



# 2019 - 2020

## Student Equity Plan

## Executive Summary



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## Introduction

Columbia College is committed to supporting all students in developing and reaching their educational goals. The Columbia College Student Success Council coordinates the College's efforts to ensure equal educational opportunities and promote success among all students regardless of gender, race, disability, or economic status. The College's Student Equity Plan was developed based on the results of campus-based research designed to identify inequities and barriers to success among student subgroups. The plan describes activities designed to promote student success and eliminate the inequities which were identified through campus-based research; and a budget describing how resources will be allocated in support of these efforts.

The College's efforts to promote student success and equity support the College's mission, core values, and goals.

## Columbia College Mission

Columbia College is a dynamic institution of learners and creative thinkers dedicated to high standards of student success. We prepare students to be fully engaged in an evolving world by offering comprehensive and high quality programs and services. Columbia College is committed to a culture of improvement through measuring student learning across the institution. We strive for excellence, foster a spirit of professionalism, and embrace diversity.

## Columbia College Core Values Related to Student Equity

### Academic Excellence and Success:

We value the commitment to quality and support continuous improvement through student learning outcomes. We are committed to a comprehensive curriculum and services that support and foster a culture of academic wellness for all of our students.

### Innovation, Professional Development, and Commonality:

We value creativity, risk-taking, and vision. We value others, ourselves, and our students as unique individuals and embrace the commonalities and the differences that promote the best of who we are.

### Vital Community and Access:

We value and believe it is essential to assist the broader community in gaining access to higher education and achieving success in their chosen endeavors. Columbia College values its role in the community and is dedicated to strengthening and enriching the quality of life of all those we serve.

**Institutional Wellness:**

We value an institutional environment and culture that promotes and supports total health and wellness of staff and students.

**Columbia College Goals Related to Student Equity****Goal 1 – Student Success**

Students at Columbia College shall develop and reach informed self-identified goals in a timely manner. Our students shall master relevant theory and practice.

**Goal 2 – High Quality Programs and Services**

Columbia College shall develop and maintain high quality programs and services that support the college mission.

**Goal 3 – Institutional Effectiveness**

Columbia College shall demonstrate institutional effectiveness through ongoing and systematic cycles of improvement that lead to the accomplishment of the College Mission and guide the allocation of its resources.

**Goal 4 – Campus Climate**

Interactions among all constituencies at Columbia College shall be characterized by respect for all individuals and ideas. Campus policies and procedures shall be inclusive and encourage participation by all in the college community. Both the physical and intellectual environment of the campus shall encourage personal reflection and inquiry.

**Goal 5 – Community Connections**

Columbia College shall foster mission-focused partnerships and the economic development of its surrounding communities. The college shall promote social and civic responsibility through activities and programs for its students.

**Target Groups:**

In order to address inequities identified through campus-based research, activities have been developed to address “disproportionate impact” on student groups in the following areas:

Access:

Asian, African American, Foster Youth, LGBT

Completion of Math and English in Year One:

African American, Economically Disadvantaged, Hispanic

Retention:

African American, Hispanic

Vision for Success Completion:

African American, American Indian, Asian, Hispanic, Filipino, LGBT, Pacific Islander

Transfer:

African American, Hispanic, American Indian, Foster Youth, LGBT, Individuals with Disabilities,

## Activities

### Intrusive outreach

The college has found that students from several of the student equity subgroups are less likely to enroll at the college, after applying to it, than their peers. These groups include Asian students, African American females, Pacific Islander males, foster youth males, and LGBT students. As a result, the college will undertake intrusive outreach in which the college will utilize student ambassadors to contact students from these groups who have applied but not enrolled and order to support them in their efforts to enroll at Columbia College. The college will also employ this intrusive outreach with students in special programs who were enrolled in the prior term but have not yet enrolled for the next term by the beginning of open registration.

