

Orange Coast College
**2019-22 STUDENT EQUITY PLAN:
EXECUTIVE SUMMARY**

INTRODUCTION

Orange Coast College (OCC) is one of the nation's largest and finest community colleges, enrolling more than 22,000 credit and non-credit students each semester, with an additional 3,000 students enrolled in community education and the College sailing program. OCC boasts exceptional facilities and the latest in technology, including one of the nation's largest and most acclaimed public nautical programs. The College offers academic and career programs with more than 120 degrees and 150 certificates in 72 majors. Nearly half the students on campus are enrolled in one of OCC's Career and Technical Education (CTE) programs. OCC also boasts 1,300 international students representing more than 75 countries. OCC ranks first of nine community colleges in Orange County in the number of combined transfers to the University of California (UC) and California State University (CSU) systems. Over the past decade, thousands of OCC students have transferred to UC and CSU campuses. Additionally, many Coast students go on to transfer to private colleges and universities within California and across the nation.

TARGET GROUPS

The Student Equity Plan Committee, guided by the disproportionate impact data, chose to primarily focus on the following student populations: Native Hawaiian/Pacific Islander, Black/African American, Hispanic/Latinx, Foster Youth, First Generation, LGBTQ, and Homeless students. Each of these populations (with the exception of Homeless students) experienced a disproportionate impact in at least 3 of the 5 success indicator areas. Because data was not yet available to students experiencing homelessness it will be important to prioritize work and resources with this population.

In order to best serve these student groups, we are working to examine the data more closely with our campus institutional effectiveness office. This will include examining integration with OCC's educational master plan, campus-wide goals, and program review. Through integrated data collection and planning informed by the equity plan indicators, we will leverage efforts to ensure collaboration. The plan will serve as a framework for ongoing discussion, action, and evaluation of our efforts to ensure equitable student success at Orange Coast College.

GOALS

Below is a summary of the campus disproportionate impact data and related target goals. Orange Coast College has aligned with the state-wide goal to close equity gaps in the next 10 years, and is working to achieve 40% of this in the next 3 years.

2016-17 Count	2021-22 Target Count	Total % Change
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Access

	2017-18 Rate	2021-22 Target Rate	Total % Increase
Overall	40.5%	44.5%	4.0%
Asian - Female	39.3%	43.3%	4.1%
Black or African American - Female	31.4%	38.6%	7.2%
Black or African American - Male	34.7%	40.5%	5.9%
Filipino - Female	33.2%	39.6%	6.4%
Hispanic or Latino - Female	38.3%	42.9%	4.6%
Some other race - Female	25.9%	35.3%	9.3%
Some other race - Male	34.3%	40.2%	6.0%
White - Female	38.9%	43.2%	4.3%
Foster Youth - Female	32.3%	39.1%	6.8%
Foster Youth - Male	26.0%	35.3%	9.3%
Veteran - Female	30.7%	38.1%	7.4%

Retention

To align with goals set in the college's Quality Focus Essay, this goal was set to 2% increase per year.

	2017-18 Rate	2021-22 Target Rate	Total % Point Increase
Overall	72.1%	80.1%	8.0%
Black or African American - Female	58.5%	71.1%	12.6%
Black or African American - Male	62.6%	73.5%	11.0%
Hispanic or Latino - Male	70.1%	78.1%	8.1%
Native Hawaiian or other Pacific Islander - Female	52.9%	67.7%	14.8%
White - Female	69.1%	77.6%	8.5%
First Generation - Female	68.1%	77.1%	9.0%
First Generation - Male	68.8%	77.5%	8.7%
LGBT - Female	65.9%	75.6%	9.6%
LGBT - Male	65.3%	75.2%	9.9%

Transfer to 4 Year Institution

To align with the Vision for Success, transfers to UC and CSU are targeted to increase to 2,511 by 2021-22, while transfers to private or out-of-state institutions (607) are targeted to remain stable in this time frame. Thus, the target total number of transfers to 4-year institution is 3,118 by 2021-22, a percentage change of 24.3%.

