

September 2013

To: Student Equity Coordinators

From: Linda Michalowski, Vice Chancellor, Student Services and Special Programs Division
Barry Russell, Vice Chancellor, Academic Affairs Division
Van Ton-Quinlivan, Vice Chancellor, Economic and Workforce Development Division
Patrick Perry, Vice Chancellor, Technology, Research and Information Services Division

Subject: Student Equity Plan-- Updated

Introduction

This memorandum provides background on student equity planning in the California Community Colleges and instructions to assist colleges in completing their plans. It provides legislative and regulatory requirements associated with these plans, as well as guidelines and resources to assist colleges to develop and/or update their student equity plans in light of new legislation and regulations. The intent of the process is for colleges to conduct a self-evaluation on their own improvement or lack thereof with the ultimate goal of improving successful outcomes for all students.

Background

In November 2002 the Board of Governors adopted the recommendations of a Task Force on Equity and Diversity to implement title 5 regulations requiring colleges to develop a Student Equity Plan. The Chancellor's Office first provided guidelines to the colleges for developing plans in June 2003. Colleges were subsequently asked to update and complete plans in 2005. In response to the economic downturn and State budget cuts that began in 2008-09 and continued through 2012-13, the legislature instituted categorical program flexibility that suspended many regulatory requirements related to student equity and other initiatives. In January 2011, in response to SB 1163 (Liu) the Board of Governors embarked on a 12-month planning process to improve student success, creating the Student Success Task Force. The 20-member Task Force published recommendations in early 2012, many of which became part of the Student Success Act of 2012 (SB1456). Among many important changes in the Act, it reaffirmed the importance of focusing on student equity in the effort to improve student success. The Student Success Act has since served as the impetus to review and update the student equity planning process.

In December of 2012, the Chancellor's Office convened a Student Equity Workgroup, made up of representatives of community college stakeholders across the state with members from the Academic Senate for California Community Colleges, Career Technical Education, Chief Executive Officers, Chief Instructional Officers, Chief Student Services Officers, Equity Coordinators, Research, and the Student Senate for California Community Colleges. The Workgroup was responsible to review and update the student equity planning process to align it with the new student success legislation and related title 5 regulations. SB 1456 requires colleges to coordinate the development of the Student Success and Support Program Plan with the Student Equity Plan to ensure that each college has identified strategies to address and

monitor equity issues as well as attempt to mitigate any disproportionate impact on student access and achievement. Colleges are further required to coordinate interventions or services to students at risk of academic progress or probation (Title 5, §55100).

The Student Equity Workgroup discussed options for revising the planning process, including maintaining a separate student equity plan or integrating it into other campus-wide planning efforts. Ultimately, the decision was made to update the current process for the short-term. But the Workgroup strongly recommends integrating student equity planning into college and/or district accreditation, educational master planning, program review, and basic skills planning processes when possible. Doing so, will help districts adopt an institution-wide, holistic approach to planning, budgeting, and delivery of instruction and services to support equity in student access and success.

College Student Equity Plan: Instructions for Completion. This document provides general guidelines, section-by-section instructions for developing a Student Equity plan that is focused on increasing access, retention, course completion, and transfer rates for all students (Attachment). Each college will need to include specific goals to address disparities that are discovered, ideally separating the indicators by student demographics in program review.

Timeline

The Student Equity Plan must be reviewed and adopted by local governing boards and submitted to the Chancellor's Office by **July 21, 2014**.

Questions regarding the development of the Student Equity Plan should be directed to Debra Sheldon at dsheldon@cccoco.edu or 916-322-2818.

Attachments

College Student Equity Plan: Instructions for Completion

Student Equity Planning Resources

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College

Student Equity Plan

Instructions for Completion