



Student Success & Equity Council

March 13, 2020

Agenda

- Ranking of Resources
- Emergency Grants
- 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
- 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

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 |