

# Student Equity Plan 2022-2025 Webinar

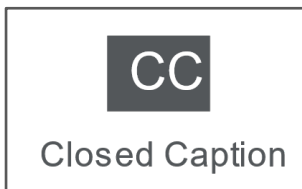


# Welcome & Introductions



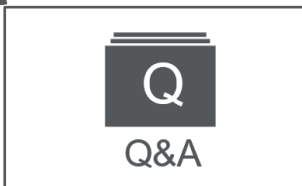
# Housekeeping

## Closed Captioning



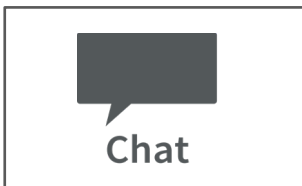
Click the tab to read live captions.

## 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

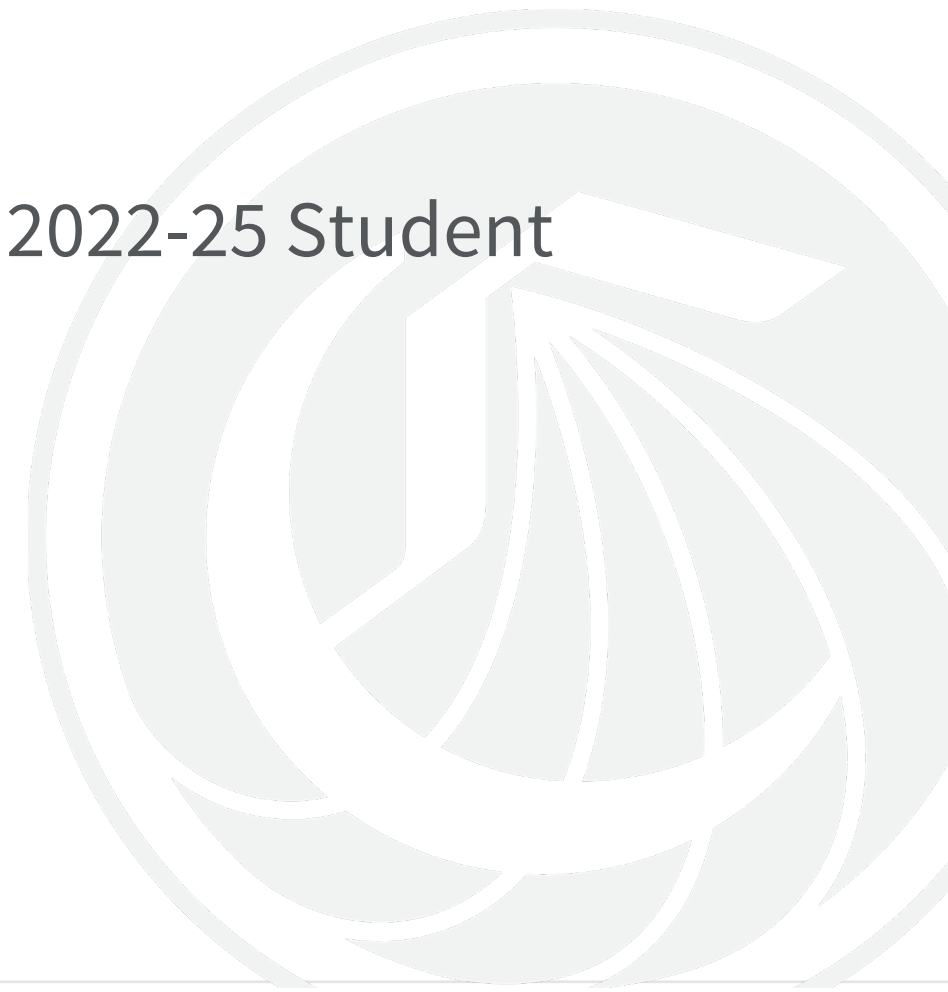
**Alexandra Lozanoff**, Senior Project Manager, WestEd

