

# Equity Plan 2019-22



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# Equity Plan Context

- Required by State
  - Considered an update to Equity Plan 2014-15 (“1.0”)
- 5 metrics (one is different from 2014-15)
  - Each college sets local goals for each
- Due to state: June 30, 2019

# Equity Plan Local Context

- 2019-2022 plan informed by evaluation of 2014-15 Equity Plan (“1.0”)

# Equity Plan

## Aspirational Goal Setting

- Alignment with Vision for Success and new state funding formula (SEA)
- Goals are ambitious
- Let's aim high, we can do better
- No consequences for not meeting goals

# Vision for Success vs. Equity Plan

## Vision for Success

- State strategic plan
- 5-year goals
- 6 goals
- 2016-17 baseline\*

## Equity Plan

- Local Plan
- 3-year goals
- 5 goals
- 2017-18 baseline\*

\*Except for transfer and workforce metrics (2015-16 or 2014-15)

\*Except for transfer metric (2016-17)



# Equity Plan Goal Setting Methodology

- Alignment with Vision for Success goals (5 year plan)
  - 5% each year, over 5 years is a 25% total increase
- Equity Plan (3 year plan)
  - 5% each year, over 3 years is a 15% total increase

# Equity Plan Goals

Equity (SEA) Metric	2017-18 Baseline**	% Change 2016-17 to 2017-18	Total Students (3-yr Goal)	Annual Student Completion	% Increase Proposed (3-yr)
Enrolled in Same Community College	41,930	+2%	48,220	2,097	15%
Retained from Fall to Winter at Same College	10,625	+<1%	12,219	531	15%
Transferred to a 4-yr	2,671	-1%	3,072	134	15%
Completed Transfer-Level Math/English within District	331	+15%	381	17	15%
Attained Vision Goal Completion Definition*	1,332	+4%	1,532	67	15%

\*Unduplicated count of students earning a CO certificate or degree, and enrolled at FH in selected or previous year

\*\*Baseline year for transfer metric is 2016-17, to account for lag in time to transfer.

# Equity Plan DI Goals

Equity (SEA) Metric	DI Group	2017-18 Baseline**	Equity Gap	College Rate	DI Students Added to Close Equity Gap (3-yrs)
Enrolled in Same Community College	African American: Female	894	-7%	60%	121
	African American: Male	810	-6%	60%	87
Retained from Fall to Winter at Same College	African American: Female	144	-8%	64%	22
	Latinx: Female	1,382	-3%	64%	89
Transferred to a 4-yr	African American: Male	31	-4%	12%	17
	Latinx: Male	199	-5%	12%	119
Completed Transfer-Level Math/English within District	Latinx: Male	23	-4%	9%	25
Attained Vision Goal Completion Definition*	African American: Female	16	-1%	3%	5

\*Unduplicated count of students earning a CO certificate or degree, and enrolled at FH in selected or previous year

\*\*Baseline year for transfer metric is 2016-17, to account for lag in time to transfer.



# Equity Plan For Discussion

- Are these activities appropriate?
- Will these activities support our goals?
- Does your area/program already support these goals?

# Equity Plan

## Access Activities

Activity	Activity Coordination	Population
*Evaluate/update current online orientation model to address growing online population	Office of Online Learning	Overall
Systematically seek out and remove barriers to registration (website/application)	Marketing and A&R	Overall
Development of Strategic Enrollment Plan	Instruction & Student Services	Overall
Identify factors contributing to low enrollment for AA students	Equity Office w/ IRP	DI: African Amer. Students
		DI: African Amer. Students

\* Indicates new activity to begin in 2019-20

# Equity Plan Retention Activities

Activity	Activity Coordination	Population
*Explore early intervention strategies to track students who may require addtl support services	Equity Office	Overall
Explore services/resources available to students through ASFC and others (i.e. textbook loaner/ rental & calculator/laptop loaner programs)	Equity Office, ASFC & Student Affairs	Overall
Promote these campus-wide services	Marketing	Overall

