



Student Success & Equity Council

August 23, 2019

Agenda

- Review of Old vs. New Disproportionate Impact Categories
 - Review of Student Equity Plan 2019-2022
 - Establish Equity Plan Teams for Implementation/Outcomes
 - Funding Allocation 2019-2020
 - CUE Team Site Visit - Update
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- Undocumented Student Week of Action
 - Heritage & History Months
 - Equity Film Series
 - Meeting Schedule

Disproportionately Impacted Populations

Prior DI Populations

Success Indicator	Disproportionate Impact
Access	Veterans
Course Completion	Foster Youth
ESL & Basic Skills Completion	African Americans
	DSPS Students
	Males
	Hispanics
Degree & Certificate Completion	Unprepared Age 25-49
	African Americans
	DSPS Students
Transfer to 4-year Inst.	Unprepared Age 25-49

New DI Populations

Access	Retention	Transfer Level M/E	Transfer to 4 Year	Vision for Success
Hispanic/Latino (F)			Hispanic/Latino (M)	
Black/African American	Black/African American	Black/African American	Black/African American (M)	Black/African American (M)
		American Indian	American Indian (M)	American Indian
		Hawaiian/PI (M)		Hawaiian/PI
More than One Race (F)				
Other Race	Other Race (F)	Other Race (F)		Other Race
White (F)				
Foster Youth	Foster Youth	Foster Youth (F)	Foster Youth (F)	Foster Youth (M)
	Veteran (M)	Veteran		
		LGBT (M)	LGBT	LGBT (M)
		Disabled		

Certified Student Equity Plan

Available on-line:

Executive Summary

Final Certified Plan

<https://www2.palomar.edu/pages/sse/2019-2022-student-equity-plan/>

Prior Student Equity Plan / Focus Areas

Programs & Implementation

- TLC
 - FYE/Summer Bridge/ LC / FRC
- Math Learning Center
- Service Learning
- Foster Youth Program
- Veteran's Outreach
- STAR & Stats Tutoring

Events/Activities/Items

- Week of Welcome
- Tarde de Familia
- ESL Recognition Night
- Equity Programming
 - Films / Speakers/ Excursions
- Veteran Program Ads
- Direct Supports
- Supplies/Equipment

Research & Professional Development

- CCEAL (M2C3)
- Pathways to Law School
- Conferences
- PD Speakers/Books
- Training

2019 Equity Plan Broad Themes

Outreach / Recruitment

- Define/Plan/Staff
- Focused Recruitment
- Communication
 - HS, Parents, Employers Community,

Onboarding / Retention

- Define/Plan/Staff Onboarding
- Define/Plan/Staff Retention Practices

Transfer / Employment

- Transfer Strategies
- Employment Readiness Strategies

Internal Equity Development

- PD activities
- Themed PD (ex. Implicit bias, cultural fluency).

2019 Equity Plan Activities

Outreach / Recruitment

- Establish Enrolled Student Profile
- Focused Admission & Recruitment Plan

Onboarding / Retention

- Improved Admissions & Onboarding Communication
- Strengthen Palomar Promise
- Create Student Intake Process
- Puente & Umoja Programs
- Student Engagement Plan
- Basic Needs Support
- College Math & English w/Support
- ME First Program
- Maximize Participation in Support Programs
- MAP Major Programs

Transfer / Employment

- Early Career Exploration & Connection to Math/English
- Completion Communities
- HBCU Visits

Internal Equity Development

- PD activities
- Themed PD (ex. Implicit bias, cultural fluency).
- Trauma Informed Perspective
- Communities of Practice

Equity Plan Implementation / Evaluation Teams

Outline a process and schedule for evaluating the progress made toward meeting your student equity goals.

- 1. Establish Review Teams*
- 2. Determine Evaluation Procedures*
- 3. Review/present to SEA at intervals during each semester*
- 4. Establish Budget Team*

How will your college ensure coordination across student equity-related categorical programs or campus-based programs.