**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](#)



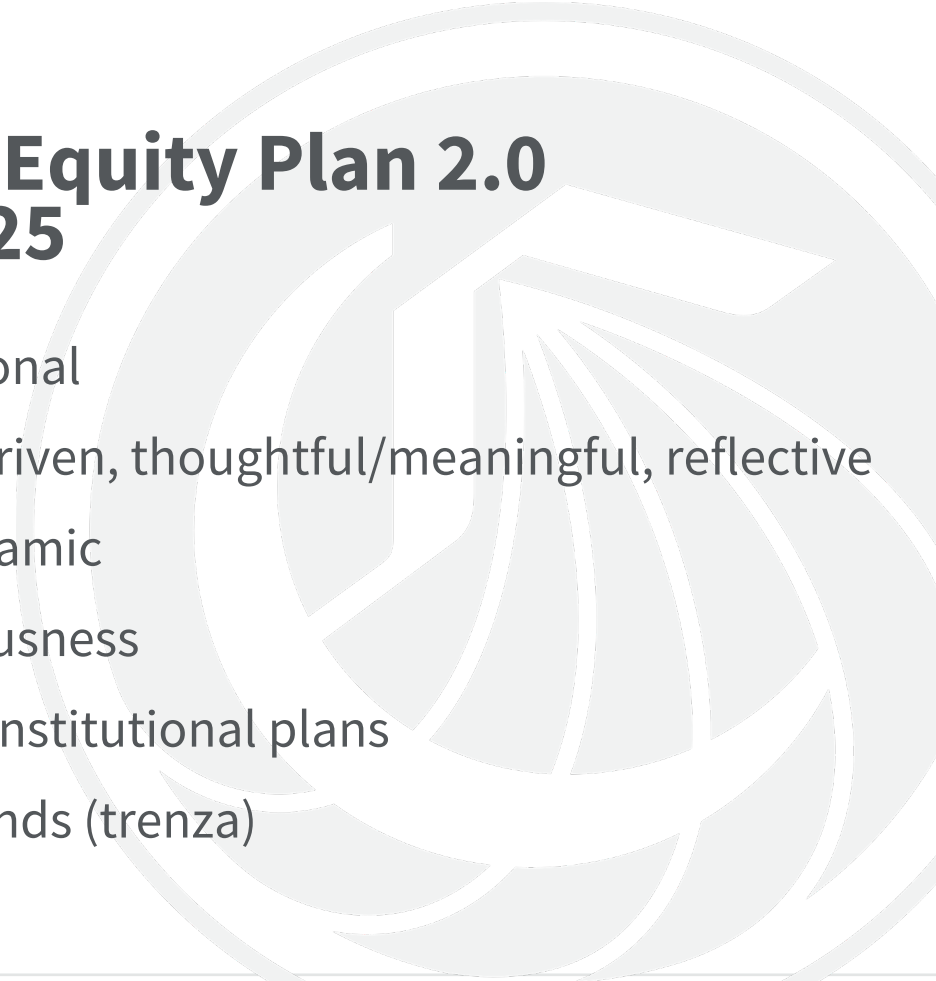
# Changes in Design

## 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

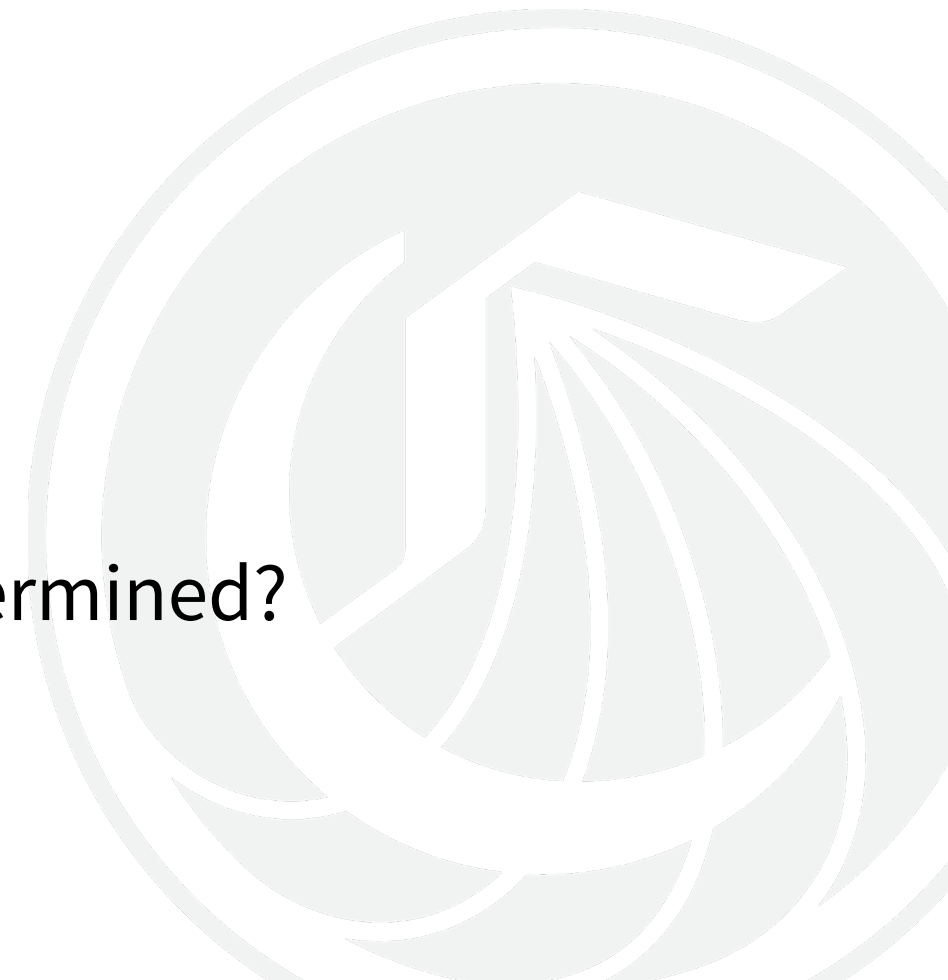
