

# Student Equity & Achievement Committee

March 23, 2022

1:00-2:20 PM – ZOOM Meeting (log on instructions below)

## AGENDA

MEETING DATES	
2021	8/25; 9/22; 10/27; 11/10
2022	1/26; 2/23; 3/23; 4/27

**Mission Statement:** With a "students first" philosophy, Moorpark College empowers its diverse community of learners to complete their goals for academic transfer, basic skills, and career technical education. Moorpark College integrates instruction and student services, collaborates with industry and educational partners, and promotes a global perspective.

**Committee Charter:** Responsible to make recommendations on college-wide planning related to Student Success Activities.

**Tasks of the Committee are to:**

- Review and evaluate campus-wide student success & equity data
  - Develop and monitor the College Integrated Plan: Basic Skills Initiative, Student Equity & Student Success Program in coordination with the Basic Skills Advisory Committee
- Recommend, coordinate & initiate strategies that enhance student success at Moorpark College
  - Recommend, coordinate & support programs & services that support diverse groups of students to promote student equity
- Foster communication and collaboration among campus student services & instructional programs in support of campus student success activities

POSITION	NAME
Co-Chair	Amanuel Gebru
Co-Chair	Jennie Whitlock
Dean	Khushnur Dadabhoy
Dean	Matt Calfin
Dean	Monica Garcia
Student Services Representative	Dave Anter
Student Services Representative	Allison Case Barton
Student Services Representative	Johnny Conley
Student Services Representative	Claudia Sitlington
Academic Senate President	Erik Reese
Student Representative	Alette Laughton
Classified Professional Representative	Erin Dilley
Classified Professional Representative	Shyan Diaz-Brown
Raider Central Workgroup Representative	Timothy Lumas
Guided Pathways Representative	Nenagh Brown Kellie Porto-Garcia
LSAC Representative	Daniela Guevara
English, Library & Student Life Rep	Beth Gillis-Smith
English, Library & Student Life Rep	Tracy Tennenhouse
ACCESS, Kinesiology, Athletics, Math, DE & Teaching and Learning Rep	Rena Petrello Kevin Balas (ALT)

POSITION	NAME
ACCESS, Kinesiology, Athletics, Math, DE & Teaching and Learning Rep	Jackie Kinsey
Business, Social & Behavioral Sciences, Child Development & Languages Rep	Cynthia Sheaks-McGowan
Business, Social & Behavioral Sciences, Child Development & Languages Rep	VACANT
Institutional Effectiveness & Planning, Grants and PACE	VACANT
Arts, Media, Communication Studies Rep	Beth Megill
Arts, Media, Communication Studies Rep	Zara Feeney
A&R, Counseling, Student Life and Support, EOPS & Student Health Ctr Rep	Pablo Diaz
A&R, Counseling, Student Life and Support, EOPS & Student Health Ctr Rep	Trulie Thompson
EATM, Life & Health Sciences Rep	Jeny Joy
EATM, Life & Health Sciences Rep	Sean Wilcox
Physical Science & Career Education Rep	Esmail Nikjeh
Physical Science & Career Education Rep	Loay Alnaji
<b>Guests</b>	
Oleg Bespalov	Jennifer Clark
Sergio Gonzalez	Kristen Robinson
Greg Balam	Kim Korinke

TOPICS	ISSUE AND/OR ACTION TO BE TAKEN
<ul style="list-style-type: none"> <li>• Welcome/Introductions</li> </ul>	
<ul style="list-style-type: none"> <li>• Announcements/Public Comments</li> </ul>	
<ul style="list-style-type: none"> <li>• Discuss Committee vacancies</li> </ul>	
<ul style="list-style-type: none"> <li>• Agenda Approval</li> <li>• Minutes Approval (02/23/2022)</li> </ul>	See Attachment below
<ul style="list-style-type: none"> <li>• Oleg: <ul style="list-style-type: none"> <li>○ Equity and IEPI reporting</li> </ul> </li> </ul>	Link to the <a href="#">IEPI Plan and Evaluation Reports</a>
<ul style="list-style-type: none"> <li>• Oleg: <ul style="list-style-type: none"> <li>○ Follow up on Ventura’s Faculty Academy</li> </ul> </li> </ul>	
<ul style="list-style-type: none"> <li>• Oleg: <ul style="list-style-type: none"> <li>○ Student Data Sharing on Veterans and Foster Youth</li> </ul> </li> </ul>	
<ul style="list-style-type: none"> <li>• Johnny: <ul style="list-style-type: none"> <li>○ Request for faculty and staff to be part of the Student Equity Plan Workgroup</li> </ul> </li> </ul>	The first meeting will be after Spring Break
<ul style="list-style-type: none"> <li>• Kellie Porto-Garcia: <ul style="list-style-type: none"> <li>○ Update on Starfish Connect</li> </ul> </li> </ul>	
<ul style="list-style-type: none"> <li>• FYI: <ul style="list-style-type: none"> <li>○ Student Equity Plan 2.0 Webinar Recording and Slide Deck</li> </ul> </li> </ul>	See Attachment below
<ul style="list-style-type: none"> <li>• Final Comments</li> </ul>	

