

SIERRA COLLEGE STUDENT EQUITY & ACHIEVEMENT PROGRAM PLAN 2022-2025



SIERRA COLLEGE
OFFICE OF EQUITY & COMPLETION

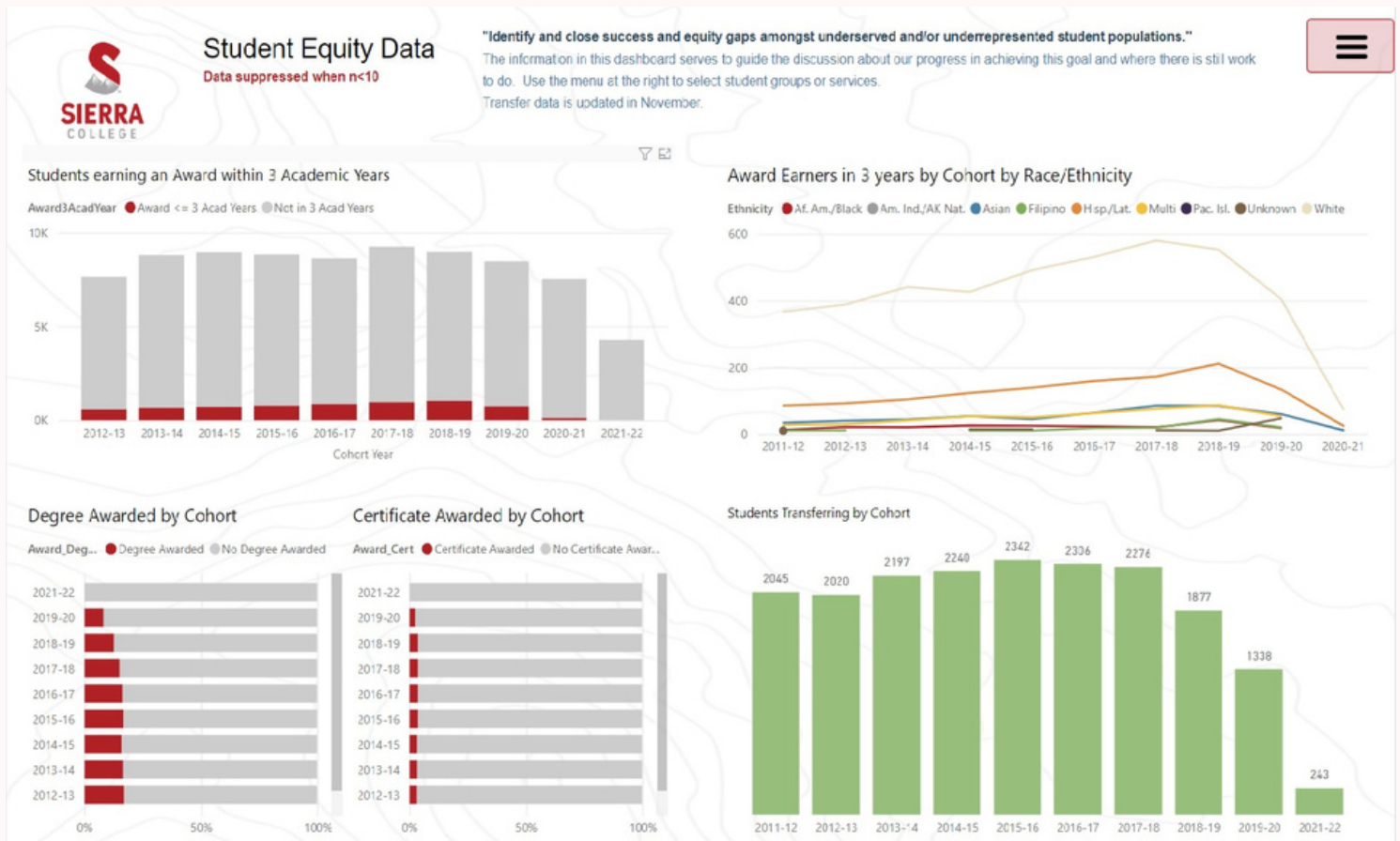
BACKGROUND



The CCCCO SEA Program requires colleges to implement the Guided Pathways framework offering a clear path to a stated goal, to provide all students with an education plan based on that goal. Colleges must also maintain a student equity plan. Equity plans are focused on boosting achievement as measured by specific "success indicators" and require each college to develop detailed goals and measures addressing disparities that are discovered. The Sierra College Equity Dashboard continues to be the barometer by which we measure the success of initiatives, projects, and activities created to close equity gaps for disproportionately impacted groups. Specifically, over the course of the 19 22 Student Equity and Achievement Program cycle, we realized significant programs for disproportionately impacted groups. For transfers to four year institutions, we were able to close gaps for all groups except LGBTQIA + students. While we continue to have opportunities for growth for Black and American Indian/Native Alaska students, we are beginning to see positive trends in successful enrollments from the first primary term to the subsequent term for student groups. Additionally, while Black or African American students still experience a disproportionate impact in enrollment, we have seen positive growth in the population between 19 22. Completion rates of transfer level math and English have also continued to grow, and the 19 22 cycle clarified the need to create race specific interventions for Black or African American students.

Disproportionate Impact

Disproportionate impact occurs when “the percentage of persons from a particular racial, ethnic, gender, age or disability group who are directed to a particular service or placement based on an assessment instrument, method, or procedure is significantly different from the representation of that group in the population of persons being assessed, and that discrepancy is not justified by empirical evidence demonstrating that the assessment instrument, method or procedure is a valid and reliable predictor of performance in the relevant educational setting.”



Student Equity Dashboard

At Sierra College we visualize our equity data on our Student Equity Dashboard. The dashboard provides an annual update on outcomes for vision for success metrics.

SEAP Overview

The Student Equity and Achievement Program (SEAP) planning process established four Pillars for equitizing systematic change to close equity gaps for groups experiencing disproportionate impacts at Sierra College. The 2022-2025 cycle will allow us to further expand this effort by expanding and refining Sierra Supports for interest areas (meta majors). The foundation of the SEAP plan is the Equity and Student Completion Guided Pathways Plan, which was approved through shared governance and the Board of Trustees in 2020.

Outcomes of the SEA Program:

