

# Student Equity Transforming Lives: Strengthening Community

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# Agenda

- Process
- Research and Measures
- Findings: Disproportionately Impacted Groups
- Goals
- Interventions
- Budget

# Student Equity Process

- SEP Funding for SBCCD \$889,081 (**Categorical**)
  - Allocation released in October 2014
    - \$227,081-Crafton Hills College
    - \$612,000-San Bernardino Valley College
    - Governor's 2015/16 Preliminary Budget increases SEP \$100,000,000 next year
- Campus Steering Committees
  - CHC: the Student Success, Equity, and Enrollment Management Committee
  - SBVC: VPSS, VPI, Instructional and Student Services Deans, Administrators, Faculty, Staff, and Students
- SEP Timeline
  - SEP Template and Guidelines Released in May 2014
  - Allocations released in October 2014
  - Presentations and approvals by planning committee, Academic Senate, Classified Senate, and College Council
  - President's Review and signature required
  - Due to State Chancellor on January 1<sup>st</sup>, 2015

# SBVC Student Equity Plan



# SBVCs Target Populations

Group	Count
African-American	1,541
Hispanic	7,608
Male	5,390
First Year Students	1,630
Foster Youth	86
AB540 Students	444

**\*Duplicated Head Counts**



# Disproportionate Impact: Gender and Ethnicity

Disproportionate Impact	Access	Course Success	Basic Skills Progress		Transfer	Completions
			Math	English		
Gender						
Female						
Male						
Ethnicity						
Asian						
African American		X	X	X		
Hispanic			X	X		X
Native American		X	X	X	X	X
White	X					
Multi-ethnicity						



# Age, Disability, Economic Disadvantage, Foster Youth and Veteran Status

Disproportionate Impact	Access	Course Success	Basic Skills Progress		Transfer	Completions
			Math	English		
Age						
19 or younger				X	NA	
20-24					X	X
25-29						X
30-34						X
35-39			X			X
40-49			X			
50 or older			X			X
Disabled						
Economically Disadvantaged						
Foster Youth	X				X	X
Veterans	X					



# Student Equity Goals

Linked to SBVC's Strategic Plan Goals and Objectives	
Student Equity Goals	Strategic Initiative/ Objective Address by Student Equity Goal
Increase by 5% the number of students from SBVC feeder high schools.	Access: Objective 1.6.3
Increase by 5% the number of students who earn a degree or certificate compared to the previous academic year.	Student Success: Objective 2.5.1.1
Increase by 5% the number of students who transfer to four-year colleges/universities.	Student Success: Objective 2.5.1.2
Increase student retention by 2%.	Student Success: Objective 2.5.2
Increase success rate by 2%.	Student Success: Objective 2.5.1.1
Increase by 2% the number of continuing students who enroll in sequential semester/term.	Student Success: Objective 2.5.2
Increase by 2% the number of continuing students who register on time.	Student Success: Objective 2.8.4
Increase by 5% the number of students who complete Financial Aid applications by the March 2nd deadline.	Access: Objective 1.5.2





# Improving Pathways to Student Success

1. Student Development Courses at Feeder High Schools
2. Student Services Advising Centers on Campus
3. First Year Experience Program w/2 cohorts: Males and Foster Youth
4. Student Equity Conferences: Dreamers; Guardian Scholars; Male Conference; and Student Leadership
5. Summer Bridge Programs focus on Math and English
6. Supplemental Instruction and Support for Puento, Tumaini and Arts/Humanities
7. Student Ambassadors Program