**Who** is managing the data?

**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](#)



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).



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

[Explore](#)



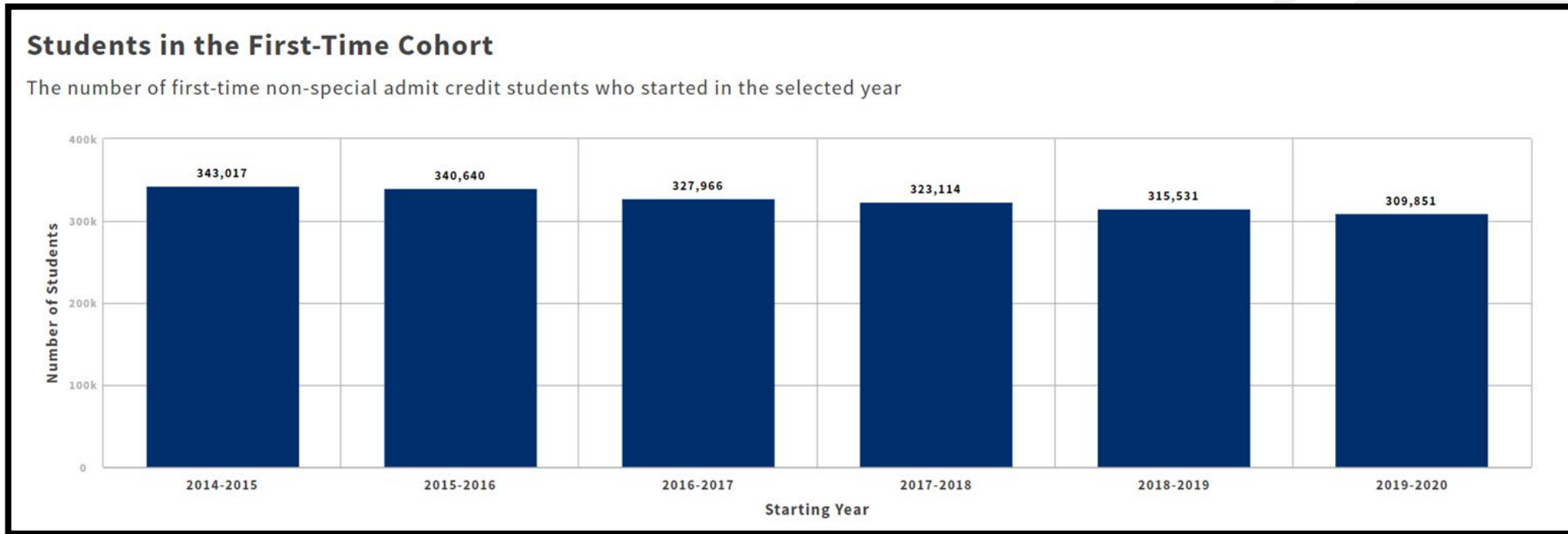
# What data will colleges receive?