- Deeper contextualization of culturally relevant curriculum
- Growing cohosted completion programs
- Evolution of our Community Safety Team
- Increasing Equity Minded Instruction
- Closure of Equity Gaps for Systematically Disproportionately Impacted Student Groups

At Sierra, our work to increase diversity and equity-mindedness in our hiring through the creation of an EEO committee resulted in candidate pools 50% more diverse in the years since this work began. Both the 19-22 and 22-25 plans leverage our internal Equity Dashboard and Chancellors' office data to keep us accountable and guide public discussion on outcomes.

SEAP Program Assessment Areas

- Successful Enrollment
- Completion of Transfer Level Math & English
- Persistence from Fall to Spring
- Transfer
- Completion

Sierra College Student Equity & Achievement Program Plan 2022-2025



Successful Enrollment

- By 2025 increase Black or African American student enrollment by 5%



Completion of Transfer Level Math & English

- By 2025 close equity gaps for completion of transfer-level English and Math for Black or African American students by 20%
- By 2025, Sierra College will implement full identification and support for LGBTQIA+ students and reduce equity gaps in the completion of transfer-level Math and English by 10%



Persistence from First Primary Term to Secondary Term

- By 2025, increase retention of Black or African American students from first to second primary term by 20%
- By 2025, increase retention of American Indian or Alaskan Native students from first to second primary term by 10%



Transfer

- By 2025, increase transfer for LGBTQIA+ students by 20%



Completion

- By 2025, increase degree and certificate completion for Black or African American students by 20%

SEA Action Plan

Continued shifts in Instructional Practice

•Equitized Instruction Workshop, Faculty Equity Coaching, Expansion of Interest Areas, Creating Additional Scheduling Options to reduce time to Completion.

Student Services through the Sierra Supports action plan

•Outreach, Transition Counseling, Campus Life & Student Engagement, The Success Center, Admissions and Records, and Financial Aid

2022-2023	2023-2024	2024-2025
Encourage further exploration of instructional strategies informed by data	Provide equity-minded training for all staff	Communicate and collaborate in a culturally inclusive and respectful manner
Include Black or African American, Native, and LGBTQIA+ student voices in the campus climate study	Support and engage in equity practices that create an environment of inclusion	Include housing support in the development of Basic Needs expansion
Explore providing opportunities for students to learn and apply English & Math through Interest Area specific assignments	Examine disaggregated success data in online courses and create professional development to address equity gaps	Provide professional development related to the equity and inclusion core competencies for all employees, supporting an empowered and inclusive work environment.