

Bakersfield College Student Equity Plan

Summary to Campus Governance | April 2019

Prepared by Lesley Bonds, Director of Student Success & Equity

Student Equity Plan Background

As a condition of funding, EC7822 requires colleges to create a Student Equity Plan. Pursuant to subdivision (d) of Section 78221, must conduct campus-based research for a number of pre-defined categories.

Bakersfield College (BC) submitted a three-year Student Equity Plan in 2015. The California Community College Chancellor's Office (CCCCO) suspended subsequent updates in order to integrate the Student Success & Support Program (SSSP), Basic Skills Initiative (BSI), and Student Equity funds. In 2017, BC submitted an Integrated Plan.

The CCCCCO announced in spring 2019 that all colleges must again submit a 2019-2022 Student Equity Plan with a deadline of June 30, 2019.

CCCCO Communication and Process Changes

January 11, 2019: The CCCCCO distributed a PDF template of the Student Equity Plan with instructions and the first set of data. Per the instructions, all colleges would be required to submit their plans via the NOVA platform, to be made available on March 1, 2019. The CCCCCO recommended the college use local data while waiting for DI data to become available in the Student Success Metrics Dashboard at the end of January.

March 1, 2019: The CCCCCO announced that individual college data, disaggregated by race was available for download via Data-on-Demand.

March 15, 2019: The CCCCCO released a new data file using a different methodology intended to be more sensitive to race/ethnicity equity gaps for large populations (i.e. HSIs). Additionally, the CCCCCO memo discouraged colleges from utilizing the Student Success Metrics dashboard, provided clarification on changes to earlier guidance, and updated the populations to be included in the Student Equity Plan.

March 28, 2019: The Chief Student Services Officers drafted an open letter to the Chancellor's Office requesting an extension of the Equity Plan deadline due to changes in guidance, requirements, and lack of consistency of data and the NOVA Platform.

March 29, 2019: The CCCCCO contacted Equity Coordinators to share that, as of 3/26/2019, the Student Equity Plan DI data file had been updated, reflecting significant updates and improvements.

April 5, 2019: Chancellor Oakley released a memo regarding a process for colleges to request a 90 day extension on the Equity Plan. The Chancellor's Office announced the NOVA Platform is live; however, the system did not become fully functional and ready for content until **April 9, 2019**.

Bakersfield College Process

On March 18-19, a BC team attended the Student Equity Planning Institute at the University of Southern California. Throughout the Institute, the Center for Urban Education, engaged attendees in a review of the data available to them at the time, and discussions around racially conscious equity strategies to address disproportionate impact on college campuses. BC attendees included:

- Sonya Christian, President
- Lesley Bonds, Director of Student Success & Equity
- Steven Watkin, Director of Outreach & Dual Enrollment; African American Initiatives
- Imelda Valdez, Director of EOPS, CARE, and CalWORKS
- Terri Goldstein, Director of Disabled Students Programs and Services
- Lisa Robles, Program Manager – Equity
- Abraham Castillo, Educational Advisor
- David Buitron, Data Analyst

Subsequently and in partnership with the Office of Institutional Effectiveness, the team reviewed the new data file, identified the high-priority DI populations based on significance of the DI, number of students affected, and quality of the data for the 2019-22 period. Lesley Bonds, the Director of Student Success & Equity, will route the Plan through the governance process and upload for Board review and approval by the June 30 deadline.

Equity Plan Outline

| Metric | High Priority DI Population for 2019-2022 |
|---|---|
| Access: Successful Enrollment | <ul style="list-style-type: none"> • African American (men and women) • Foster Youth (men and women) • LGBT (men and women) |
| Retention: Fall to Spring | <ul style="list-style-type: none"> • African American (men and women) • LGBT (men and women) • Foster Youth (men and women) |
| Completion of Transfer-Level math and English | <ul style="list-style-type: none"> • African American (men and women) • Disabled (men and women) • Foster Youth (women) • <i>Hispanic/Latinx (men and women)*</i> |
| Completion: Attained the Vision for Success Goal | <ul style="list-style-type: none"> • African American (men and women) • Foster Youth (men and women) • LGBT (men and women) • <i>Hispanic/Latinx (men and women)*</i> |
| Transfer | <ul style="list-style-type: none"> • Hispanic/Latinx (men) • Disabled (men and women) • Foster Youth (men) |

*BC local priority to be defined in “other” category in Equity Plan within NOVA