

# Student Equity and Achievement Program Year 2 of 3 Updates

Planning and  
Budgeting Council  
Presentation  
May 2024

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# What is the Student Equity and Achievement Program?



## Hxstory

- Created by the state Chancellor's Office in 2018
- Combined the statewide initiatives:
  - "Student Success and Support Program"
  - "Basic Skills Initiative"
  - "Student Equity"

## What is the Plan?

- Actions we will take to improve achievement for disproportionately impacted student groups
- Benchmarks to meet each year towards equity

## Context

- We get \$1.8 million from the state
- The state wants to see how we boost achievement
- Annually, we review how we're doing

# Who “does” SEAP?



## ALL OF US support student equity and achievement!

### Our Roles

The following metrics and actions were written by a planning group of VPSS, Deans of Counseling, ASLT and PRIE, and ACES leadership, based on college feedback through participatory governance, submitted to and approved by the state.

Our current Director of Equity and Faculty Equity Coordinator lead the reporting out to the college and state. We reached out to many of you on the status of the following goals.

### Full Data Packet

This has the latest data pull—and the college is waiting for this term to end to get more data.  
*(We need to also document this progress for accreditation.)*

**If we have more to add—please kindly let us know.**

# Cañada Equity Goals

01

**Successful Enrollment for Black Students**

02

**Complete Transfer-Level Math & English  
for Latine Students**

03

**Persist from First Primary Term to  
Secondary Term for Filipino Students**

04

**Increased Transfer Rates for Latine  
Students**

05

**Complete a Degree for Latino Males**

**Metric #1**  
**Black**  
**Students**  
**Successfully**  
**Enroll**







Increase percentage  
of Black students  
who enroll in Cañada  
by 5 percentage  
points each year.



In 3 Years...

# #1 Sub-Metrics

## Employee Affinity Spaces

Equity and Antiracism Council created creation of districtwide procedure for affinity groups.



done

## Financial Barriers

Implement SB 893 (free college) to identify and eliminate financial barriers related to enrollment.



done

## Outreach

Institutionalize strategic plans for outreach and recruitment of Black students in East Palo Alto with UMOJA and College Recruiters.



EMP 3.2 top goal this year.  
North Fair Oaks Listening Session.

## Supporting Umoja

Spring Flex Day Presentation: Increase support for Umoja program to institutionalize program deliverables, including having full-time positions in the program.



## Cultural Events Shared

Highlighted events:  
HBCU visits!  
50 person Black Panther Equity Excursion  
Black History Month w/high schools



## Assessment

Implement regular quantitative and qualitative assessments to document the Black experience at Cañada.