# Student Services Advising Centers

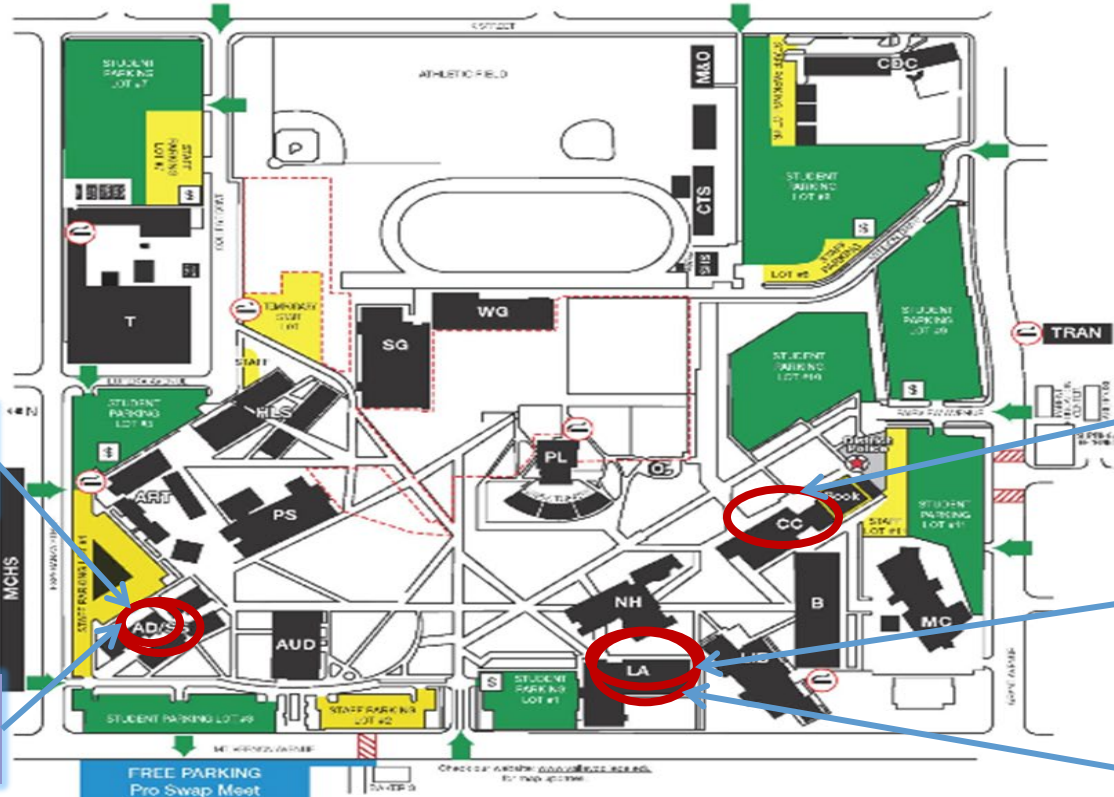
1. **A Welcome Center (ADSS/102)** for New Students
2. **Financial Aid Computer Lab**
3. **A Dreamers Resource Center (LA/102)** for advising and support for AB540 students
4. **Guardian Scholars Program** for Foster Youth (CC/202)
5. **First Year Experience** program focusing on counseling and advising for Valley Bound and FYE



# Student Services Advising Centers on Campus

## San Bernardino Valley College

701 South Mount Vernon • San Bernardino, CA 92410 • (909) 384-4400



Welcome Center

Financial Aid Lab

Guardian Scholars

Dreamers Center

FYE

- INDICATES CONSTRUCTION AREAS
- ← ARROWS DESIGNATE STUDENT PARKING LOT ENTRANCES
- S INDICATES PARKING PERMIT DISPENSEN
- CROSSWALK
- S INDICATES APPROVED SMOKING AREAS (10)  
There is a \$100 fine for smoking in non-designated areas or parking lots. Smoking in the possession of a student (Board Policy A-100) is prohibited under SBCCD.

Building Symbols	
AD/SS	Administration/Student Services (Note: AD offices are located at AD-100)
ART	Art Center
AUD	Auditorium
B	Business
BOOK	Bookstore
CC	Campus Center
CDS	Child Development Center
CTS	Computer Technology Services
HLS	Health & Life Sciences
LA	Liberal Arts
LIB	Library
MC	Media/Communication
MCHS	Media College - High School
M&O	Maintenance & Operations
NH	North Hall
O	Observatory
PL	Planetarium
PS	Physical Sciences
SG	Student Gym
SHS	Student Health Services
T	Technical
TRAN	Transportation Center
WG	Women's Gym

**DISTRICT POLICE**  
Campus Center Rm. 100  
(909) 384-4491

Parking permits/decals are required to park in all parking lots and on all college streets.  
Parking in disabled stalls requires a valid California disabled placard and a valid SBCCD parking permit/decals.



