



C U Y A M A C A  
· C O L L E G E ·

## 2019-2022 Student Equity Plan Executive Summary

### Overview

As a comprehensive two-year community college, Cuyamaca College is committed to success for all students. Following its work with the Achieving the Dream initiative, the College completed its new Strategic Plan in 2016, which emphasizes four strategic priorities:

- Acceleration
- Guided Student Pathways
- Student Validation and Engagement
- Organizational Health

These priorities serve as the basis for all college planning and resource allocation, and the intended outcomes of these priorities represent the basis for the College's 2019-2022 Integrated Plan. Across each of these strategic priorities is the College's equity "watermark," which includes the commitment to fostering equity-mindedness, inclusivity, civility, and social justice across the institution.

In 2017, the Student Success and Equity Committee (now the Student Success and Equity Council) adopted an inclusivity framework that focuses on the following five tenets:

- Equity Mindedness
- Inclusivity
- Civility
- Social Justice
- Unlearning Prejudice

The College's equity implementation efforts center on the following five priorities:

- Professional Development for faculty and staff
- Curriculum and Student Support Services Delivery
- Student Engagement and Validation
- Research and Inquiry
- Evaluation and Culture of Improvement

### Progress in Eliminating Equity Gaps for Disproportionately Impacted Student Groups

Based on the CCCC Student Success Scorecard, which was the primary source of equity planning data for the College in 2015 and 2017, the College made significant progress improving student One-Year Transfer English Completion and One-Year Transfer Math Completion between the 2012-13 cohort and 2016-17 cohort, as well as successful course completion over the last five years:

- **Hispanic/Latino Students**
  - Increased Transfer English Completion rate from 23% to 45%
  - Increased Transfer Math Completion rate from 21% to 42%
  - Increased Graduation/Completion rate from 39% to 46% and reduced equity gap
  - Increased successful course completion rate from 66% to 70%
- **African American Students**
  - Increased Transfer English Completion rate from 10% to 43% and reduced equity gap
  - Increased Transfer Math Completion rate from 15% to 34%
  - Increased successful course completion rate from 60% to 62%
- **Native American Students**
  - Increased successful course completion rate from 67% to 75% and eliminated equity gap
- **Male Students**
  - Increased Transfer English Completion rate from 21% to 45%
  - Increased Transfer Math Completion rate from 24% to 48%
  - Increased Graduation/Completion rate from 42% to 48% and reduced equity gap

- Increased successful course completion rate from 70% to 72%
- **Female Students**
  - Increased Transfer English Completion rate from 25% to 49%
  - Increased Transfer Math Completion rate from 22% to 44%
  - Increased successful course completion rate from 74% to 78%
- **Students with Disabilities**
  - Increased Graduation/Completion rate from 35% to 45% and reduced equity gap
  - Increased successful course completion rate from 70% to 74% and reduced equity gap
- **Foster Youth**
  - Increased successful course completion rate from 34% to 54% and reduced equity gap
- **Economically Disadvantaged**
  - Increased Graduation/Completion rate from 47% to 49%
  - Increased successful course completion rate from 72% to 75%

Progress is needed to eliminate equity gaps for economically disadvantaged students (Graduation/Completion rate).

### **Disproportionately Impacted Students and Activities Planned for 2019 to 2022 to Eliminate Equity Gaps**

For 2019-20 through 2021-22 academic years, the College will focus on eliminating equity gaps for the following disproportionately impacted student groups:

- African American Female Students (access, persistence, and completion)
- African American Male Students (persistence, math and English throughput, and completion)
- Latina Students (persistence)
- Latino Students (completion)
- Two or More Races Male Students (Transfer)
- Native American Female Students (math and English throughput, completion)
- Native American Male Students (math and English throughput, completion, transfer)
- Native Hawaiian or Other Pacific Islander Male Students (math and English throughput and transfer)
- Female Students with Disabilities (access, transfer)
- Male Students with Disabilities (transfer)
- Female Former Foster Youth (access, persistence, math and English throughput, and transfer)
- Male Former Foster Youth (completion and transfer)
- Female Veteran Students (access, math and English throughput, and completion)
- LGBTQ+ Female Students (access, completion, and transfer)
- LGBTQ+ Male Students (completion and transfer)

Activities planned for 2019-20 through 2021-22 to improve the success of the above disproportionately impacted student groups include:

- Continue to advance acceleration and co-requisite support in math, English, and ESL
- Expand outreach and engagement efforts with communities of color
- Continue equity-minded teaching and learning institutes
- Enhance the student intake process
- Develop a comprehensive orientation process
- Continue and expand equity-minded professional development
- Professional development to foster inclusive learning environment for LGBTQ+ students
- Improve connection for students with learning assistance
- Develop modality for student support/success teams
- Expand undocumented student services
- Pilot a modified learning community model
- Enhance existing department maps to reflect holistic academic map
- Improve the graduation application and outreach process
- Develop and launch a comprehensive career services center
- Expand transfer connection opportunities

### **Student Equity Expenditures, Activities, and Progress: 2014-15, 2015-16, 2016-17, and 2017-18**

From 2014-15 to 2015-16, the College's Student Equity funding shifted from a mini grant approach to an institutional infrastructure-building approach to advance equity-mindedness and equitable student outcomes across the campus. From 2014-15 to 2015-16, the College's equity efforts focused on professional development, expanded services for foster youth, a first-year experience program, increased services for veterans, and tutoring.

As of 2016-17, about one third of Student Equity funding was allocated to build research and information capacity as well as coordination for college equity efforts via new staff positions. These include the following:

- Associate Dean of Student Equity and Engagement
- Senior Dean of Institutional Effectiveness, Success, and Equity
- Campus-based Researcher
- Administrative Assistant III (Institutional Effectiveness, Success, and Equity)

For each of the above positions, which were not in place until the 2016-17 academic year, the College leveraged other funding streams to supplement Student Equity funding and ensure full-time positions to build and sustain the Institutional Effectiveness, Success, and Equity Office.

In addition to funding a portion of the development of the Institutional Effectiveness, Success, and Equity Office, the College leveraged Student Equity funding to providing staffing and support for the following initiatives and activities:

- Equity-minded teaching and learning professional development programs
- Expanded tutoring/learning assistance services
- Learning communities for disproportionately impacted student groups
- Campus wide equity-based engagement and validation activities
- Mental health counseling and wrap around services
- Equity-based conferences and workshops for professional development
- Faculty and presenter stipends supporting equity-based engagement and validation activities
- Expanded student support services for undocumented student population

The College is continuing its work to eliminate equity gaps as shown in its 2015-2017 Student Equity Plan and 2017-18 Integrated Plan. The College's equity performance goals were updated in 2019 to reflect the newly required Chancellor's Student Success Metrics.

*For additional information on the College's 2019-2022 Student Equity Plan, please contact:*

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