- 1. Student Equity & Achievement Council representation*
- 2. Comprehensive Institutional Professional Development*

Who's Team are you on?

- How many teams do we need?
- Size of each team?
- Best fit to participate on a team?

TEAM THEMES

Outreach / Recruitment

Onboarding / Retention

Transfer / Employment

Internal Equity Development

2019 Equity Plan Activities – Team Sign Ups

Outreach / Recruitment

- Jose Luis Ramirez
- Alejandro Arellano (3)
- Tamara Weintraub (1)

Onboarding / Retention

- Cindy Anfison (1)
- Alejandro Arellano (1)
- Lisette Lasater
- Izabel Solis
- Craig Thompson (1)
- Steve Salter
- Jose Luis Ramirez
- Lori Waite (1)
- John McMurria (1)
- Nancy Browne (1)
- Glyn Bongolan (2)

Transfer / Employment

- Jose Luis Ramirez
- Nancy Browne
- John McMurria (2)
- Letty Aguirre
- Glyn Bongolan (1)

Internal Equity Development

- Cindy Anfison (2)
- Alejandro Arellano (2)
- Steve Salter
- Lisette Lasater
- Tamara Weintraub (1)
- Nancy Browne (2)
- Glyn Bongolan (3)

SEA 2019-20 Allocation

Student Equity & Achievement Program	Project	2018-19	Distribution
Student Success & Support Program	1612120	\$ 3,140,394.00	54%
Student Equity	1612135	\$ 1,779,327.00	31%
Non-Credit Student Success & Support Program	1612122	\$ 231,710.00	4%
Basic Skills Initiative	1612305	\$ 616,354.00	11%
Total		\$ 5,767,785.00	100%

Status quo for fall 2019

Changes proposed spring 2019 implement by next fiscal year

Gifts / Stipends / Political Contributions / FTE Generating Courses / Supplanting

CUE Team Site Visit

March 2019 Palomar team attended USC Center for Urban Education (CUE) Equity Plan Training.

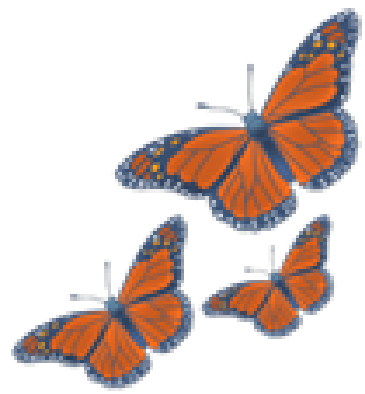
CUE selected four campuses to visit and observe based on promising examples of “race-conscious” and “equity-minded” approaches in our plan and practices. Palomar College was one of the four schools.

If SEA team agrees – CUE would like to visit in fall 2019 and spring 2020

- Engage in conversation with our SEA members
- Observe an SEA meeting or equity-related activity
- Collect document samples to understand how our plan is implemented

Questions for CUE

- Other Participants?
 - Will be shared after all schools commit
- Offer Palomar feedback?
 - Will provide feedback to our team
- Public/Anonymous references in literature?
 - Not planning to reference colleges by name.
- MOU?
 - Request IRB



California Community Colleges Undocumented Student Week of Action

- October 14-18, 2019
- Organizing Team – Izabel Solis & ALASS Members
- Activities for advocacy and solidarity with undocumented community
- Website:
<https://www2.palomar.edu/pages/ab540andimmigrantresources/>

Heritage, History & Awareness Months

Fall 2019

September

- Hispanic Heritage (9/15-10/15)

October

- Disability Employment Awareness
- LGBTQ History
- Filipino American History
- Italian American History