# Student Equity Conferences

## 1. Student Leadership Conference **March 13<sup>th</sup>** *(Transfer and Success)*

- Target Current SBVC Students
- Workshops on Leadership, Service Learning and Transfer
- Strengths Approach Assessment by *Gallup*

## 2. Dreamers Conference **April 17<sup>th</sup>** (Access)

- Target 13 feeder High Schools (Parents and Students)
- Showcase Services for Dreamers
- Market our Academic and CTE programs to the community

## 3. Male Conference **April 24<sup>th</sup>** (Access)

- Target 13 Feeder High Schools
- Market FYE Cohort for Males
- Market our Academic and CTE Programs to the community
- Hands-On Career Day

## 4. *Guardian Scholars Conference* **May 14<sup>th</sup>** (Access)

- Target Practitioners who work with Foster Youth
- Showcase Services for Foster Youth
- Market FYE Cohort for Foster Youth
- Market our Academic and CTE Programs to the community



# SBVC Equity Staffing

Staffing	Equity Funds	SSSP Funds	Goal	Objective(s)
Director of First Year Experience		X	A	A1; A2; A3; A4
Financial Aid Specialist II	X		B	B7
Student Equity Counselor	X		A, B, C & D	A3.2; B2; B3; B4; B5; B6; C2; C3; D1; D2
Guardian Scholars Counselor for Foster Youth		X	A, B, C & D	A3.2; B2; B3; B4; B5; B6; C2; C3; D1; D2
Secretary II for Student Equity & SSSP	X	X	A	A1; A2; A3; A4
Matriculation Coordinator		X	A, B, C & D	A3.2; B2; B3; B4; B5; B6; C2; C3; D1; D2
Student Success Coordinator	X		A, B, C & D	A3.2; B2; B3; B4; B5; B6; C2; C3; D1; D2
Sr. Student Services Technician		X	A, B, C & D	A3.2; B2; B3; B4; B5; B6; C2; C3; D1; D2
Guardian Scholars & Dreamers Liaison		X	A, B, C & D	A3.2; B2; B3; B4; B5; B6; C2; C3; D1; D2
Adjunct Counselors	X	X	A, B, C & D	A3.2; B2; B3; B4; B5; B6; C2; C3; D1; D2
Student Ambassadors	X	X	A	A1; A2; A3; A4



## Student Equity Budget

	Classification		Cost	Total
<b>1000</b>	<b>Academic Salaries</b>	<b># of FTE Positions</b>		
	Counselors	<b>1.00</b>	\$ 65,000	65,000
	Adjunct Counselors		\$ 100,000	100,000
		<b>Subtotal</b>	<b>\$165,000</b>	<b>\$165,000</b>
<b>2000</b>	<b>Classified and Other</b>	<b># of FTE Positions</b>		
	Student Success Coordinator	<b>1.00</b>	\$ 45,000	45,000
	Financial Aid Specialist II	<b>1.00</b>	\$ 42,000	42,000
	Professional Expert	<b>0.70</b>	\$ 40,000	40,000
	Secretary II	<b>0.50</b>	\$ 20,000	20,000
	Student Workers		\$ 45,000	45,000
	<b>Subtotal</b>	<b>\$192,000</b>	<b>\$192,000</b>	
<b>3000</b>	<b>Employee Benefits</b>			
	Benefits		\$ 54,000	54,000
		<b>Subtotal</b>	<b>\$ 54,000</b>	<b>\$ 54,000</b>
<b>4000</b>	<b>Supplies &amp; Materials</b>			
	Supplies & Materials		\$ 65,000	65,000
		<b>Subtotal</b>	<b>\$ 65,000</b>	<b>\$ 65,000</b>
<b>5000</b>	<b>Other Operating Expenses and Services</b>			
	Conferences		\$ 80,000	80,000
	Field Trips		\$ 16,000	16,000
	Stipends		\$ 40,000	40,000
		<b>Subtotal</b>	<b>\$136,000</b>	<b>\$136,000</b>
	<b>Total Planned Expenditures</b>			<b>\$612,000</b>