Overall	2,509	~3,118	24.3%
Black or African American - Female	12	~16	31.3%
Hispanic or Latino - Male	288	~374	30.0%
Native Hawaiian or other Pacific Islander - Female	2	~3	33.8%
Some other race - Female	10	~26	159.5%
Some other race - Male	15	~32	114.2%
First Generation - Female	266	~332	24.9%
First Generation - Male	239	~301	25.8%
LGBT - Female	30	~40	33.3%

Completion of Trans

Transfer-level Math & English

This goal doubles the number of students completing transfer-level math and English in their first year.

	2017-18 Rate	2021-22 Target Rate	Total % Point Increase
Overall	16.1%	32.2%	16.1%
American Indian or Alaska Native - Female	0.0%	21.8%	21.8%
Black or African American - Female	3.7%	24.0%	20.3%
Black or African American - Male	0.0%	21.8%	21.8%
Hispanic or Latino - Female	9.1%	27.9%	18.8%
Hispanic or Latino - Male	8.2%	27.4%	19.2%
Native Hawaiian or other Pacific Islander - Female	0.0%	21.8%	21.8%
White - Male	13.4%	30.0%	16.6%
Disabled - Female	1.8%	22.9%	21.1%
Disabled - Male	5.2%	24.9%	19.7%
First Generation - Female	12.4%	29.6%	17.2%
First Generation - Male	11.4%	29.1%	17.7%
Foster Youth - Female	0.0%	21.8%	21.8%
Foster Youth - Male	4.5%	24.5%	19.9%
LGBT - Female	5.9%	25.4%	19.5%
LGBT - Male	7.1%	26.1%	18.9%
Veteran - Male	4.9%	24.7%	19.8%

Completion: Vision for Success

To align with the Vision for Success goal, the target number for this measure is set to 2,810, which equals a percentage change of 18.2%.

	2016-17 Count	2021-22 Target Count	% Change
Overall	2,378	~2,810	18.2%
American Indian or Alaska Native - Female	1	~2	64.9%
American Indian or Alaska Native - Male	1	~2	71.4%
Black or African American - Female	9	~14	51.7%
Black or African American - Male	12	~19	55.2%
Filipino - Female	13	~16	23.3%
Hispanic or Latino - Male	306	~370	20.9%
Native Hawaiian or other Pacific Islander - Female	2	~3	39.1%
First Generation - Male	253	~329	30.1%
Foster Youth - Male	8	~12	49.6%
LGBT - Female	33	~42	26.2%
LGBT - Male	18	~27	50.1%

EXPENDITURES

Orange Coast College has developed a Student Equity Program to work directly with students of disproportionately impacted student populations, develop funding opportunities for faculty projects, and provide professional development opportunities around equitable practices and cultural awareness for faculty and staff. Expenditures represent the following:

- Personnel: 50%
 - Student Equity Manager
 - Student Equity Specialists including Veteran's, Foster Youth (4) Counselors (2.5) Equity Student Ambassadors (6)
- Faculty Projects: 20%
 - Expanded Tutoring Program
 - Supplemental Instruction Program
 - Umoja Program
 - CLEEO Program
 - Puente Program
 - Transfer Opportunity Program
- Direct Aid to Students: 22%
- Professional Development: 4%
- Campus Awareness Events and Activities: 2%
- Supplies & Equipment: 2%

ACTIVITIES

Research

Student Equity works closely with the Office of Institutional Effectiveness and the Student Success Collaborative to develop access strategies for additional data to support equity research goals. The research activities include clarifying Access data, disaggregating ESL and Basic Skills data by gender for each of the disproportionately impacted populations, identifying potential data sources for Veterans and Foster Youth in the Transfer success indicator, and developing a longitudinal study to track the effect of programs on transfer rate.

Among the research activities, a dashboard-based Student Equity Program Information System has been created and designed to monitor and report progress along the success indicators. Through relevant and timely access to data by faculty and staff, early access to negative trends will allow for quicker action and focus on recruiting or marketing outreach to improve on specific goals. The opportunity presented by the Student Equity Program Information System is to provide the end user with the dashboards and reports which makes it easy to interpret trends to make informed decisions.