November

- American Indian Heritage

Spring 2019

February

- African American Heritage

March

- Women's History Month
- Irish American Heritage

April

- Deaf History (3/13-4/15)
- Arab American Heritage
- Autism Awareness

May

- Asian Pacific Islander Heritage
- Jewish American Heritage
- Older Americans Month
- Haitian Heritage Month
- Mental Health Awareness
- National Pet Month

June

- LGBT Pride Month

Student Equity Film Series

DOOR OPENS AT 4:30PM - FREE ENTRY

(varies by date)
San Marcos SEAL Center, SU-19 or Escondido Center, ESC-105

FEBRUARY



2/11/19 - Film
The Blind Side - Sandra Bullock won an Oscar for playing Leigh Anne Tuohy in this biopic about how a poor Black teen, Michael Oher, was adopted by a white family that helped him go to college and make it to the NFL.
Book tie-in: The Blind Side: Evolution of a Game (2006) by Michael Lewis.

Location: San Marcos (SEAL Center, SU-19)



2/25/19 - Film
Pariah - Alike is a straight-A student in Brooklyn, New York. She is also a Black lesbian in a Christian household who must come to terms with her needs and her family's expectations. Directed by Dee Rees.

Location: San Marcos (SEAL Center, SU-19)

MARCH



3/11/19 - Film
Monsters University - Pixar's prequel to Monsters, Inc., this is the story of how two monsters, Mike and Sulley (Billy Crystal and John Goodman), meet in college and become best friends.

Location: Escondido Center (ESC-105)

APRIL



4/1/19 - Film
Fail State - Executive produced by Dan Rather, Alexander Shebanow surveys the history of the for-profit college industry, examining the often-unsavory relationship between banks, regulators, and student-customers who take on debt to earn degrees that sometimes fail to advance their lives and careers.

Location: San Marcos (SEAL Center, SU-19)



4/15/19 - Film
Stand Clear of the Closing Doors - As a hurricane bears down on New York City, an autistic boy embarks on an odyssey through the City's subway system while his family works to find him and bring him safely home.

Location: San Marcos (SEAL Center, SU-19)



4/29/19 - Film
Me and Earl and the Dying Girl - High schooler Greg (Thomas Mann) makes movie parodies with his friend Earl (RJ Cyler). When they meet a classmate with leukemia, they make her the focus of a new film.
Book tie-in: Me and Earl and the Dying Girl (2012) by Jesse Andrews.

Location: Escondido Center (ESC-105)

MAY



5/13/19 - Film
Love, Simon - Simon Spier (Nick Robinson), a closeted gay high schooler, tries to uncover the identity of an anonymous classmate with whom he has fallen in love.
Book tie-in: Simon vs. the Homo Sapiens Agenda (2015) by Becky Albertalli.

Location: San Marcos (SEAL Center, SU-19)

Time:
Mondays, 4:30pm

Locations (varies by date):
San Marcos SEAL Center, SU-19
or
Escondido Center, ESC-105

Explore Student
Equity Topics through
films and books

Snacks and Soft-Drinks Provided

- Five Consecutive Semesters of Student Equity Films.
- Adjunct Instructor guides equity Lecture/Dialogue
- Pizza for students
- SEAL Center (SU-19) or ESC-105
- Continue? - Yes
- Faculty Sponsors? - Yes
- Format /Day /Time Change? - Yes



SEAL

Student Equity Advocacy Leadership

This Event Series is sponsored by Palomar College
Student Success and Equity Council.

In partnership with the Office of Student Affairs.

Meeting Schedule / Proposed Flex Dates

Fall 2019

Friday	August	23	First
Friday	September	13	
Friday	September	27	Holiday
Friday	October	11	
Friday	October	25	Flex
Friday	November	8	
Friday	November	22	Flex
Friday	December	13	Final

Spring 2020

Friday	January	24	First
Friday	February	14	
Friday	February	28	Flex
Friday	March	13	
Friday	March	27	Flex
Friday	April	10	
Friday	April	24	Flex
Friday	May	8	
Friday	May	22	Final