# CHC Student Equity Plan





# CHC's Target Populations \*

Group Membership	Count (CHC)	Percentage of the CHC Population
<b>Male</b>	3,590	47.7%
<b>African American</b>	343	4.6%
<b>Hispanic</b>	3,209	42.7%
<b>Native American</b>	18	.2%
<b>Age 20-24</b>	2,727	36.3%
<b>Age 25-29</b>	949	12.6%
<b>Age 30-34</b>	458	6.1%
<b>Age 35-39</b>	245	3.3%
<b>Disability</b>	335	4.5%
<b>Economic Disadvantage</b>	4,121	54.8%
<b>Foster Youth</b>	54	.7%
<b>Veteran</b>	250	3.3%

\*Duplicated Headcounts



# Disproportionate Impact: Gender and Ethnicity

Group Membership	Access	Course Success	Throughput Rate		Degree/Cert Completion Rate	Transfer Rate
			Math	English		
<b>Gender</b>						
Female						
Male					X	
<b>Ethnicity</b>						
Asian						
African American			X	X	X	X
Hispanic				X	X	X
Native American	X				X	
Caucasian	X					
Two or More Races						
Missing						

# Disproportionate Impact: Age, Disability, Foster Youth, Veteran Status

Group Membership	Access	Course Success	Throughput Rate		Degree/Cert Completion Rate	Transfer Rate
			Math	English		
<b>Age</b>						
19 or younger						
20-24					X	X
25-29					X	X
30-34	X		X		X	X
35-39	X					X
40-49	X					X
50 or older	X				X	X
<b>Disability</b>	X					X
<b>Economically Disadvantaged</b>			X			
<b>Foster Youth</b>		X				
<b>Veteran</b>	X					

# CHC Equity Goals

Equity Goal	CHC Strategic Initiative
<p><b>Serve a higher proportion of veterans (from 3.3% to 7.3%), individuals with disabilities (from 4.5% to 7.8%), and students in the following age ranges: 30-34 (from 6.1% to 7.6%); 35-39 (from 3.3% to 7.9%).</b></p>	<p>Student Access and Success: Goal 1.2 ; 2.1</p>
<p><b>Improve the course success rate of CHC foster youth students from 49.0% to 58.7%.</b></p>	<p>Student Access and Success, Goal 1.1; Inclusiveness, Goal 2.1; Organizational Development, 7.1</p>
<p><b>Increase the English throughput rate of African American (from 32.4% to 45.2%) and Hispanic (from 44.9% to 46.9%) students.</b></p>	<p>Student Access and Success, Goal 1.1; Inclusiveness, Goal 2.1; Organizational Development, 7.1</p>
<p><b>Increase the math throughput rate of African American (from 14.0% to 28.2%) and economically disadvantaged (from 34.7% to 38.1%) students.</b></p>	<p>Student Access and Success, Goal 1.1; Inclusiveness, Goal 2.1; Organizational Development, 7.1</p>
<p><b>Increase the degree/certificate completion rate of males (from 14.6% to 17.2%), African Americans (from 13.3% to 16.5%), Hispanics (from 14.1% to 16.5%), Native Americans (from 14.1% to 16.5%), and students in the following age ranges: 20-34, (from 10.3% to 17.2%), 25-29 (from 14.3% to 18.0%), and 30-34 (from 14.3% to 18.0%)</b></p>	<p>Student Access and Success, Goal 1.1; Inclusiveness, Goal 2.1; Organizational Development, 7.1</p>
<p><b>Increase the transfer rate of African Americans (from 25.9% to 28.6%), Hispanics (from 22.2% to 28.6%), and students in the 20-24 year age range (from 23.0% to 25.8%).</b></p>	<p>Student Access and Success, Goal 1.1; Inclusiveness, Goal 2.1; Organizational Development, 7.1</p>

# Implement Research-Based Best Practices

- Educational Planning
- Embedded Tutoring
- Intrusive Advisement
- Universal Design



# Increase Student Support

- Targeted outreach
- Availability of courses and materials in alternate formats
- Tutoring for Basic Skills Math Students
- Tutoring for Basic Skills English Students
- Educational Planning, Follow-up and Early Intervention