	UPDATE REPORTS
OER/ZTC	Cynthia Sheaks-McGowan
FYE/ SYE/ CHESS	Claudia Sitlington
Raider Central	Johnny Conley
LSAC Workgroup	Monica Garcia / Daniela Guevara
Guided Pathways	Nenagh Brown / Kellie Porto-Garcia
Starfish	Priscilla Mora

Join Zoom Meeting

<https://vccd-edu.zoom.us/j/99661050075?pwd=NHVGSGd6MzdIR3JvQ29FbkpsVUErQT09>

Meeting ID: 996 6105 0075

Passcode: 813386

One tap mobile

+16699009128,,99661050075#,,,,\*813386# US (San Jose)

+13462487799,,99661050075#,,,,\*813386# US (Houston)

Dial by your location

+1 669 900 9128 US (San Jose)

+1 346 248 7799 US (Houston)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

Meeting ID: 996 6105 0075

Passcode: 813386

Find your local number: <https://vccd-edu.zoom.us/j/99661050075?pwd=NHVGSGd6MzdIR3JvQ29FbkpsVUErQT09>

# Student Equity & Achievement Committee

February 23, 2022

1:00-2:20 PM – ZOOM Meeting (log on instructions below)

## MINUTES

### MEETING DATES

2021	8/25; 9/22; 10/27; 11/10
2022	1/26; 2/23; 3/23; 4/27

**Mission Statement:** With a "students first" philosophy, Moorpark College empowers its diverse community of learners to complete their goals for academic transfer, basic skills, and career technical education. Moorpark College integrates instruction and student services, collaborates with industry and educational partners, and promotes a global perspective.

**Committee Charter:** Responsible to make recommendations on college-wide planning related to Student Success Activities.

### Tasks of the Committee are to:

- Review and evaluate campus-wide student success & equity data
- Develop and monitor the College Integrated Plan: Basic Skills Initiative, Student Equity & Student Success Program in coordination with the Basic Skills Advisory Committee
- Recommend, coordinate & initiate strategies which enhance student success at Moorpark College
- Recommend, coordinate & support programs & services that support diverse groups of students in order to promote student equity
- Foster communication and collaboration among campus student services & instructional programs in support of campus student success activities

POSITION	NAME	
Co-Chair	Amanuel Gebru	YES
Co-Chair	Jennie Whitlock	NO
Dean	Khushnur Dadabhoy	YES
Dean	Matt Calfin	NO
Dean	Monica Garcia	NO
Student Services Representative	Dave Anter	NO
Student Services Representative	Allison Case Barton	YES
Student Services Representative	Johnny Conley	YES
Student Services Representative	Claudia Sitlington	YES
Academic Senate President	Erik Reese	NO
Student Representative	Alette Laughton	YES
Classified Professional Representative	Erin Dillely	YES
Classified Professional Representative	Shyan Diaz-Brown	
Raider Central Workgroup Rep	Timothy Lumas	YES
Guided Pathways Representative	Nenagh Brown Kellie Porto-Garcia	
LSAC Representative	Daniela Guevara	YES
English, Library & Student Life Rep	Beth Gillis-Smith	YES
English, Library & Student Life Rep	Tracy Tennenhouse	NO
ACCESS, Kinesiology, Athletics, Math, DE & Teaching and Learning Rep	Rena Petrello Kevin Balas (ALT)	YES

POSITION	NAME	
ACCESS, Kinesiology, Athletics, Math, DE & Teaching and Learning Rep	Jackie Kinsey	YES
Business, Social & Behavioral Sciences, Child Development & Languages Rep	Cynthia Sheaks-McGowan	YES
Business, Social & Behavioral Sciences, Child Development & Languages Rep	VACANT	
Institutional Effectiveness & Planning, Grants and PACE	VACANT	
Arts, Media, Communication Studies Rep	Beth Megill	NO
Arts, Media, Communication Studies Rep	Zara Feeney	NO
A&R, Counseling, Student Life and Support, EOPS & Student Health Ctr Rep	Pablo Diaz	YES
A&R, Counseling, Student Life and Support, EOPS & Student Health Ctr Rep	Trulie Thompson	YES
EATM, Life & Health Sciences Rep	Jeny Joy	NO
EATM, Life & Health Sciences Rep	Sean Wilcox	NO
Physical Science & Career Education Rep	Esmaail Nikjeh	NO
Physical Science & Career Education Rep	Loay Alnaji	NO
<b>Guests</b>		
Oleg Bepalov - YES	Jennifer Clark - YES	
Sergio Gonzalez - YES	Tamarra Coleman - YES	
Jodi Dickey - YES	Kim Korinke - NO	

