black or African American Students	Increase certificates so the:	Gap is < 10%	Gap is < 5%	Gap closed
Transfer to a 4 year	Latino/a/x	Increase the transfer rate so the:	Gap is < 4%	Gap is < 3%	Gap closed



# Student Equity Plan strategies and practices

## Key Activities:

Structures	Signal Vine, Degree Works, Language Line Solutions, Basic Needs/SparkPoint Center efforts, Articulation Library
Programs	Dual Enrollment, UMOJA, EOPS, TRiO, LGBTQ+ Center Supports (QRC), First Year Experience (FYE)
Personnel	Basic Needs Coordinator, STAR Center, Student Ambassadors/Peer Mentors
Policies	Center for Urban Education - Equity in Faculty Hiring, Completion Center (e.g. auto petition process)
Building Capacity - General	
Building Capacity- Equity (Race Conscious)	Digital Equity Resources, OER/Zero Textbook Cost (ZTC), Mental Health Related Supports, Unconscious Bias Training
Culturally Relevant Curriculum Dev.	Anti-racist Review Training, Equity Works (e.g. Decolonizing Your Syllabi), Audit Curriculum

# 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

Thank you!

Dr. Tessa Henderson-Brown

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