



Student Equity Plan Instructions

Background Information:

EC 78222 requires as a condition of funding the completion of a student equity plan (as outlined in EC 78220). In order to ensure equal educational opportunities and to promote student success for all students, regardless of race, gender, age, disability, or economic circumstances, colleges shall maintain a student equity plan that includes all of the following for each community college in the community college district:

(1) Campus-based research, as to the extent of student equity by gender and for each of the following categories of students, that uses the methodology established pursuant to subdivision (d) of Section 78221:

(A) Current or former foster youth.

(B) Students with disabilities.

(C) Low-income students.

(D) Veterans.

(E) Students in the following ethnic and racial categories, as they are defined by the United States Census Bureau for the 2010 Census for reporting purposes:

(i) American Indian or Alaska Native.

(ii) Asian.

(iii) Black or African American.

(iv) Hispanic or Latino.

(v) Native Hawaiian or other Pacific Islander.

(vi) White.

(vii) Some other race.

(viii) More than one race.

(F) Homeless students.

(G) Lesbian, gay, bisexual, or transgender students.

(H) Additional categories of students determined by the governing board of the community college district.

The accompanying Word template of the Student Equity Plan is for planning purposes only. Plans will be submitted online via NOVA and are due by June 30, 2019. The online plan will be available by March 1st. A separate plan must be submitted for each college in the district.

Student Success Metrics:

The 2019-2022 Student Equity plan has been aligned to the system's new [Student Success Metrics](#). Colleges can use the Student Success Metrics (SSM) Dashboard to access their data for their overall student population. Colleges are required to set three-year goals from the Student

Success Metrics for the overall student population and for each student equity population** shown to have disproportionate impact in the following areas:

1. Access – Successful Enrollment*
2. Retention – Fall to Spring
3. Transfer to a four-year institution
4. Completion of transfer-level math and English
5. Earned credit certificate over 18 units, associate degree, CCC bachelor's degree

* Successful Enrollment will be included in the second build of the SSM Dashboard and should be available by the end of January.

**Disaggregated data will be available for the required equity populations at the end of January on the SSM Dashboard.

The specific definitions for each metric may be found in the [Data Element Dictionary](#). The Chancellor's Office approved method for measuring disproportionate impact is the Percentage Point Gap method; however, colleges may use other methods as additional methodology. The RP Group document, [Using Disproportionate Impact Methods to Identify Equity Gaps](#), may be of assistance.

If you have any questions, please feel free to contact Michael R. Quiaoit, Dean, Student Services, mquiaoit@cccco.edu or Mia Keeley, Dean, Student Services, mkeeley@cccco.edu.