# #1

Equity Lens:  
133 less Black students applying

# Sub-Metrics



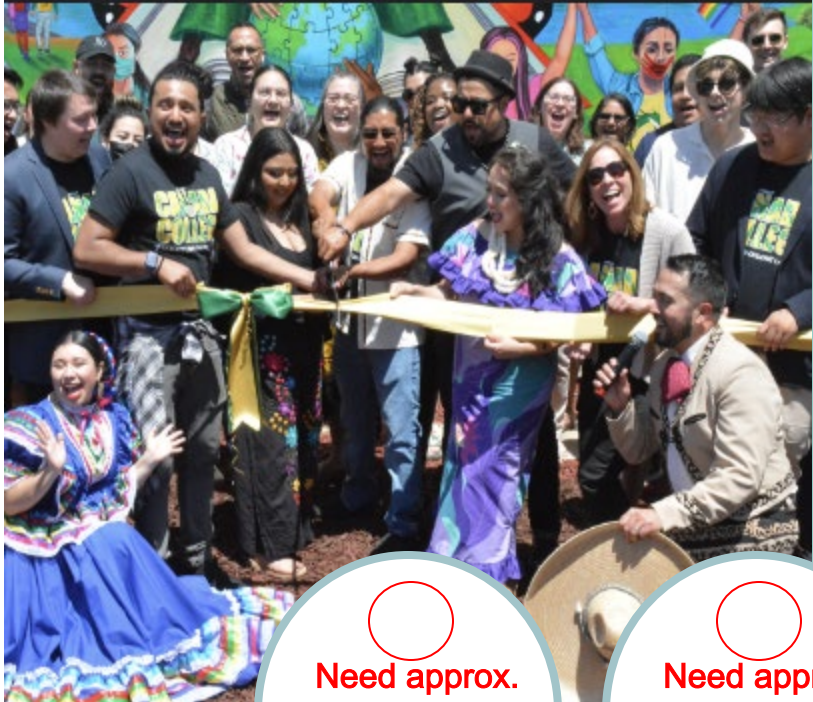
# Metric #2

## Latine Students Completion of Math & English



# In 3 Years...

Increase first-time, transfer-seeking Latine students completing transfer-level Math and English in their first year by 3 percentage points each year.



○  
Need approx.  
16% increase  
to reach goal  
next year for  
Math

○  
Need approx.  
13% increase  
to reach goal  
next year for  
English

\*The %numbers listed indicates percentage point goals. Per cent means one hundredth of something. Percentage point is used when comparing percentages to one another.

## Inclusive Curriculum and Teaching Practices

Math & English faculty “Pod” are ongoing that reflect on current practices and establishes best practices moving forward



Mexican American literature class to be offered in Fall 2024.

Puente Professional Development opportunities scheduled for the 2024-25 year.

## Support Services at Night

Support services available in alignment with course offerings for day, evening, and part-time students. Cañada de Noche launched!



## Supplemental Instruction

Increasing use of embedded tutors and highly qualified Instructional Aides in the LC; day and evening; working to expand embedded tutoring program and peer mentor supports.



## Additional Support + Assessment

Establish Learning Communities for English 105 aligned with Ethnic Studies/ History to provide culturally responsive instruction and peer support.



Evaluate the co-requisite support courses in Math and 5-unit English.

Establish guidance for first-time students placed into corequisite math and English to take one course at a time (but to start in their first term).

# #2: Sub-Metrics

**Metric #3**  
**Filipine**  
**Students**  
**Persist from**  
**1st Semester**  
**to 2nd**  
**Semester**



In 3 Years...

Increase Filipino students persisting from their first primary term to a second primary term by 3% percentage points each year.

○  
Need 9%  
increase for  
part-time  
students

○  
Need  
17%  
increase  
for full-time  
students





## Cultural Programming

The Cultural Center and AANAPISI STA held the first FilipinX event on campus together, where students, faculty and staff shared their hxstories.



in progress

The Office of Equity also held an Equity Excursions to *Larry the Musical* highlighting FilipinX leadership in the farmworkers movement.

The Cultural Center and AANAPISI STAR also held the first AANHPI Showcase, highlighting FilipinX performances and a tinkling closing workshop.



## AAPI Focus Support & Services



Peer mentoring program is off the ground, successfully supporting students, and growing!



in progress

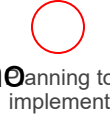
With mentors presenting at Flex and National conferences.

# #3 Sub-Metrics



## Outreach & Enrollment

Streamline proactive registration to address Filipino student persistence between terms.



Earlier outreach to Filipino students about Ethnic Studies classes and curriculum; learning community with Ethnic Studies

## Equity & Antiracist PD

Strengthen antiracism in teaching, learning, and service through the STAR/ARC to dispel problematic assumptions and biases that show up in the classroom and support services through professional development opportunities



Increase in the use of equity minded and antiracist curriculum and effective andragogical methods.

# #3 Sub-Metrics

# Metric #4

Latine Students  
Have Increased  
Transfer Rates





Increase Latine students transferring to a 4-year institution within 3 years by 4 percentage points each year

○  
Need 11% increase to reach goal next year

In 3 Years...

