



Student Success & Equity Council

Agenda

- AB705
- MMPA
- Institutionalizing Equity
- Compare Old vs. New Disproportionate Impact Categories
- Funding / Budgets 2019-2020
- Meeting Schedule

Disproportionately Impacted Populations

Prior DI Populations (2015-19)

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 (2019-22)

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		

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
- Punte & 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

SEA 2019-20 Allocation

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

- Status quo for fall 2019
- Changes to spending necessary

Unallowable Expenditures

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

Budgets

SUMMARY	Allocation Amount	Staffing	Benefits	Contingency
Student Success & Support Program	\$ 3,140,394.00	\$ 2,234,688.46	\$ 1,030,196.05	\$ (124,490.51)
Student Equity	\$ 1,779,327.00	\$ 1,019,881.06	\$ 417,678.77	\$ 341,767.16
Non-Credit Student Success & Support Program	\$ 231,710.00	\$ 126,465.66	\$ 100,899.03	\$ 4,345.31
Basic Skills Initiative	\$ 616,354.00	\$ 408,847.35	\$ 142,146.37	\$ 65,360.28
Total	\$ 5,767,785.00	\$ 3,789,882.53	\$ 1,690,920.22	\$ 286,982.25

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