

# Palomar Community College District Student Equity Plan 2025-2028 Executive Summary

Palomar College's 2025–2028 Student Equity Plan reflects our unwavering commitment to advancing equity, access, and success for all students, especially those who have been historically and systemically underserved. Grounded in data-informed practices and guided by the voices of our students, faculty, and community, this plan builds upon the progress made during the 2022–2025 cycle and charts a progressive path forward.

## 25-28 Student Equity Plan Overview:

Palomar College has set the following equity goals for the disproportionately impacted (DI) student populations we have identified for the 25-28 Student Equity Plan:

- **Black/African American students:** Improve enrollment, persistence, and transfer outcomes through coordinated, intrusive support and culturally responsive practices. Institutionalize Student Success Teams and revise policies to reflect student-centered design.
- **Hispanic/Latine/Latinx students:** Strengthen enrollment, retention, and completion through strategic scheduling, bilingual outreach, and culturally affirming campus practices. Institutionalize HSI Task Force recommendations and expand access to high-demand courses.
- **First-generation students:** Increase comprehensive education plan completion and persistence by simplifying onboarding, expanding counseling access, and creating a centralized “landing” space for holistic support.
- **Veterans:** Enhance enrollment, persistence, and transfer through targeted outreach, trauma-informed counseling, and coordinated basic needs support. Expand access to academic planning and transfer guidance.
- **Students with disabilities:** Eliminate disproportionate impact in retention and completion through proactive accommodations, inclusive pedagogy, and Universal Design for Learning (UDL) practices.
- **Justice-impacted students:** Improve enrollment and completion through high-touch support, peer mentorship, and dedicated spaces. Expand access to technology, basic needs, and transfer pathways.
- **Low-income adults:** Increase enrollment and persistence by expanding evening/weekend offerings, financial aid access, and career-focused pathways.

- **Female students:** Improve enrollment and financial aid completion through targeted outreach and wraparound support via Student Success Teams.
- **Asian students:** Increase enrollment and persistence through culturally responsive outreach and integrated onboarding support.

To achieve these goals, Palomar College will implement and expand the following initiatives:

- **Institutionalization of Student Success Teams (SSTs):** Providing proactive, wraparound support through case management, academic advising, and basic needs coordination.
- **Culturally Responsive Pedagogy and Professional Learning:** Scaling Communities of Practice and DEIAAAA-aligned hiring and training to foster inclusive learning environments.
- **Student-Centered Processes:** Simplifying onboarding, orientation, and scheduling to remove procedural barriers and promote timely completion.
- **Transfer Support:** Launching a comprehensive Transfer Center Plan and revising policies to prioritize DI student success.
- **Financial Aid Equity:** Expanding early outreach, personalized support, and automation to increase FAFSA/CADAA completion and reduce delays.
- **Expanded Access and Support Services:** Increasing ZTC course offerings, evening/weekend services, and embedded tutoring for DI populations.

Resources from the Student Equity and Achievement (SEA) Program, Strong Workforce, Perkins, and other categorical funds have been braided to support these initiatives. Budget allocations prioritize staffing, technology, professional development, and student support services aligned with equity goals.

# 22-25 Student Equity Plan Assessment and Reflection:

Student Equity and Achievement Program (SEAP) funding was instrumental in advancing the initiatives outlined in the 22-25 Student Equity Plan (SEP). These resources supported the work of counselors, managers and supervisors, and classified professionals; these positions worked to strengthen our student services and equity-focused programs, especially as they relate to the DI populations identified in the 22-25 SEP, which were our Hispanic/Latine/Latinx and Black/African American students. Funding also enabled targeted learning communities such as Umoja, expanded academic support through tutoring, and enhanced holistic onboarding and counseling services. Additionally, SEA funds were used to address basic needs, improve access to technology and software, and provide professional development for faculty and staff. Investments in research and evaluation, guided pathways redesign, and student leadership development further ensured that equity strategies were data-informed and student-centered.

## SEP 2.0 Progress and Path Forward

### Overview

SEP 2.0 established ambitious goals to eliminate equity gaps for Black/African American and Hispanic/Latine/Latinx students across five key metrics by the end of 2024–25. These targets were designed to position the institution on a clear path toward dismantling systemic barriers and achieving equitable outcomes.

### Progress and Challenges

While significant groundwork was laid, full implementation of some strategies was hindered by staffing limitations, institutional challenges, and barriers to change. Additionally, current data reflects mixed cohort timelines, making it difficult to measure the immediate impact of recent interventions on earlier student cohorts.

### Moving Forward

To accelerate progress and ensure success, the following actions are recommended:

- **Strengthen Capacity:** Address staffing gaps and allocate resources to fully implement high-impact strategies.
- **Enhance Data Alignment:** Standardize cohort tracking to accurately assess intervention outcomes.
- **Prioritize High-Impact Strategies:** Focus on initiatives with the greatest potential to close equity gaps.

- **Advance Institutional Change:** Continue addressing systemic barriers through policy review and stakeholder engagement.
- **Monitor and Adjust:** Use real-time data to refine approaches and ensure continuous improvement.

### **Conclusion**

Although challenges remain, SEP 2.0 has laid a strong foundation for equity-focused transformation. With targeted actions and sustained commitment, the institution is well-positioned to achieve its goals and create a more inclusive and supportive environment for all students.

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