Additionally, Student Equity at OCC has aligned with integrated planning by incorporating funding projects into the college's integrated outcomes, program review and planning software system (TracDat). As such, equity projects are aligned with the college's goals and objectives to mainstream into the college's planning processes. Additionally, equity data are included in program review and integrated into the college's planning processes, incorporating equity indicators and data into the college's current integrated planning system. The college currently has clearly defined SLO/AUO outcomes, program review and planning processes supported by the TracDat database. Augmenting equity projects and indicators into this has established a system that allows these efforts to be monitored and tracked the same as other college efforts. Additionally, as equity projects move out of the piloting phase, they can be mainstreamed into current departmental planning and/or resource allocation processes.

Program Activities

In order to meet the goals set out above, Student Equity has been collaborating widely with campus and high school partners particularly in identifying potential barriers to student success that may have caused the apparent disproportionate impact. Student Equity works with department heads for special populations (Guardian Scholars, Veterans, Disabled Students [DSPS]), Instructional Divisions and Departments (Office of Instruction, English, ESL and Math), and campus committees and groups (Academic Senate, Curriculum Committee, International and Multicultural Committee [IMC], Transfer Center, and SSSP).

Student Equity at OCC has also been collaborating with the Student Success & Enrollment Committee to ensure that overlapping goals and activities involve all necessary parties. For SSSP and Student Equity, this is particularly the case with our Probation/Disqualification activities, including Early Alert, and the ongoing development of our intervention system/protocol.

Projects:

Expanded Tutoring

The purpose of this project is to provide additional academic support to underrepresented student groups as identified in the OCC Student Equity Plan with the goal of decreasing achievement gaps in student success rates and improving course completion. The plan involves providing tutorial services to these student groups that are above and beyond what is typically offered to students (individual appointments, extra time with a tutor, special topic workshops, etc) in the Student Success Center and providing tutorial services in the program areas, if desired.

Supplemental Instruction

The Supplemental Instruction Program targets traditionally difficult academic subjects (those that have a 60% or lower success rate) and provides regularly scheduled, out-of-class, peer facilitated sessions. Supplemental Instruction leaders attend all class sessions, meet weekly with the instructor, create lesson plans, conduct two 1 hour study groups per week, maintain 2 hours of drop-in tutoring at the Success Center, and attend training sessions. The sessions are focused on review of the class material. Participants have the opportunity to learn and practice effective learning strategies. Student participation is encouraged through small group activities, discussions and voicing questions and concerns.

Umoja

Umoja is a student success program open to all students and is specifically designed to increase the retention and success rates of African-American students. The Umoja Program is a Learning Community that offers student success classes, English, Math, and History classes which strives to educate the whole student informed by an ethic of love and its vital power. Academic success is also achieved through educational counseling, workshops, cultural events, mentoring, and personal development. The learning experience within Umoja will deliberately and intentionally provide each individual the opportunity to add their voice and their story to the collective voices and stories of the African Diaspora.

CLEEO Project

(Counseling Latin@s for Equity and Engagement at Orange Coast College) consists of various activities including a series of academic workshops followed by summit presentations. Workshops and presentations feature prominent guest scholars sharing their cross-cultural scholarly work and raising awareness within our campus community. A curricular focus is placed on inclusiveness of Latin@ topics with the intent to increase cross-cultural competency. The intent to provide role models that contribute to Latin@ persistence in encouraging completion of Associates, Bachelors, and Postgraduate degrees. Funding is requested for CLEEO Project Summit Presentations to provide Latin@ access and success.

CONTACT PERSON/STUDENT EQUITY Manager

The Student Equity Manager at Orange Coast College is Maricela Sandoval (msandoval46@occ.cccd.edu), under the direction of Steve Tamanaha (stamanaha@occ.cccd.edu) Dean, Student Success and Support Services.