



California Community Colleges Chancellor's Office Equity 3.0 Plan

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MIPC Presentation

Timeline

- Weeks #1-2: Present confirm approach w/ Shared Governance Groups
- Week #3: Blueprint for Success BoT Approved (10/6), Kick-Off Meeting with Section Leads
- Week #4-8: Sections developed in consultation w/ the Office of Equity & Inclusion
- **Week #9: Share final drafts w/ Academic, Classified Senates and MIPC**
- Week #10: (November 30): Submit to State Chancellor's Office
- Week #12 (December 8): Submit to Board of Trustees for Approval

Alignment

“Equity 3.0 is an action plan that aligns with the college’s overarching efforts described within the Blueprint for Success.

It is not a standalone document; rather, an extension of the Blueprint for Success, as it is a strategic approach to addressing the racial disparities in student outcomes at the college.”

~ Dean of Equity

What is Equity 3.0 and why is it important to us?

- The Student Equity and Achievement Program funds activities and practices in California Community Colleges aimed at closing achievement gaps for underrepresented students and promoting success for all students.
- To receive these funds,
 - (1) college-wide student equity plan,
 - (2) provide matriculation services,
 - (3) adopt equitable placement policies, and
 - (4) ensure all students receive an educational plan.

Major Sections

1. Five Core Focus Areas

- Successful Enrollment
- Completed Both Transfer-Level Math & English
- Persistence: Primary to Secondary Term
- Completion
- Transfer to a Four-Year

2. College Intensive Focus

3. Student Education Plans

4. Vision Alignment/Coordination

Leads & Approvers

As identified by senior leadership

- Ajani M. Byrd
- Elaine Kuo
- Liz Leiserson
- Simon Pennington
- Anthony Cervantes
- Chris Chavez
- Valerie Fong
- Zach Cembellin
- Isaac Escoto
- Cleve Freeman
- Kurt Hueg
- Patty Mendoza
- Holly Hawkinson
- Stephanie Crosby
- April Henderson
- Melvishia Gains
- Teresa Ong
- Laurie Scolari
- Stacy Gleixner
- Janie Garcia

Approvers

- President
- Chief Business Officer
- VPI
- VPSS
- Academic Senate President
- Guided Pathways Coordinator

Lead Responsibilities

1. Align with (Goal 1-4 w/in FH 2030 Blueprint for Success
2. Affirm strategies are Race-Conscious
3. Share/work with the faculty and/or staff in your area to affirm that the approach is realistic, meaningful, and measurable.

Notes:

- Each section will be required to submit updates to the State Chancellor's Office annually to track progress.
- Blueprint for Success Goals
 - Goal 1: Liberate Student Success
 - Goal 2: Transform Educational Pathways
 - Goal 3: Strengthen Organizational Pathways
 - Goal 4: Lead a Transformative College Culture

Five Core Focus Areas

pp.4-9

1. Successful Enrollment:
 - Goal 1
2. Persistence, Primary to Secondary Term:
 - Goal 1
3. Transfer Level Math & English:
 - Goal 1
4. Transfer to Four-Year:
 - Goal 1, 3 & 4
5. Completion:
 - Goal 1, 2 & 4

Spotlight - Enrollment

“Use disaggregated enrollment data to identify and re-engage students, especially disproportionately impacted groups. Cross-functional teams will provide culturally responsive outreach, host Kickstart Enrollment Days, remove barriers such as debt, and track progress to close completion gaps.”

Intensive Focus

pp.10-14

1. Current Challenges & Barriers

- Across most metrics, the college is failing Black and Brown students

2. Action Plan for an Ideal Institution for Black/African American and Latiné Students

- Design a high-touch ecosystem of care via early SEPs, CRM-driven in-reach, Kick Start Enrollment Days

Spotlight

“Success will look like: By 2028, Black/African American and Latiné students will experience no disproportionate impact across the five metrics, show increased ADT and transfer completion, and describe Foothill as a campus where their lived experiences are centered, where systems adapt to them, not the other way around.”

Student Educational Plans

pp.15-16, Goal 1 Alignment

1. Student Populations Experiencing Disproportionate Impact
2. Implementation Strategy for Identified Student Groups
3. Comprehensive Educational Plan for ALL Students

Spotlight

Introduce two pilot studies on how to reimagine counseling to better support students: One reviews appointment patterns; the other tests a case management approach for Black and Latiné students. Findings will guide equitable resource use, strengthen early connection, and shape scalable practices that improve planning, persistence, and completion.

Vision 2030 Alignment & Coordination

pp. 17-29

- Guided Pathways:
 - Goal 1
- Student Financial Aid & Admissions:
 - Goal 1
- Students w/Disabilities:
 - Goal 1
- EOPS/CalWORKS:
 - Goal 1
- NextUp/Foster Youth:
 - Goal 1
- Programs for Veterans:
 - Goal 1
- Justice Impacted Students:
 - Goal 4
- Low-Income Adults:
 - Goal 4
- Credit for Prior Learning:
 - Goal 4
- Dual Enrollment:
 - Goal 4
- Strong Workforce Program, Perkins:
 - Goal 4
- Learning Community Manapua:
 - Goal 1

Vision 2030 Alignment & Coordination

Spotlight – NextUp & Foster Youth

NextUp's reach-in model delivers coordinated support across admissions, financial aid, and basic needs. To help African American and Latiné students better access first-tier priority registration, the program will intensify targeted outreach and expand flexible appointments so students stay on track and maintain momentum.

Spotlight – MANAPUA

Promising Practice: The core focus areas of MANAPUA include academic support, leadership development, mental health and wellness engagement, culturally relevant learning, and career readiness. Through the active engagement of mentorship, as well as developing a community of learning for the mentees, we look to provide high-impact direct student support. An intentionally developed community of learning for the mentors will also allow for greater institutional support, allowing for sharing best practices and discussing possible challenges.

Thank you

Questions?