TOPICS	ISSUE AND/OR ACTION TO BE TAKEN
<ul style="list-style-type: none"> <li>• Welcome/Introductions</li> </ul>	The meeting begins at 1:04 pm.
<ul style="list-style-type: none"> <li>• Announcements/Public Comments</li> </ul>	<p>Allison announces re: adding boosters and any questions contact her.            Jaime Foxx appearing virtually 4:30-6 on Friday.            Event today at 3 pm re: Do Something film screened            From the chat: Curriculum Audit starts this Friday! Not too late to sign up!  <a href="https://docs.google.com/document/d/1rD55qx77cnpYWMONnndNXqKWLf7aLx4e-MTupS4U7do/edit?usp=sharing">https://docs.google.com/document/d/1rD55qx77cnpYWMONnndNXqKWLf7aLx4e-MTupS4U7do/edit?usp=sharing</a></p>
<ul style="list-style-type: none"> <li>• Agenda Approval</li> <li>• Minutes Approval (01/26/2022)</li> </ul>	Khushnur Dadabhoy moves to approve the agenda; Claudia Sitlington seconds; Agenda approved. Erin Dilley moves to approve the minutes from 1/26/22; Allison Barton seconds; Rena Petrello abstains; Minutes approved.
<ul style="list-style-type: none"> <li>• Oleg:               <ul style="list-style-type: none"> <li>○ Black and Latino student data sharing</li> </ul> </li> </ul>	Oleg reports on equity gaps data.
<ul style="list-style-type: none"> <li>• Johnny:               <ul style="list-style-type: none"> <li>○ Student equity plan trainings</li> <li>○ Student equity plan workgroup</li> </ul> </li> </ul>	Johnny requests volunteers to join the newly formed Student Equity Plan Workgroup. He will send an email with further information.
<ul style="list-style-type: none"> <li>• Khushnur:               <ul style="list-style-type: none"> <li>○ FYE/SYE/CHESS Retention Plan Spring 2022</li> <li>○ Retention Plan Black Students</li> <li>○ Update DI Work</li> <li>○ Update Transfer and DI Work</li> </ul> </li> </ul>	<p>Claudia S. updates on FYE/SYE/CHESS and the focus on momentum/milestone points. One of the goals is to make sure each student has finished math and/or English in their first year. Also, every student has a comprehension plan and fills out FAFSA or Dream Act application. Want to make sure to not lose them by making follow-up appointments at the current appointment. Johnny adds to the update. How do we measure if the efforts are closing the equity gaps? Course Embedded Tutoring discussed. Tammy suggests we integrate programs to capture the data correctly.</p> <p>Khushnur comments on a counseling project focusing on the DI population. Discovering that a lot of students have not attended a college-level math class. Rena will teach Math 12 over the summer for those students. A tutor and textbooks will also be provided.</p>
<ul style="list-style-type: none"> <li>• Final Comments</li> </ul>	The meeting ends at 2:09 pm.

	UPDATE REPORTS
OER/ZTC	Cynthia Sheaks-McGowan
FYE/ SYE/ CHESS	Claudia Sitlington
Raider Central	Johnny Conley

LSAC Workgroup	Monica Garcia / Daniela Guevara
Guided Pathways	Nenagh Brown / Kellie Porto-Garcia
Starfish	Priscilla Mora

DRAFT

# Student Equity Plan 2022-2025 Webinar



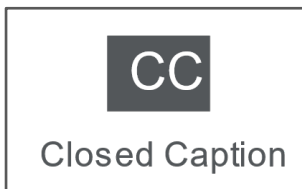
# Welcome & Introductions





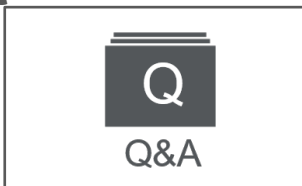
# Housekeeping

## Closed Captioning



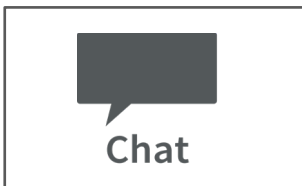
Click the tab to read live captions.

## Question and Answer



Click this tab to enter questions for the presenters and read their responses. Some questions will be answered live at the end of this session.

## Chat



Click this tab to chat with attendees and speakers.

