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

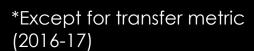
Vision for Success

- 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)





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

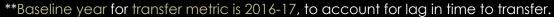


^{**}Baseline year for transfer metric is 2016-17, to account for lag in time to transfer.

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 | African American: Female | 894 | -7% | 60% | 121 |
| Community College | 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





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/ | DI: African Amer. Students |



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 |



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 |



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 nd year programming for learning communities | Umoja/Puente w/Equity Office | DI: African Amer. /Latinx Males |



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 |



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 |

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Equity Plan
For Discussion

- Are these activities appropriate?
- Will these activities support our goals?
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Equity Plan Process and Timeline for "1.1"

| Date | Group | Action |
|----------|--|----------------------|
| April 15 | Academic Senate | 1 st 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?





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