\* Indicates new activity to begin in 2019-20

# Equity Plan

## Retention Activities (cont.)

Activity	Activity Coordination	Population
*PD: Beyond Diversity I training for all & creation of homegrown expanded equity training	Equity Office & CCAR Affiliates	DI: African Amer. /Latinx Females
Reorg of Equity Office to oversee Umoja & Puente learning community programming	President's Office	DI: African Amer. /Latinx Females
Food Pantry	Student Affairs	DI: African Amer. /Latinx Females
Partner on Heritage Month series to create community among DI students	Equity Office w/ ASFC & Student Affairs	DI: African Amer. /Latinx Females
Work with practitioners to identify promising pedagogical & student support strategies	Equity Office	DI: African Amer. /Latinx Females

\* Indicates new activity to begin in 2019-20

# Equity Plan

## Transfer Activities

Activity	Activity Coordination	Population
Expand number of 4-year campuses who visit	Transfer Center	Overall
*Create videos of Transfer Center workshops to be available online for students unable to attend in person.	Transfer Center w/Equity Office & Marketing	Overall
*Removal of Honors Program entrance criteria so that all students can enroll in Honors courses	Honors Program	DI: African Amer. /Latinx Males
Strategic marketing to change mindset of who is an Honors student and who belongs in the program	Honors Program w/Marketing	DI: African Amer. /Latinx Males
*Support the development of 2 <sup>nd</sup> year programming for learning communities	Umoja/Puente w/Equity Office	DI: African Amer. /Latinx Males

\* Indicates new activity to begin in 2019-20

# Equity Plan

## English/Math Completion

### Activities

Activity	Activity Coordination	Population
Professional Development: Culturally relevant pedagogy for faculty	Equity Office	Overall
*Professional Development: Implicit bias training for all new employees and for current faculty/tutors.	FHDA District & Equity Office	DI: Latinx Males
*Explore adding a math track to learning community course offerings	Puente/Umoja w/Equity Office	DI: Latinx Males
Promotion of Foothill Promise program	Financial Aid & Marketing	DI: Latinx Males

\* Indicates new activity to begin in 2019-20

# Equity Plan

## Vision Goal Completion Activities

Activity	Activity Coordination	Population
Expand contact & outreach to students who earn or are close to earning the unit threshold for degree/certificate	Counseling & IRP	Overall
New structure for shared governance, redeveloped program review and planned budget forms – all developed to help streamline processes and be strategic as a college to support student better	College, President's Office, IP&B	Overall
*Support college efforts to institutionalize disaggregated data analysis at the program-level to identify areas with greatest DI.	Equity Office, IP&B	DI: African American Females
Promote and encourage FAFSA/Dream Act Application completion – students who receive aid are shown to persist at a greater rate	Financial Aid w/ Marketing	DI: African American Females

\* Indicates new activity to begin in 2019-20

# Equity Plan For Discussion

- Are these activities appropriate?
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# Equity Plan

## Process and Timeline for “1.1”

Date	Group	Action
April 15	Academic Senate	1 <sup>st</sup> Read
April 19	College Advisory Council, Equity & Education	Feedback
April 22	Classified Senate	Feedback
April 26	Community & Communication, Revenue & Resources	Feedback
April 29	Academic Senate	Approval
May 3	Equity & Education	Approval
May 13	Academic Senate	If Needed
June 10	Board of Trustees	Approval

# How will Equity Plan 2.0 be different?

- Local planning and accountability
- Not limited to only those metrics, goals and activities in 1.1
- Timeline:
  - Spring '19: Team gathers college input
  - Summer '19: Team drafts local plan
  - Fall '19: Draft plan distributed for feedback and vetting through shared governance

# Equity Plan Check-in and Next Steps

- At this point, are you:
  - Aware of what to do with this information?
  - Able to engage in informed discussion with constituents about
    - the proposed activities?
    - the process and timeline for plan approval?

**Thank You**

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