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*

^{*}Except for transfer and workforce metrics (2015-16 or 2014-15)

^{*}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

^{*}Unduplicated count of students earning a CO certificate or degree, and enrolled at FH in selected or previous year

^{**}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

^{*} 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

^{*} 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 nd year programming for learning communities	Umoja/Puente w/Equity Office	DI: African Amer. /Latinx Males

^{*} 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

^{*} 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

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?