# Presenters for Today

**Michael Quiaoit**, Dean, Student Services and Support, California Community Colleges Chancellor's Office

**Anthony Amboy**, Program Assistant, Student Equity and Achievement Program, Guided Pathways Program, California Community Colleges Chancellor's Office

**Dr. Ray Ramirez**, Director, Student Equity & Success, Fresno City College

**Dr. Laura Lara-Brady**, Regional Coordinator, Foundation for California Community Colleges

**Dr. Eric R. Felix**, Assistant Professor, CCHALES Research Collective, San Diego State University

**Sabrina Sencil**, Interim Director, Research and Equity, Cosumnes River College | RP Group Regional Board Member

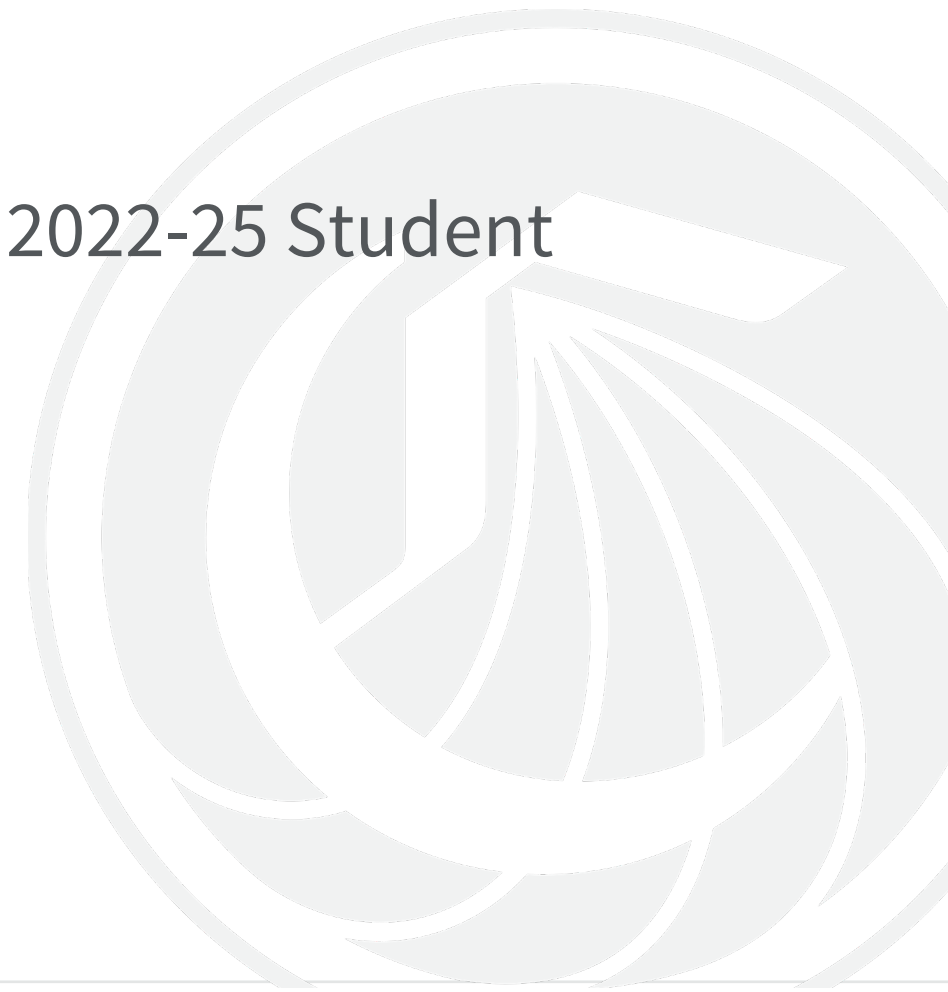
**Alexandra Lozanoff**, Senior Project Manager, WestEd

**Karen Beltramo**, Senior Project Manager, WestEd

**Michael Tran**, Program Analyst, Student Equity and Achievement Program, Guided Pathways Program, California Community Colleges Chancellor's Office

# Agenda

- I. Welcome and Introductions
- II. Background Behind the Design of the 2022-25 Student Equity Plan
- III. Student Equity Plan Tutorial
- IV. Student Equity Plan Data
- V. Key Points from Presentation
- VI. Q & A
- VII. Key Dates and Information





# An Intentional Student Equity Plan





# Intentions of Student Equity Plan 2.0

## Context

- National landscape changes since 2014
- Collaborative with colleagues from the field
- Multiple pandemics (racial reckoning, COVID)

## New Iteration

- Increase collaboration and integrating with other areas at the college
- Keeps students at the center
- Opportunity to transform institutions in new ways
- Stronger alignment to the [Vision for Success Goals](#) and the [Call to Action](#)



# Changes in Design

## Student Equity Plan 1.0 2018-2022

Transactional  
Compliance oriented  
One and done  
Race-neutral  
Standalone plan  
Compartmentalized funding

## Student Equity Plan 2.0 2022-2025

Transformational  
Community driven, thoughtful/meaningful, reflective  
Fluid and dynamic  
Race-consciousness  
Inform other institutional plans  
Braiding of funds (trenza)



# SEP Workgroup's Approach to the Data

Our approach was informed by our commitment to take action and responsibility for inequities experienced by racially minoritized student populations at our colleges.

