

Student Equity Executive Summary



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2019-2022

College of Alameda



Equity Planning Process

Per EdCode 78222, College of Alameda engages in a three-year equity plan process with annual data review, goal and activity updates and implementation to meet student equity and achievement outcomes. CoA developed a 2015-2016 equity plan with annual updates followed by a 2017-2019 Integrated SSSP, BSI and Equity Plan.

The mission of College of Alameda is to serve the educational needs of its diverse community by providing comprehensive and flexible programs and resources that empower students to achieve their goals.

College of Alameda (CoA) Student Equity Plan (SEP) 2019 was developed through a yearlong, inclusive process involving students, classified professionals, faculty, and administrators. Equity efforts take place throughout the college however focused equity work is planned and implemented through the Student Equity and Achievement (formerly Student Success Committee). The focus of equity planning is to achieve the mission of meeting the education needs of a diverse community. College of Alameda continues to focus on access, equity and success. The goal is to create an inclusive environment where all students can thrive and meet their education and career goals.

While the Equity Plan is a stand-alone planning document, equity efforts are integrated across the college through Guided Pathways development, AB705 implementation as well as in implementing activities to meet the Vision 2022 Goals. The CoA 2019 Equity Plan focuses on success metrics including access, retention, transfer to a four-year institution, completion of transfer-level math and English as well as Earned credit certificate over 18 units, associate degree.

The five success metrics data provided by the California Community College Chancellor's Office were analyzed for disproportionate impact and gaps to highlight groups of students who are not accessing the college or succeeding. The Student Equity and Achievement committee members reviewed the data with a PCCD research analyst who provided context as well as methodology for calculating disproportionate impact per CCCCO methods. In addition to reviewing success metrics, the SEA committee analyzed the 2017-2019 integrated plan goals and activities for areas of completion and ongoing efforts. The committee developed new goals and activities integrating previous equity work, AB705 implementation as well as guided pathways activities planned for 2019-2020.

Student Equity Goals 2019-2022

College of Alameda Focused Equity Populations

Based on data from the California Community College State Chancellor's office success metrics dashboard, multiple student groups were found to achieve success at a lower rate than those who are in the highest performing groups. CoA equity goals and activities are designed to with focused attention on these groups to achieve equitable success and close achievement gaps.

CoA used disproportionate impact data analysis to highlight specific student groups. Using Percentage Point Gap (PPG) analysis, the rate of disaggregated subgroups of the student population were compared to the success rate of all students. Proportionality Index (PI) analysis was used to compare the percentage of disaggregated subgroups in a cohort to its own percentage in the outcome group.

Based on 2016-2017 Disproportionate impact analysis the following are equity focused populations:

Access: Based on the data, Black or African American male students enroll at disproportionate rates. Additionally, female Black or African American, disabled and LGBTQIA students enroll at disproportionate rates.

Retention: Data analyzed, female Black or African American, Latinx, foster youth, LGBTQIA and veteran students are retaining at disproportionate rates. Male Black or African American, foster youth and LGBTQIA students are also retaining at disproportionate rates. The most significant retention equity gap was with male foster youth students.

Transfer to a Four-Year Institution: Data indicated, female American Indian or Alaska Native, Native Hawaiian or other Pacific Islander and disabled students transferred at disproportionate rates. American Indian or Alaska Native, Black or African American, Filipino, Latinx, disabled, first generation and foster youth males also transferred at disproportionate rates.

Complete both Transfer-level Math and English within the first year: According to the data, female foster youth complete both transfer level math and English at disproportionate rates. Additionally, Black or African American, Latinx, disabled, economically disadvantaged, foster youth and LGBTQIA males transfer at disproportionate rates.

Vision 2022 Goal Completion: Cohort data indicated Asian, Black or African American, Latinx, foster youth, LGBTQIA, and veteran female students complete at disproportionate rates. American Indian or Alaska Native and LGBTQIA male students are also completing at disproportionate rates.

Equity Goals

Goals were established to guide college wide efforts to impact equity gaps in access and achievement for target populations based on CCCCO Student Success Metrics. The 2017-2019 Integrated Plan Goals were used as foundation to develop the 2019 equity goals. CoA goals are aligned with Vision 2022 and incorporate AB705 as well as Guided Pathways and an equity focused collegewide systemic shift.