## 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

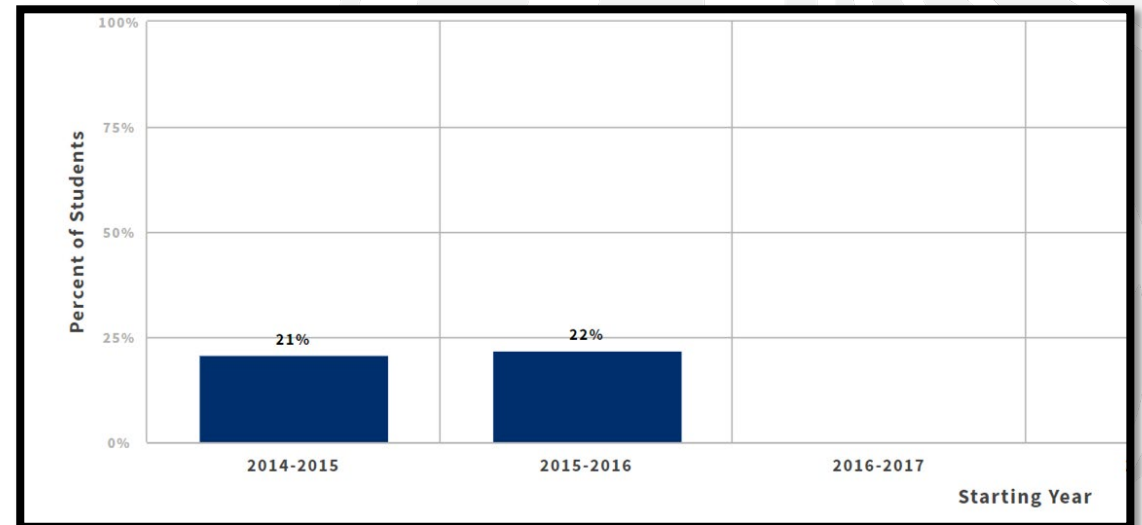


# Systemwide Data

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

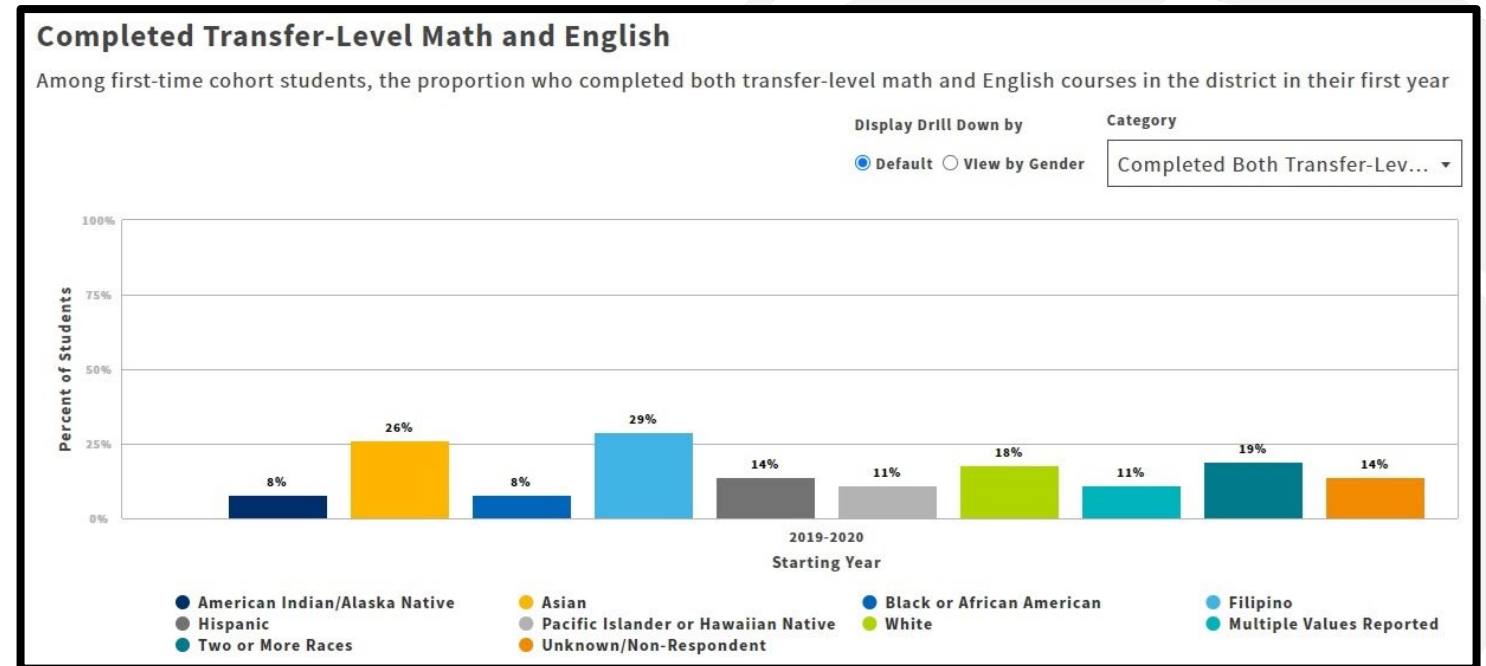
- Includes only students who are first-time in the system
- Includes student outcomes who achieved outcomes beyond a single college
- Matches exited students to enrollment at four-year postsecondary institutions