The SEP Workgroup focused on disaggregated data that:

- supports alignment with **Guided Pathways** and **Vision for Success**
- raises awareness and helps colleges prioritize actions that serve student populations experiencing the disproportionate impact at the colleges
- are accessible to all colleges via the dashboard, data-on-demand files, or local data to strengthen their ongoing capacity building efforts



# Race-Conscious Design and A Shift Away from “Activities”







# Race-Conscious Design

- **“SEA-ing” the Racial Possibilities**
- **But...All Students Matter**
- **See Racial Inequity, Explicitly Address Racial Inequity**
- **New Context, New Collective, New Opportunities**





# A Shift Away from “Activities”

- **No One-Offs or Disconnected Equity Activities**
- **Go Beyond Student Services and Into the Classroom and Curriculum**
- **Let’s Leverage Existing Work and Build Efforts Across Campus Reforms**
- **Systemic Inequities, Require Systemic Responses**





Ask the Audience:

**Please share race-conscious equity efforts occurring at your college!**

**Let us know in the chat!**



# Student Equity Plan Tutorial

# Student Equity Plan Data

WestEd



# Student Equity Plan Data

**Who** is managing the data?

**What** data will campuses receive?

**How** will Disproportionate Impact be determined?


**Where** will campuses access the data?

**When** will the data be available?


# Who is managing the data?

The WestEd LaunchBoard team is working with the Chancellor's Office to provide **accurate, action-oriented data** that aligns with systemwide accountability and the **Student Equity & Achievement vision and intent**

[Click Here to Download Alerts from 12-03-2021](#)

 California Community Colleges | LaunchBoard

The LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. [Find out more about the LaunchBoard dashboards here.](#) If you have any questions or feedback, please email [launchboard@ccco.edu](mailto:launchboard@ccco.edu).

 California Community Colleges | Student Success Metrics

**Student Success Metrics Dashboard**  
View student progression along various educational journeys, from recruitment to completion, transfer, and the workforce.

[Explore](#)



# What data will colleges receive?

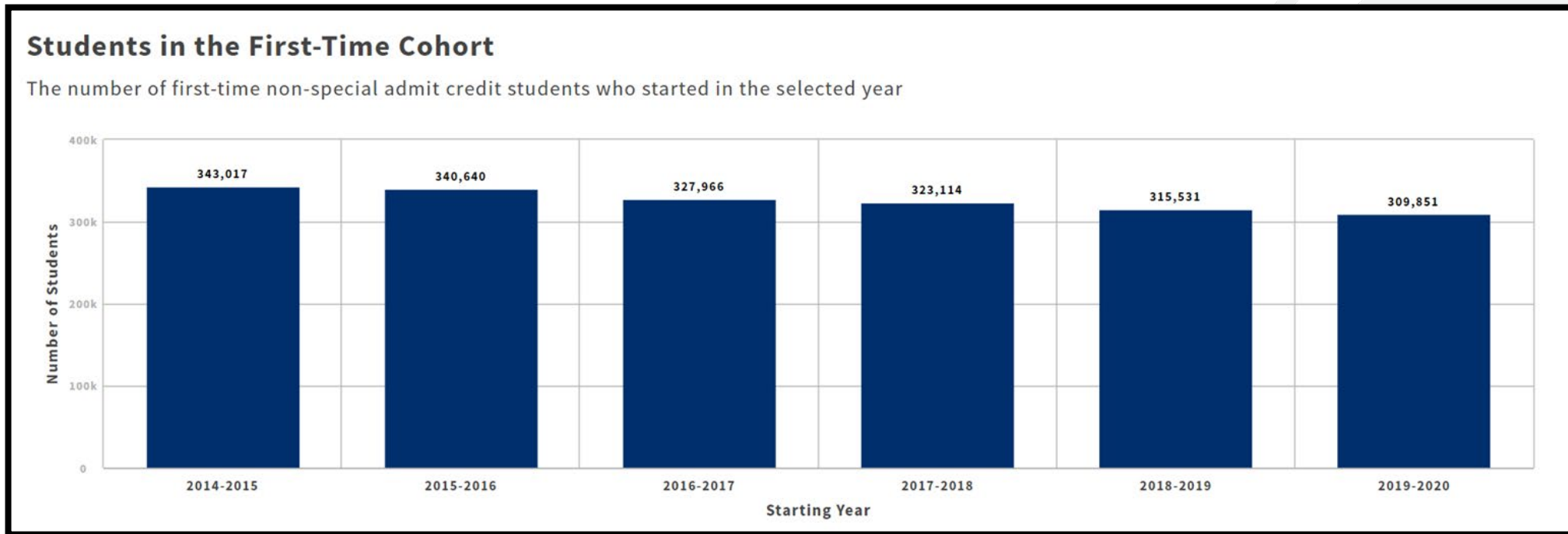
## Disaggregated Data on these **Student Outcomes**

- Successful Enrollment in the first year
- Completed Transfer Level Math & English in the first year
- Persisted from First Primary Term to Subsequent Primary Term
- Attained the Vision for Success Definition of Completion within three years
- Transferred to a Four-Year Institution within three years



