

SBVC Student Equity Plan | 2022-2025

Goal 1

Craft a new collective vision for racial equity that aligns Guided Pathways and Student Equity and Achievement (SEA) Program efforts

Goal 2

Create a space for community building within college teams to transform equity work into solidarity work

Goal 3

Work with the Guided Pathways leads in collaboration with Student Equity to advance the team's planning efforts throughout the year

Goal 4

Move from data analysis to actionable practices that influence organizational change

Metric 1: Successful Enrollment

First-time college students who apply and enroll in the same year.

Disproportionately Impacted Group: Black/African American Students

- Supporting Action 1: Active outreach to the Black/African American community
- Supporting Action 2: Provide a learning environment that exemplifies IDEAA that will attract Black/African American students
- Supporting Action 3: Promote all support programs and services
- Supporting Action 4: Shift the campus culture to be more welcoming and inclusive
- Supporting Action 5: Improve student onboarding process
- Supporting Action 6: Investigate the barriers that prevent students from enrolling

Metric 2: Completion of Transfer-Level Math and English

First-time college students who complete transfer-level math and English in their first year of enrollment.

Disproportionately Impacted Group: Black/African American Students

- Supporting Action 1: Evaluate data to address the impact of the corequisite courses
- Supporting Action 2: Explore mentoring processes for Black/African American students
- Supporting Action 3: Review and revise course outlines, objectives, and SLOs to reflect the needs of Black/African American students
- Supporting Action 4: Expand the Community of Practice and provide training to address the needs of Black/African American students
- Supporting Action 5: Investigate the barriers to Black/African American student success
- Supporting Action 6: Update the placement model for corequisite support
- Supporting Action 7: Incorporate math pathways in new placement model

Metric 3: First Primary Term to Secondary Term Persistence

First-time college students who enrolled in the semester after their first primary term.

Disproportionately Impacted Group: Black/African American Students

- Supporting Action 1: Review current hiring practices and professional development training
 - Supporting Action 2: Shift the campus culture to be more welcoming and inclusive
 - Supporting Action 3: Create a culture of celebration of student success
 - Supporting Action 4: Active outreach to the Black/African American student population
 - Supporting Action 5: Investigate the barriers to Black/African American student success
 - Supporting Action 6: Establish equity-minded best practices for instruction
 - Supporting Action 7: Decolonize course policies and offerings
 - Supporting Action 8: Review course outlines, objectives, and SLOs to reflect the needs of Black/African American students
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Metric 4: Vision Goal Completion

First-time college students who complete their goals within 3 years.

Disproportionately Impacted Group: Black/African American Students

- Supporting Action 1: Investigate the barriers to vision goal completion
 - Supporting Action 2: Continuous follow-up with student programming and events
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Metric 5: Transfer to a 4-Year University

First-time college students who transfer to a 4-year university after completing 12 units.

Disproportionately Impacted Group: Hispanic/Latinx Students

- Supporting Action 1: Analyze data to determine if students are completing their goals past the three-year timeline
- Supporting Action 2: Active outreach to the Hispanic/Latinx student population, including the extension of Guided Pathways and mentorship programs

