



Student Equity Plan 2022 - 2025

BOARD OF TRUSTEES

NOVEMBER 10, 2022

Classified Staff

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Student Equity Plan purpose/guiding principles:

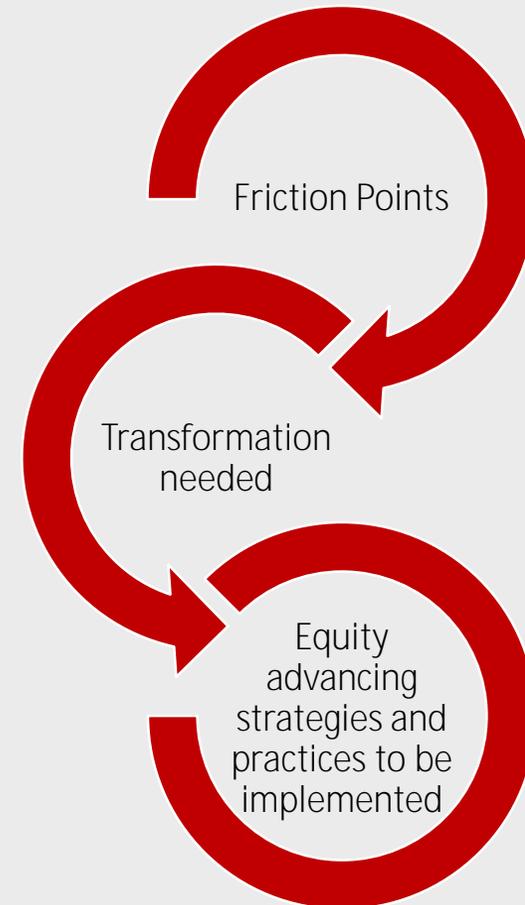
- ‡ Center and Institutionalize Equity
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- ‡ Provide Student Services that Foster Community & Sense of belonging
- ‡ Create inclusive Classrooms, Race-Conscious Curriculum and Culturally Responsive Teaching and Learning
- ‡ Implement Equity Advancing Systems, Policies, and Promising Practices
- ‡ Make Evidence-Based, Data-Informed Decisions

Student Equity Plan - Writing Team Workgroup

*f*Put students at the center

*f*Grounded in race consciousness

*f*Informed by data, listening session input, and other equity resources



Student Equity Plan - Metrics

*f*Metric 1: Successful Enrollment

*f*Metric 2: Completion of Math and English in the first year

*f*Metric 3: Retention from primary to secondary term

*f*Metric 4: Completion of degree or certificate

*f*Metric 5: Transfer to a four-year college or university

CCSF equity populations based on disaggregated data by student groups

ALL CCSF EQUITY POPULATIONS

- American Indian or Alaskan Native
- Black or African American
- Filipino
- Latino/a/x
- Pacific islander or Hawaiian Native

- Foster Youth
- DSPS
- LGBTQ+
- Students experiencing homelessness

SEA FOCUS POPULATION FOR EACH METRIC

Metric	Population with Largest Gap
Access/Successful Enrollment	All populations (continue to keep gap closed)
Completed Both Transfer Student	



Student Equity Plan Goals

Metric	Population experiencing the most DI	Goal	Year 1 (2022-23)	Year 2 (2023-24)	Year 3 (2024-25)

Student Equity Plan strategies and practices

Key Activities:

Structures	Signal Vine, Degree Works, Language Line Solutions, Basic Needs/SparkPoint Center efforts, Articulation Library
Programs	Dual Enrollment, UMOJA, EOPS, TRiO, LGBTQ+ Center Supports (QRC), First Year Experience (FYE)
Personnel	Basic Needs Coordinator, STAR Center, Student Ambassadors/Peer Mentors
Policies	Center for Urban Education - Equity in Faculty Hiring, Completion Center (e.g. auto petition process)
Building Capacity - General	
Building Capacity- Equity (Race Conscious)	Digital Equity Resources, OER/Zero Textbook Cost (ZTC), Mental Health Related Supports, Unconscious Bias Training
Culturally Relevant Curriculum Dev.	Anti-racist Review Training, Equity Works (e.g. Decolonizing Your Syllabi), Audit Curriculum

Thank you!

Dr. Tessa Henderson-Brown