### Equity Plan 2019-22

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#### Equity Plan Context

Required by State

Considered an update to Equity Plan 2014-

5 metrics (one is different from 2014-15)

Each college sets local goals for each

Due to state: June 30, 2019

#### Equity Plan Local Context

2019-2022 plan informed by evaluation of nevaluati\*\* nBT/F3 39.96

### Equity Plan Aspirational Goal Setting

Alignment with Vision for Success and new state funding formula (SEA)
Goals are ambitious

No consequences for not meeting goals

#### Vision for Success vs. Equity Plan

#### Vision for Success

State strategic plan

5-year goals

6 goals

2016-17 baseline\*

#### Equity Plan

Local Plan

3-year goals

5 goals

2017-18 baseline\*

<sup>\*</sup>Except for transfer and workforce metrics (2015-16 or 2014-15)

<sup>\*</sup>Except for transfer metric (2016-17)

### Equity Plan Goal Setting Methodology

Alignment with Vision for Success goals (5 year plan)

5% each year, over 5 years is a 25% total increase

Equity Plan (3 year plan)

5% each year, over 3 years is a 15% total increase



#### Equity Plan DI Goals

Equity (SEA) Metric	DI Group	2017-18 Baseline**	Equity Gap	College Rate	DI Students Added to Close Equity Gap (3-yrs)
Enrolled in Same	African American: Female	894	-7%	60%	121
Community College	African American: Male	810	-6%	60%	87
Retained from Fall to Winter	African American: Female	144	-8%	64%	22
at Same College	Latinx: Female	1,382	-3%	64%	89
Transferred to a 4 yr	African American: Male	31	-4%	12%	17
Transferred to a 4-yr	Latinx: Male	199	-5%	12%	119
Completed Transfer-Level Math/English within District	Latinx: Male	23	-4%	9%	25
Attained Vision Goal Completion Definition*	African American: Female	16	-1%	3%	5

<sup>\*</sup>Unduplicated count of students earning a CO certificate or degree, and enrolled at FH in selected or previous year

<sup>\*\*</sup>Baseline year for transfer metric is 2016-17, to account for lag in time to transfer.

### Equity Plan For Discussion

Are these activities appropriate? Will these activities support our goals?

Does your area/program already support these goals?

### Equity Plan Access Activities

Activity	Activity Coordination	Popuf*rdinatic

### Equity Plan Retention Activities

Activity	Activity Coordination	Population
*Explore early intervention strategies to track students who may require addtl support services	Equity Office	Overall
Explore services/resources available to students through ASFC and others (i.e. textbook loaner/rental & calculator/laptop loaner programs)	Equity Office, ASFC & Student Affairs	Overall
Promote these campus-wide services	Marketing	Overall

<sup>\*</sup> Indicates new activity to begin in 2019-20

## Equity Plan Retention Activities (cont.)

Activity	Activity Coordination	Population
*PD: Beyond Diversity I training for all & creation of homegrown expanded equity training	Equity Office & CCAR Affiliates	DI: African Amer. /Latinx Females
Reorg of Equity Office to oversee Umoja & Puente learning community programming		DI: African Amer. /Latinx Females
Food Pantry	Student Affairs	DI: African Amer. /Latinx Females
Partner on Heritage Month series to create community among DI students	Equity Office w/ ASFC & Student Affairs	DI: African Amer. /Latinx Females
Work with practitioners to identify promising pedagogical & student support strategies	Equity Office	DI: African Amer. /Latinx Females

<sup>\*</sup> Indicates new activity to begin in 2019-20

### Equity Plan Transfer Activities

Activity	Activity Coordination	Population
Expand number of 4-year campuses who visit	Transfer Center	Overall
*Create videos of Transfer Center workshops to be available online for students unable to attend in person.	Transfer Center w/Equity Office & Marketing	Overall
*Removal of Honors Program entrance criteria so that all students can enroll in Honors courses	Honors Program	DI: African Amer. /Latinx Males
Strategic marketing to change mindset of who is an Honors student and who belongs in the program	Honors Program w/Marketing	DI: African Amer. /Latinx Males
*Support the development of 2 <sup>nd</sup> year programming for learning communities	Umoja/Puente w/Equity Office	DI: African Amer. /Latinx Males

<sup>\*</sup> Indicates new activity to begin in 2019-20

# Equity Plan English/Math Completion Activities

Activity	Activity Coordination	Population
Professional Development: Culturally relevant pedagogy for faculty	Equity Office	Overall
*Professional Development: Implicit bias training for all new employees and for current faculty/tutors.	FHDA District & Equity Office	DI: Latinx Males
*Explore adding a math track to learning community course offerings	Puente/Umoja w/Equity Office	DI: Latinx Males
Promotion of Foothill Promise program	Financial Aid & Marketing	DI: Latinx Males

<sup>\*</sup> Indicates new activity to begin in 2019-20

### Equity Plan Vision Goal Completion Activities

Activity	Activity Coordination	Population
Expand contact & outreach to students who earn or are close to earning the unit thr143.75 367.92 l14422	2.875 188.23 392.5	84.007 ref*415.38 188.

### Equity Plan For Discussion

Are these activities appropriate? Will these activities support our goals?

Does your area/program already support these goals?

#### Equity Plan Process and Timeline for "1.1"

Date	Group	Action

### How will Equity Plan 2.0 be different?

Local planning and accountability

Not limited to only those metrics, goals and activities in 1.1

Timeline:

vetting through shared governance

#### Equity Plan Check-in and Next Steps

#### At this point, are you:

Aware of what to do with this information?

Able to engage in informed discussion with constituents about

the proposed activities?

the process and timeline for plan approval?