# Student Cohort Data

Outcomes will be provided for first-time cohort students

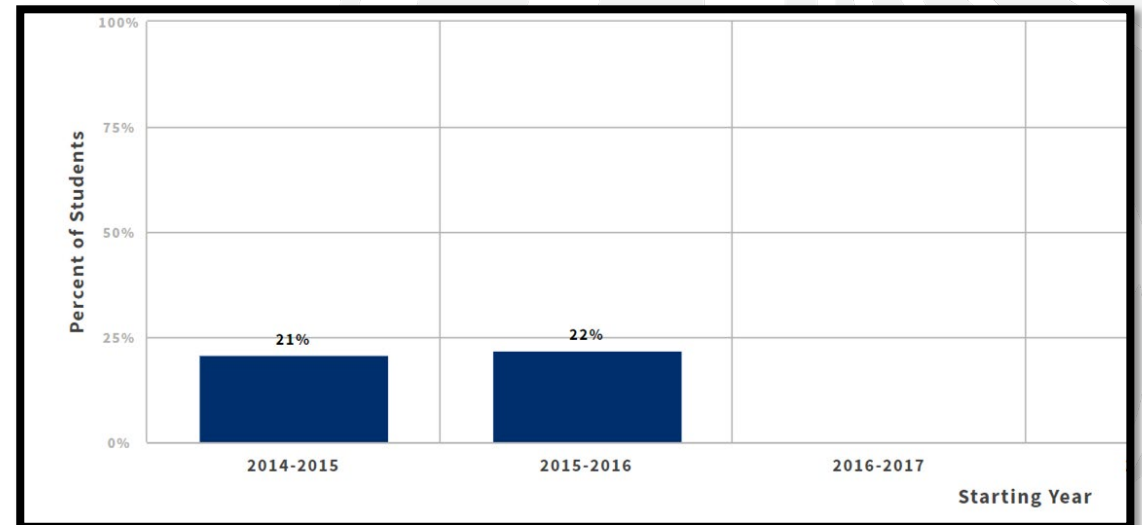


# Systemwide Data

Systemwide data that provides information that is not otherwise not available:

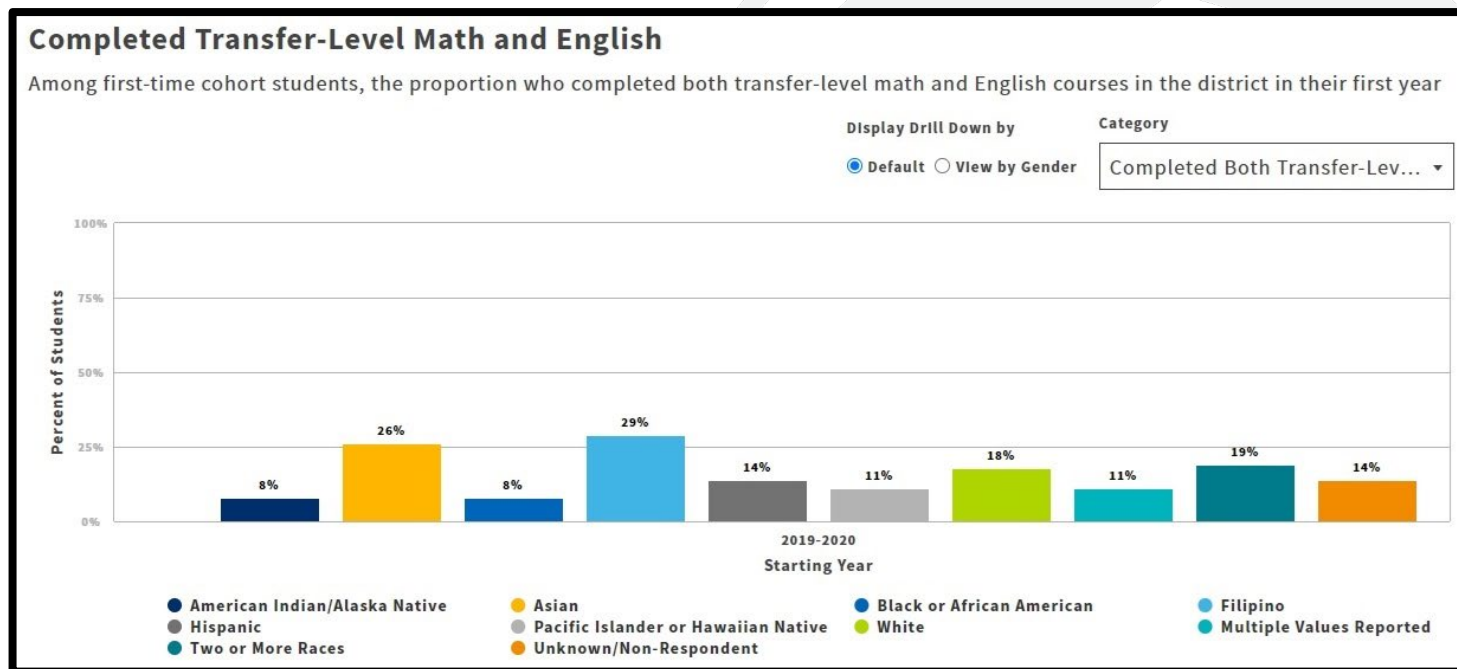
- Includes only students who are first-time in the system
- Includes student outcomes who achieved outcomes beyond a single college
- Matches exited students to enrollment at four-year postsecondary institutions

