

STUDENT EQUITY

The colleges of the San Bernardino Community College District are firmly committed to a policy of student equity that excludes any form of discrimination based on race, color, sex, religion, age, handicap or national origin. Further, the colleges are committed to a program of recruitment designed to achieve continued growth in the number of students whose race, sex, age and handicap have been factors, historically, in their under-representation.

A. The Chief Student Services Officer or designee will be responsible for the program plan and annual reports. The plan shall consider the following actions in fulfilling this objective:

1. Affirmative efforts to search out and contact potential qualified students.
2. Continuous efforts to eliminate hazards (physically and education-ally) for physically impaired persons to facilitate their mobility on campus.
3. Experimentation to discover alternate means of evaluating potential student populations.
4. Augmented student financial assistance programs.
5. Improved counseling for all classifications of disadvantaged students.

B. The plan and subsequent progress reports will include appropriate statistical data.

1. Student Services

a. Objective: It shall be the objective of the colleges that an annual review be made by each program area in Student Services to determine whether any conditions exist contrary to ACR 151. Wherever such conditions are found to exist, affirmative corrective steps will be taken to correct such conditions.

b. Implementation: It shall be the responsibility of the Chief Students Services Officer to provide for an annual report by all student services program heads to be submitted to the Student Equity Committee or the Chief Student Services Officer for review and updating. The reports shall include the following information:

- (1) Objectives of the program, including methods of implementation.
- (2) Program eligibility requirements.
- (3) Number and percentage of minority and female program participants.
- (4) Significant changes made during the year.

2. Admissions

a. Objective: The objective of the colleges shall be that there shall be no **de facto** discrimination towards male/female, minority and physically impaired applicants in any aspects of the colleges and their programs.

b. Implementation: A periodic review of admissions criteria, policies and procedures shall be conducted, and modification shall be made where appropriate. In carrying out these reviews, each segment shall consider the following:

- (1) Placement test scores (including their validity for particular groups).
- (2) Appropriateness of application filing periods.
- (3) Patterns of high school course preparation required and/or recommended for admission and college program prerequisites.
- (4) Community interests that affect college application trends.

3. Financial Aid

a. Objective: To provide financial aid to all eligible students in order that they might matriculate through the educational system with more time to concentrate on their educational demands.

b. Implementation: All possible means should be considered to search out those prospective students with financial need and notify them of what type of financial aid is available and how one becomes qualified for such aid.

C. Staff Awareness

Programs to Sensitize Faculty and Staff

1. Objective: To sensitize faculty and staff to the special needs and problems of groups which have been historically under-represented in the student body, such as ethnic minorities, women, the elderly and physically impaired.
2. Implementation: Following assessment of faculty and staff awareness, special programs will be developed, as the need indicates, to acquaint employees of the colleges with problems of under-represented groups.

D. Periodic Review and Evaluation

1. Objective: To assure that student equity efforts by the colleges will receive sustained support.
2. Implementation: A Student Equity Program Committee at each college will monitor efforts of the colleges to carry out the objectives of this plan. The Committee will be appointed by the President in consultation with the Academic Senate President and will be comprised of two counselors, one student personnel administrator serving as chairperson, the EOPS Director, two faculty members and three students. The Committee will meet periodically to assess the progress of the colleges under its student equity plan and report findings and recommendation to the college community.

ADOPTED: 8/8/91