### Revised placement and development of co-requisite support in Math and English

In order to address inequities in the rate of completion of both math and English in the same year, and ensure compliance with AB 705, the college will revise its placement criteria to ensure students can enroll directly into transfer level math or English unless there is clear evidence which suggests they will not be successful, and would likely have lower expected levels of throughput if placed directly into transfer level courses. Furthermore, the college will develop co-requisite support for students placed directly into transfer level math and English. Additionally, the college will develop additional transfer level math coursework which will meet the needs of more students. \*Interestingly, most of the subgroups which meet the criterion for DI in "completed both transfer level math and English..." are not from the student equity subgroups (i.e. not foster youth, not LGBT, not veteran)

### Improving The Campus Environment for Student Equity Groups

The college will undertake a series of activities designed to create a more welcoming environment for students from various equity groups. Initial activities will include development of a Celebration of Diversity committee (which will plan culturally relevant events), restoring the GSA club, expanding the "Serving Native Students" group, promoting the "Overcome" foster youth organization, reinvigorating the Veterans Club, and sponsoring events related to disabled student awareness.

### **Expanded Outreach in High Schools**

The college will expand outreach in high schools including the development of additional CCAP classes to encourage students who might not otherwise consider participating in post-secondary education to do so (research suggests that traditionally under-served students benefit most from participation in such dual enrollment programs). The College will also work to develop partnerships with student organizations in high schools such as LGBTQ clubs and Foster Youth serving organizations to improve students' transition to college. The college will partner with the Columbia College Foundation to continue to offer the Columbia College Promise which ensures that prior year high school graduates from the area can go to college full time

For free their first year after graduating high school.

### **Improved Services for Foster Youth**

The College will provide additional support for foster youth including a dedicated foster youth counselor, textbook vouchers, gas cards, access to a food closet, and support for the "Overcome" student club. Foster youth will also be encouraged to participate in special programs including the TRiO SSS program which encourages transfer to four year institutions.

### **Services for Incarcerated and Formerly Incarcerated Students**

The college will expand services for currently and formerly incarcerated students. Activities will include the expansion of face to face course offerings to ensure more students can complete their educational goals and earn Vision for Success Completions. Additional activities will include: providing faculty and staff access to training related to the specific needs of justice-involved students; expanding transition services, such as college and career counseling; and expanding peer tutoring and mentoring programs serving justice involved students at Sierra Conservation Center and on the Columbia College campus.

### **Equity Research**

The College will conduct local research to enable the campus community to better understand and address instances of disproportionate impact. This will include further examination of why students from various equity groups apply to the college but do not choose to enroll at the college, examination of why term to term retention is lower among some

equity groups, examination of why transfer and completion rates are lower among some equity groups, and continued examination of factors which hinder rural student success. The college will also conduct focus groups to better understand barriers to completion for various equity groups.

### **Disabled Student Support**

Research suggests that Disabled students at Columbia College had lower rates of transfer and completion. To encourage transfer among DSPS students the college will promote increased concurrent enrollment in DSPS and TRiO. To promote completion of math and English the college will provide additional tutoring services in these areas for DSPS students. Finally, to promote degree and certificate completion the college will review educational plans and unit taking of DSPS participants to ensure DSPS students are not experiencing a "burden of low expectations".

### **Professional Development for Promoting Equity**

The College will continue to offer professional development related to promoting student equity including: serving incarcerated and formerly incarcerated students, trauma informed instruction, universal design, syllabus design to promote student equity, serving native students, and much more.

### **Financial Education**

In order to support students who are economically disadvantaged the College will develop a financial aid marketing campaign. This campaign will encourage students to "Think 30" in order to be eligible for increased financial aid and reduced time to completion. Additionally, as part of this campaign students will be contacted directly and notified of additional opportunities for financial aid.

## Accounting of 2015-16, 2016-17, and 2017-18 Student Equity Expenses

Object Code	Category	Student Equity		
		FY16	FY17	FY18
1000	Academic Salaries	\$ 100,598	\$ 167,802	\$ 142,459
2000	Classified & Other Nonacademic Salaries	\$ 114,412	\$ 70,717	\$ 93,309
3000	Employee Benefits	\$ 50,698	\$ 98,683	\$ 93,992
4000	Supplies & Materials	\$ 52,093	\$ 7,728	\$ 10,093
5000	Other Operating Expenses & Services	\$ 38,882	\$ 9,345	\$ 8,809
6000	Capital Outlay	\$ 23,857	-	-
7000	Other Outgo	\$ 3,757	\$ 1,459	-
	Program Totals	\$ 384,297	\$ 355,734	\$ 348,662

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