Transferred to a Four-Year Institution within three years



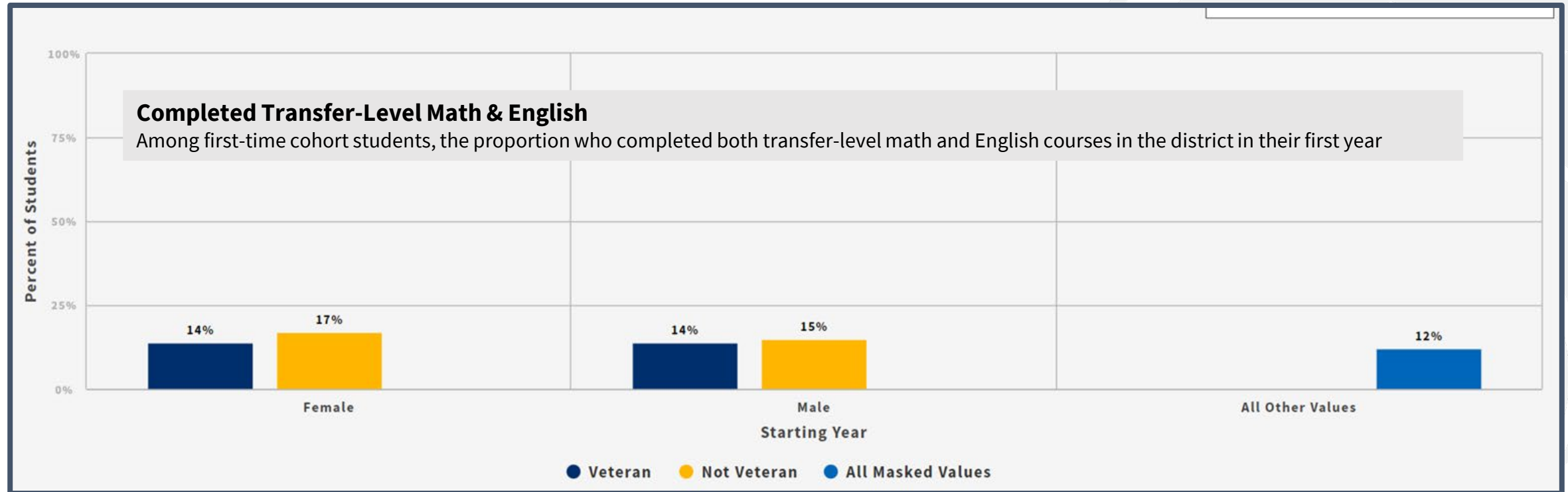
# Disaggregated Data on Student Outcomes

- Race/Ethnicity
- Gender
- LGBT
- Perkins Economically Disadvantaged
- First Generation
- Foster Youth
- Students with Disabilities
- Veterans
- Homeless



# Further Disaggregated Data on Student Outcomes

Outcomes for all disaggregations will be further **disaggregated by gender**





# How will Disproportionate Impact be determined?

## Methodology: Percentage Point Gap - 1

- Compare the outcomes of students in a specific subgroup to the outcomes of **all other** students
- When the gap is larger than a specific **threshold**, that group is considered to be disproportionately impacted and flagged
- If DI is flagged, then the **minimum number** to meet the threshold and **full number** of students needed to close the equity gap **are calculated**

Note: The Chancellor's Office will complete these calculations and highlight all groups that are experiencing DI based on this system wide methodology



# Where will colleges access this data?

**3 files** will be delivered to districts through **Data on Demand:**

1. **2022 SEP data file:** csv file with the latest year available for first-time cohorts for each of the five metrics
2. **Historical:** csv file with the all of the years of data for all first-time cohorts included in the SSM cohort view for each of the five metrics
3. **Instructions:** Read Me First file to explain the data