# Enhance Professional Development

- Cultural Competency
  - Courageous Dialogues about
    - Race
    - Disability
    - Foster Youth, Veteran Status
    - Poverty and Privilege
- Universal Design
  - Accessible Course Design; Online/Evening/Weekend Formats; Broad Adoption of Read and Write Gold

# CHC Equity Resources and Staffing

Resource	Description	Equity Funds	SSSP Funds	Goal and Objective
<b>.25 Research Assistant</b>	Salary and benefits for ongoing equity research and the disaggregation of institutional data	X	X	A.1.1, 1.2, 1.3, D.1.5, 1.6, 1.7
<b>.50 Professional Development Coordinator</b>	Salary and benefits for the coordination of professional development to better prepare faculty and staff to support, teach, and guide disproportionately impacted students	X		A.1.4, B.1.1, C.1.1, 1.2; C.1.3, 1.4; B.1.1, 1.2
<b>1.0 Benefits, Foster Youth Counselor</b>	Benefits for an EOPS counselor whose responsibility will include programming for Foster Youth	X		B.1.1
<b>Professional Development</b>	Speakers, training, workshops, and conference attendance for professional development that addresses CHC's disproportionately impacted populations	X		A.1.4; B.1.1, C.1.1, 1.2; C.1.3, 1.4; E.1.1, 1.2
<b>Tutoring/Instructional Support</b>	Supplemental instruction, group tutoring, zero-unit labs, summer bridge	X		A.1.1,1.2; B.1.1; C.1.3,1.4; D.1.5, 1.6, 1.7; E.1.1,1.2
<b>Student Success Advisor</b>	Intrusive advisement, follow-up, direct student contact and referral	X	X	C.1.3,1.4; D.1.5,1.5,1.7; E.1.1,1.2
<b>.25 Re-Entry Counselor</b>	Salary and benefits for .25 counselor to provide services and programming for re-entry students	X	X	A.1.1,1.2
<b>Distance Education Coordinator</b>	Backfill, 100% faculty release to develop DE, weekend, and evening programs and support services	X		A.1.1,1.2,1.3,1.4; C.1.1, 1.2, 1.3, 1.4; D.1.5, 1.6, 1.7; E.1.1, 1.2, 1.3

# CHC Equity Budget

Expenditure	FTEF	2014-15 Cost	Annual Cost	Alignment with Equity Plan Objectives
<b>Research Assistant</b>	.25	11,000	20,048	A.1.1, 1.2, 1.3, D.1.5, 1.6, 1.7
<b>Professional Development Coordinator</b>	.50	25,000	50,000	A.1.4, B.1.1, C.1.1, 1.2; C.1.3, 1.4; B.1.1, 1.2
<b>Benefits, Foster Youth Counselor</b>	1.00	11,000	22,000	B.1.1
<b>Professional Development</b>		25,000	10,700	A.1.4; B.1.1, C.1.1, 1.2; C.1.3, 1.4; E.1.1, 1.2
<b>Tutoring</b>		\$150,748	\$100,000	A.1.1,1.2; B.1.1; C.1.3,1.4; D.1.5, 1.6, 1.7; E.1.1,1.2
<b>Student Success Advisor</b>	.50	\$17,500	\$35,000	C.1.3,1.4; D.1.5,1.5,1.7; E.1.1,1.2
<b>Re-Entry Counselor</b>	.25	\$12,500	\$25,000	A.1.1,1.2
<b>Distance Education and Alternative Learning Coordinator</b>	.50	\$25,000	\$50,000	A.1.1,1.2,1.3,1.4; C.1.1, 1.2, 1.3, 1.4; D.1.5, 1.6, 1.7; E.1.1, 1.2, 1.3
<b>Total Annual</b>		<b>\$277,748</b>	<b>\$277,748</b>	



- *All of us in the academy and in the culture as a whole are called to renew our minds if we are to transform educational institutions--and society--so that the way we live, teach, and work can reflect our joy in cultural diversity, our passion for justice, and our love of freedom.*

-bell hooks