Transferred to a Four-Year Institution within three years



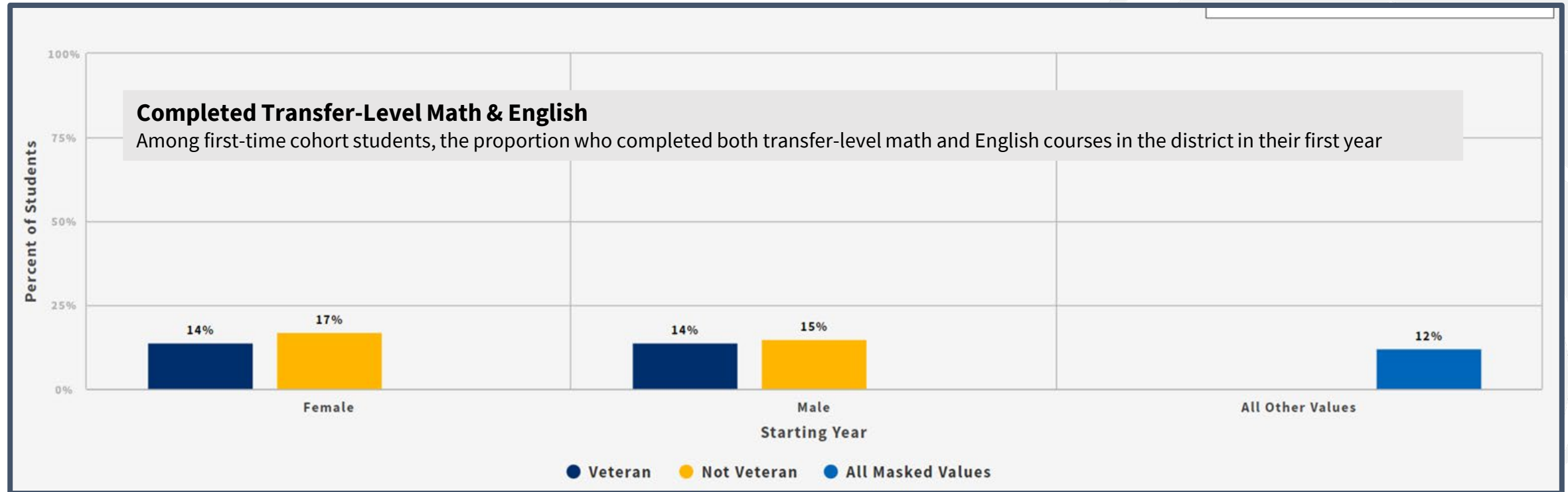
# Disaggregated Data on Student Outcomes

- 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

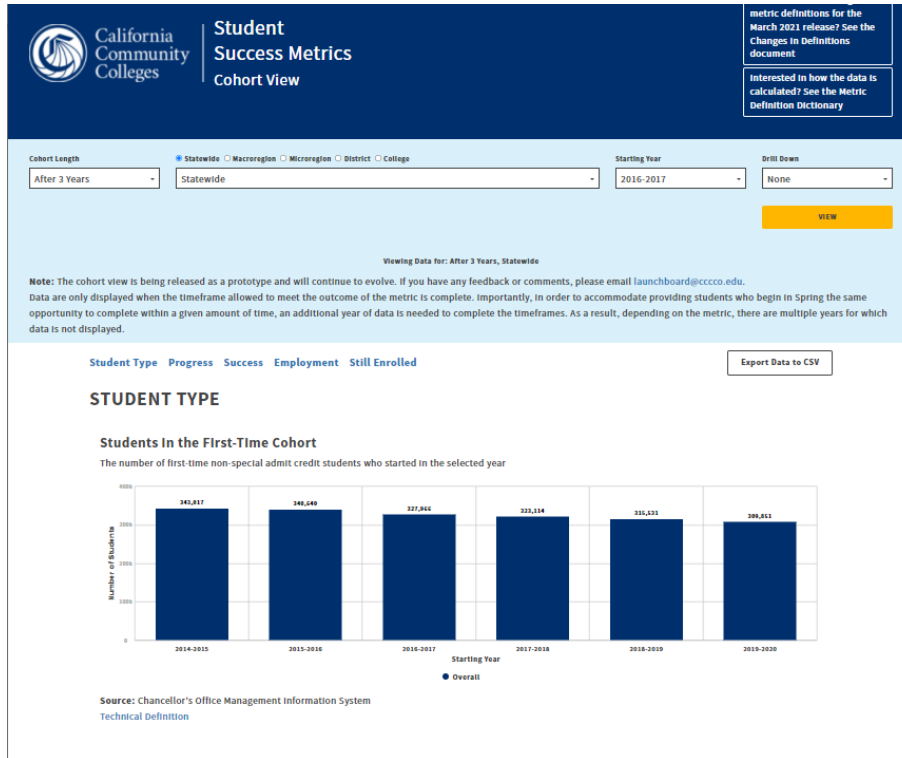


# 2022 SEP data file: latest year(s) available

Metrics	Available data for each cohort (based on 3-year timeframe)				
	2016-17	2017-18	2018-19	2019-20	2020-21
Starting Academic Year of First Time Cohorts					
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