# #4 Sub-Metrics

## Career Education

First Spanish Language Entrepreneurship program based in Menlo Park, and it was well attended. (Primarily women.)



The new water program has been doing very well at Menlo Park.



## Improve Transit

Provided approximately 12,000 Lyft rides to and from campus to East Palo Alto, Belle Haven, North Fair Oaks



## Interest Area Success

Retention specialists hired, they are actively case managing our Latine students to ensure they are making progress towards completion.



New Developing Hispanic Serving Institutions DHSI mini grant process established.

## Course Schedule

Intentionally built out each program of study to be completable in two years across in as many modalities as possible. New instructional program map [linked here](#).



done

New minimester!

## Technology Loans

Have increased 100 new hotspots this academic year through onetime funds, and using SEAP dollars to cover student assistants who help loan out these materials.



done

Chromebook/PC = Latine students make up 69% of population borrowing.

Hotspot = Latine students make up 71% of population borrowing.

# #4 Sub-Metrics

# Metric #5

## Latino

## Degree

## Completion







Increase Latino  
(Male) students  
completing a  
degree within 3  
years by 2  
percentage points.



Goal  
Sustained  
for Full Time  
Students!



Need 11%  
increase for part-  
time students to  
reach goal next year

In 3 Years...

## Colts -U Transfer Center

NDNU BA completion program offers culturally responsive counseling and mentoring for Latinx students



ARC program in partnership with SF SU also serves first-gen Latinx students.

Collaboration with Promise, TRIO, EOP through University Visit Planning Group.

## Expanding Key Programs

Expansion of EOPS and Promise, including financial literacy workshops.



When SB893 started in Spring 2023, it only paid for tuition and fees. Now, it has expanded to additional resources.

## Integrated Support

The Constituent Relationship Management (CRM) System can show in an integrated system of support for students for transfer.



Welcome Center team gets people through matriculation, and SEAP currently funds the Welcome Center.

## Race Conscious Programming

Speaker Series Interest Areas support Latine narratives.



Transfer Center developed new Service Area Outcome to include Latine narratives in transfer workshops and campus visits. Cultural Center and DHSI grant working together to create culturally responsive workshops and activities

Puente flex day training sessions for faculty, staff, and student leaders

# #5 Sub-Metrics

# How are we continuing this work?

## Student Equity and Achievement Program Plan DRAFT

2022-2025 | [Presentation Link](#) | [Ongoing Notes](#)

What is the responsibility of this EAPC Workgroup?

There is a group dedicated to the writing and the formal compliance. This workgroup is looking at "are we doing what we said we are going to do?" if we aren't doing this gap closing, where can we get more resources?

METRIC	ACTIONS	DI Population Focus	Contributors to Contact About Status for Reporting	Administrator to Ensure this Happens	Progress
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Metric	Actions	DI Population Focus	Contributors to Contact About Status for Reporting	Administrator to Ensure this Happens	Progress
Metric 1 English Language Learners (ELL) graduation rate	Review and update the current ELL graduation rate data and ensure the data is accurate and reflects the current graduation rate data.	Latin students			On Track
Metric 2 College and Career Readiness (CCR) scores	Review and update the current CCR scores and ensure the data is accurate and reflects the current CCR scores.	Latin students			On Track
Metric 3 Mathematics graduation rate	Review and update the current mathematics graduation rate data and ensure the data is accurate and reflects the current mathematics graduation rate data.	Latin students			On Track
Metric 4 Mathematics proficiency scores	Review and update the current mathematics proficiency scores and ensure the data is accurate and reflects the current mathematics proficiency scores.	Latin students			On Track
Metric 5 Science graduation rate	Review and update the current science graduation rate data and ensure the data is accurate and reflects the current science graduation rate data.	Latin students			On Track
Metric 6 Science proficiency scores	Review and update the current science proficiency scores and ensure the data is accurate and reflects the current science proficiency scores.	Latin students			On Track

# Q&A