2019-2022 Equity Goals	
Success Metric	Goal
Access: Successful Enrollment	<ul style="list-style-type: none"> Strengthen and expand community partnerships with high schools, adult schools, community-based organizations to increase successful transition and enrollment of disproportionately impacted populations. Increase campus cocurricular activities and clubs to create an inclusive and welcoming environment for students.
Retention: Fall to Spring	<ul style="list-style-type: none"> Expand proactive and intrusive counseling activities to increase fall to spring retention for focused equity populations Increase the number of disproportionately impacted students who successfully complete online courses and enroll in the following term by 20% by June 2020.
Transfer to a Four-Year Institution	<ul style="list-style-type: none"> Increase the number of first-time students who complete a transfer level English and math course within one academic year by 50%. Increase the number of full and part time matriculating students with a comprehensive education plan to 80%.
Complete Both Transfer-level Math and English in the first academic year	<ul style="list-style-type: none"> Increase the number of first-time students who complete a transfer level English and math course within one academic year by 50%.
Attained Vision 2022 Completion Goal: Earned Credit: Certificate over 18 units, Associate Degree, ADT	<ul style="list-style-type: none"> Increase the number of students who complete a certificate or degree by 10% by June 2020. Increase the number of students who complete a certificate or degree by an additional 10% each year through 2022.

Equity Activities

CoA is in the process of implementing a systemic and college wide equity and social justice focus throughout the college through implementation of Guided Pathways, AB705, Strong Workforce, Student Equity and Achievement and Vision 2022 work. Equity activities were developed to impact focused equity populations and meet overarching Equity Goals. Current initiatives, programs and services as well as curriculum enhancements were reviewed and incorporated into activities to impact equity gaps.

2019-2022 Equity Activities		
Activities	Timeline	Projected Funding
I. Access: Successful Enrollment		
I.1 Expand College Promise onboarding activities	2019-2020	Leverage AB19 funds
I.2. CoA Student Services department website embedded Chatbox implementation	2019-2020	\$3,000
I.3. Enhanced Foster Youth outreach and onboarding activities	2019-2022	Leverage CAFYES funds
I.4. Expand Noncredit transition course offerings to Adult Schools and CBOs	2019-2022	Leverage AEBG funds
I.5. AB705 Multiple Measures/Lift enrollment holds	2019-2020	N/A
I.6. Submit HIS Grant Application- Onboarding focus	2019-2020	N/A
II. Retention: Fall to Spring		
II.1. Develop and implement CoA Summer Bridge	2019-2020	\$5,000-7,000
II.2. Launch Zoom Online Counseling Pilot	2019-2020	\$10,000
II.3. LRC Dedicated Tutors- for equity focused populations	2019-2020	\$10,000
II.4. Implement Brotherhood Men of Color Program	2020-2021	\$10,000
II.5. Hire SEA Coordinator- Retention & Success proactive interventions	2019-2020	\$70,000
II.6. Expand Starfish Early Alert initiative college wide	2019-2021	N/A
II.7. Implement Puente Learning Community Program	2019-2021	Leverage HSI Funds
II.8. Embedded Counseling in English 1As sections	2019-2022	N/A
II.9. Distance Education Equity Faculty Professional Development Program (Online program)	2019-2022	\$5,000

III. Transfer to a Four-Year Institution		
III.1. Develop and Implement Veteran focused transfer activities	2019-2020	Leverage VRC Grant
III.2. Develop and implement CoA Summer Bridge	2019-2021	\$5,000-7,000
III.3. Hire SEA Coordinator- Retention & Success proactive interventions	2019-2020	\$70,000
III.4. Develop Curriculum Maps- Guided Pathways	2019-2020	Leverage GP Funds
III.5. Implement Puente Learning Community Program	2019-2021	Leverage HSI Funds
III.6. Embedded Counseling in English 1As sections	2019-2022	N/A
III.7 Explore and Develop Transfer Academy Cohort Model	2019-2022	\$2,000
IV. Complete Both Transfer-level Math and English in the first academic year		
IV.1. Develop Curriculum Maps- Guided Pathways	2019-2020	Leverage GP Funds
IV.2. Hire SEA Coordinator- Retention & Success proactive interventions	2019-2020	\$70,000
IV.3. Implement Puente Learning Community Program	2019-2021	Leverage HSI Funds
IV.4. Embedded Counseling in English 1As sections	2019-2022	N/A
V. Attained Vision 2022 Completion Goal		
V.1. LRC Dedicated Tutors- for equity focused populations	2019-2020	\$10,000
V.2. Hire SEA Coordinator- Retention & Success proactive interventions	2019-2020	\$70,000
V.3. Embedded Counseling in English 1As sections	2019-2022	N/A
V.4. Implement Degree Audit and Automatic Degree Conferral in PeopleSoft	2020-2022	Leverage District IT
V.5. Review CIS Degree Requirement	2019-2022	N/A

