

# **Stewardship for Equity, Equal Employment & Diversity (SEED)**

**Student Equity Plan 2025-28**

Luis Escobar, Tri-Chair

Roger Perez-Vaughan, Tri-Chair

# 2025-28 Student Equity Plan (SEP)

## ASSURANCES

- Campus Groups Active Involvement in Student Equity Plan Development
- Race Consciousness in Equity Plan Development
- Local Review & Evaluation of Plan Advancement

## REFLECTION

- Lessons Learned of Equity Gaps Causes
- Continued Work for 2025-28 Student Equity Plan

# 2025-28 Student Equity Plan (SEP)



## METRICS

- Successful Enrollment
- Completed Transfer-Level Math & English
- Persistence (Primary Term to Secondary Term)
- Completion
  - Certificate Completion
  - Degree Completion
  - CCC Baccalaureate Degree
- Transfer

# 2025-28 Student Equity Plan (SEP)

## **EACH METRIC INCLUDES THE FOLLOWING**

### DATA REVIEW AND STUDENT POPULATIONS GOALS

- Identified disproportionately impacted populations
  - Select additional disproportionately impacted population (Optional – may align with Vision 2030 Outcome)
- Two goals for identified disproportionately impacted populations
  1. Eliminating disproportional impact
  2. Fully closing equity gaps
  3. Additional goals for identified disproportionately impacted population or overall student population (Optional)

# 2025-28 Student Equity Plan (SEP)

## **EACH METRIC INCLUDES THE FOLLOWING**

### KEY STRATEGIES TO ADVANCE GOALS

- Key strategies to ensure equitable rates and meet goals (minimum 3)
- Additional key strategies for overall student population (Optional)

# 2025-28 Student Equity Plan (SEP)

## TRANSFER METRIC ONLY

Describe strategies for disproportionately impacted populations and overall student populations

- Remove barriers
- Address student needs
- Create improved transfer pathways to meet Vision 2030 goals

# 2025-28 Student Equity Plan (SEP)

## INTENSIVE FOCUS ON DI POPULATIONS

- Minimum one population, maximum three
- Current Challenges/Barriers
- Action Plan for Ideal Institution

**NEW  
SECTION**

# 2025-28 Student Equity Plan (SEP)

## STUDENT EDUCATION PLANS

- Comprehensive Student Education Plans Table
- Identify Disproportionate Impacted Populations in Receiving Comprehensive Educational Plan
- Key Strategies to Ensure Disproportionately Impacted Populations Receive a Comprehensive Educational Plan
- Key Strategies to Implement For All Students Receive a Comprehensive Educational Plan

**NEW  
SECTION**



# 2025-28 Student Equity Plan (SEP)

## VISION 2030 EQUITY ALIGNMENT AND COORDINATION

- Guided Pathways
- Student Financial Aid Administration
- Student With Disabilities (DSPS)
- Extended Opportunity Programs and Services (EOPS)/CalWORKs
- NextUp/Foster Youth
- Programs for Veterans (Veterans Resource Center)

**NEW  
SECTION**

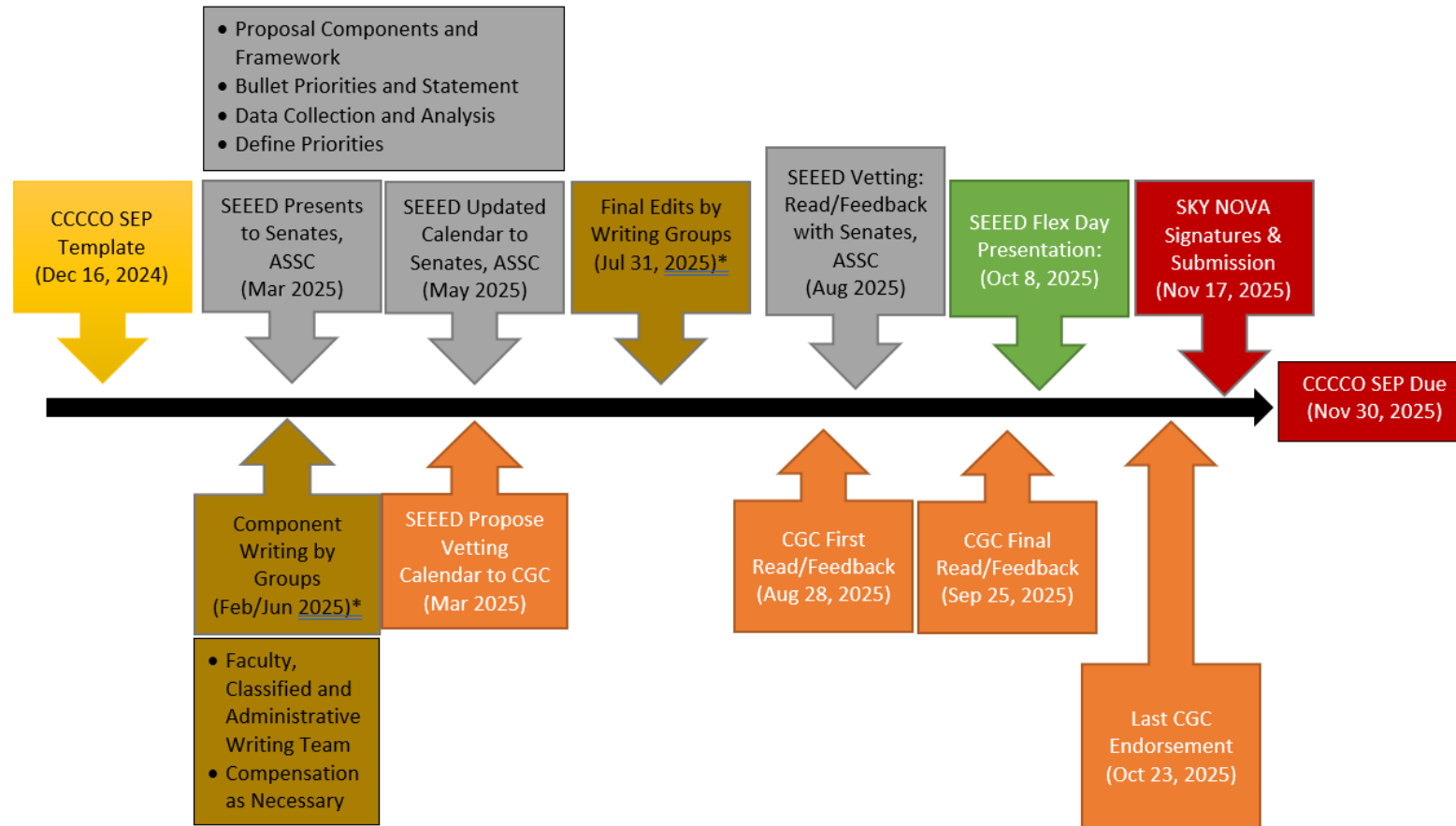
# 2025-28 Student Equity Plan (SEP)

## VISION 2030 EQUITY ALIGNMENT AND COORDINATION

- Justice-Impacted Students
- Low-Income Students
- Credit for Prior Learning
- Dual Enrollment
- Strong Workforce Program/Perkins
- Additional Programs (Optional)

**NEW  
SECTION**

# SEP Timeline



# Stewardship for Equity, Equal Employment & Diversity (SEED)

**THANK YOU!**

Luis Escobar, Tri-Chair, [escobarluis@smccd.edu](mailto:escobarluis@smccd.edu)

Roger Perez-Vaughan, Tri-Chair, [perezvaughanr@smccd.edu](mailto:perezvaughanr@smccd.edu)