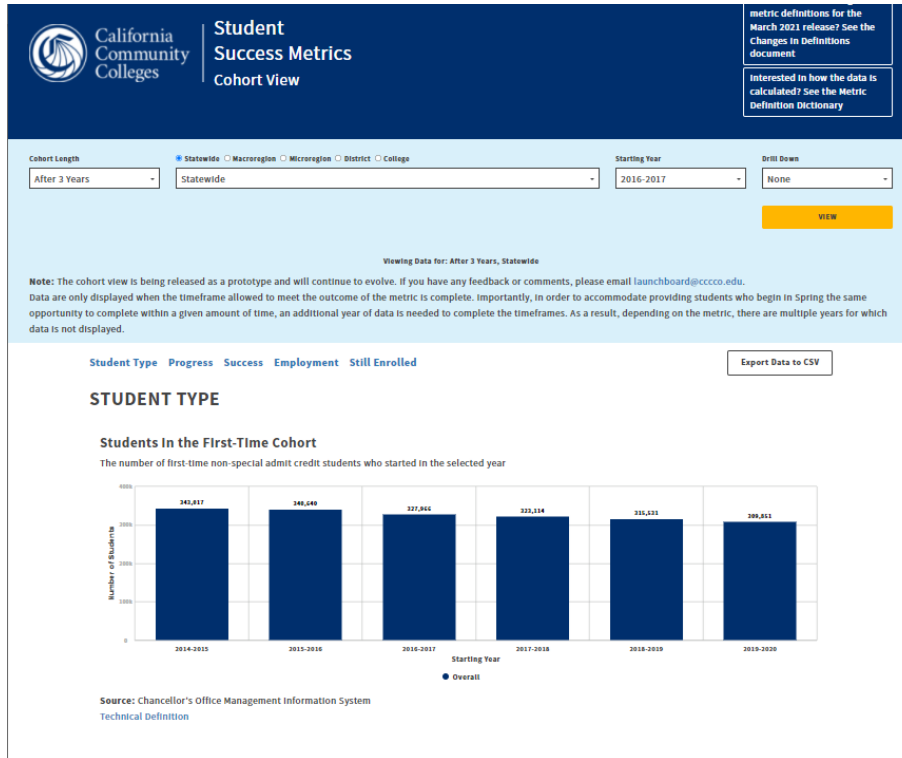


# 2022 SEP data file: latest year(s) available

Metrics	Available data for each cohort (based on 3-year timeframe)				
Starting Academic Year of First Time Cohorts	2016-17	2017-18	2018-19	2019-20	2020-21
Successful Enrollment in the first year	☑	☑	☑	☑	2022 SEP Data File
Completed TL Math & English in the first year	☑	☑	☑	☑	2022 SEP Data File
Persisted from First Primary Term to Next	☑	☑	☑	2022 SEP Data File	
Attained Vision Goal Definition of Completion*	☑	2022 SEP Data File			
Transferred to a 4-Year Institution	2022 SEP Data File				

# Where can campuses access this data?

Get a preview with data visualizations using the Student Success Cohort View



Proceed carefully! The dashboards will not provide critical information you need for your plans:

- Unmasked data
- Calculations for disproportionate impact





# SSM Cohort View compared to Data on Demand

## Student Success Metrics Cohort View

- Available to everyone
- Designed for ease of use and visualizations
- Some data will be masked to protect students' privacy

## Data on Demand

- Sent to districts to distribute to campuses
- CSV files only (no data visualizations)
- UnFERPA suppressed data
- Disproportionate Impact Calculations

# When will the data be available?

## March 2022

- ❑ Data on the Student Success Metrics Cohort View will be updated to include the most recent academic year (2020-21) data.
- ❑ Unsuppressed data files with DI calculations will be available on Data on Demand for districts to download.



# Student Equity Plan Data

## Ongoing Support

### **Webinar: Overview of Student Equity Plan Data**

- Overview of the five metrics
- Understanding how disproportionate impact is identified

**Target audience:** Administrators, faculty and practitioners

**When:** March

### **Webinar: Deep-Dive into Student Equity Plan Data**

- Detailed review of csv files
- Detailed review of DI methodology

**Target audience:** Institutional Researchers or those who want to get into the details of the data

**When:** April

Each webinar will be followed by office hours

# Recap: Intentional Design, Targeted Action, Streamlined Metrics and Data-driven Continuous Improvement

# Student Equity Plan, 2022-2025

## Intentional Design

- Transformational
- Community driven, thoughtful/meaningful, reflective
- Fluid and dynamic
- Race-consciousness
- Inform other institutional plans
- Braiding of funds

## Metrics that Support:

- Alignment with Guided Pathways and Vision for Success
- Accessibility and standardization, all colleges having the ability to use the same data via the dashboard
- Colleges' ability to identify student populations experiencing the most disproportionate impact

## Data-Driven

Available March 2022, Updates to the Student Success Metrics will complete. At that time:

- Data on the Student Success Metrics Cohort View will be updated to include the most recent data.
- Unsuppressed data files with DI calculations will be available on Data on Demand for districts to download.

## Use of DI to Support:

- College plans that center and prioritize student populations experiencing the most disproportionate impact for each metric
- The understanding that when we direct efforts to address the inequities for the population experiencing the most disproportionate impact, our efforts benefits other student populations, as well.

# Question and Answer Session





# Key Dates and Information

- SEP will be available in NOVA by the end of March 2022
- Communication Packet: template, guidance, and sample plan will be available in early March 2022
- Monthly Office Hours forthcoming
  - April - November