Equity Goal and Activity Evaluation

The Student Equity and Achievement Committee will monitor and evaluate Equity goals and activities as well as review disproportionate impact analysis annually each Spring to make adjustments for the following academic year. The Director of Research will assist in data analysis utilizing the CCCC Student Success Metrics Dashboard. Equity goal and activity updates will be documented and posted on the Institutional Effectiveness webpage.

College of Alameda is committed to college wide equity systemic change. Beginning 2019-2020, Guided Pathways will be a subgroup of the Student Equity and Achievement Committee which also is responsible for ensuring the Equity goals and activities are being implemented. Representation of categorical programs are involved in Equity work across the college and serve on the SEA committee. This creates natural collaboration and integration of services as well as leveraging of funding.

Student Equity 2015-2018 Expenditures and Achievements

CoA Equity Expenditures and Activities 2015-2018

CoA Equity Expenditures 2015-2018			
Category	2015-2016	2016-2017	2017-2018
1000 Academic Salary	177,952	212,878	190,472
2000 Classified, Nonacademic Salaries	190,754	169,164.	251,246
3000 Employee Benefits	57,622	105,299	106,590
4000 Supplies and Materials	32,751	10,496	4,080
5000 Other operating expenses and services	217,462	137,257	79,973
6000 Capital Outlay	76,928	120,845	1,787
7000 Other Outgo: Student Aid/Vouchers	199,486	50,000	80,160
Total	\$952,955	\$812,716	\$714,308

CoA Completed Equity Activities 2015-2018

- Revitalized UMOJA program- relaunched Fall 2018
- Revitalized CoA Scholars (New Dream) program (formerly incarcerated students) 2017-2018
- Implemented cultural bias and inclusivity professional development program 2017-2019
- Enhanced transfer center activities focused on inclusivity
- Launched CoA Promise program with dedicated counseling focused on onboarding and student success 2018-2019
- Developed stronger relationships with Adult Schools and created adult transition noncredit pathway courses for successful enrollments and success
- Established beginning stages of partnership with Coast Guard for active military, civilian and veterans 2018-2019
- Implemented AB705 related changes to placement assessment to increase access to transfer classes 2018-2019. Implemented multiple measures and self-assessment protocols 2018-2019
- Implemented caseload counseling follow up in general counseling 2018-2019
- Expanded mobile CoA to reach more students in disproportionate impacted access groups
- Implemented Equity professional development program for distance education instructors 2018-2019
- Implemented online tutoring 2017-2018
- Developed tutor training noncredit course focused on working with diverse populations 2017-2019
- Implemented Starfish Early Alert program providing early and proactive student success intervention 2018-2019

Peralta Community College District (PCCD) Equity Expenditures and Activities

PCCD District Wide Equity Expenditures 2015-2018			
Category	2015-2016	2016-2017	2017-2018
1000 Academic Salary	274,381	107,897	75,798
2000 Classified, Nonacademic Salaries	79,804	101,416	75,371
3000 Employee Benefits	100,245	94,204	58,375
4000 Supplies and Materials	0	0	92,273
5000 Other operating expenses and services	89,703	111,646	120,294
6000 Capital Outlay	0	1612	0
7000 Other Outgo: Student Aid/Vouchers	274,381	0	0
Total	\$544,133	\$416,775	\$422,111

PCCD District Wide Completed Equity Activities 2015-2018

- College Promise Coordination OUSD
- PCCD Equity Coordination
- PCCD Umoja Coordination
- PCCD Admission and Records Support
- Outreach to Increase African American and Latinx populations
- Outreach to Increase male student population
- Outreach to Increase foster youth student population
- Activities and materials to Increase campus awareness and needs of Dreamers
- Media campaign to reach underrepresented populations including TV and radio promotions
- PCCD Coordinated outreach to Adult School student populations

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