



Stewardship for Equity, Equal Employment & Diversity (SEED)

Student Equity Plan 2025-28

2025-28 Student Equity Plan (SEP)

PROCESS

- SEED Committee is guiding our Student Equity Plan (SEP) writing efforts
- SEED members presented to different constituencies
 - Opportunity to craft a bold vision for equity
 - Include programs, services, voices and collective vision to empower college community
 - Student Equity Plan will guide efforts to bridge equity gaps
- Writing groups created for sections of the plan
- Writing and editing occurred in summer/early fall
- Submitted to State Chancellor's Office in November

2025-28 Student Equity Plan (SEP)

THREE DIFFERENT SECTIONS

- I. Introduction
 - Assurances & Reflections
- II. Population specific response
 - Five metrics – each focusing on DI populations
 - Intensive focus on DI populations
- III. Program/service specific response
 - Student Educational Plan
 - Student Support programs
 - Vision 2030 Alignment & Coordination

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
- Two goals for identified disproportionately impacted populations
 1. Eliminating disproportional impact
 2. Fully closing equity gaps

KEY STRATEGIES TO ADVANCE GOALS

- Define key strategies to ensure equitable rates and meet goals

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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)

SUCCESSFUL ENROLLMENT METRIC

- Black/African American students
- Female students
- Asian female students
- White students
- First Generation college students
- Hispanic/Latino students

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COMPLETED TRANSFER-LEVEL MATH & ENGLISH METRIC

- First Generation students
- Hispanic/Latino students
- Female students
- Asian female students
- Black/African American students
- Pacific Islander students

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PERSISTENCE METRIC

- First Generation students
- White students
- LGBT male students
- Black/African American students
- First generation male students

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COMPLETION METRIC

- Male students
- Hispanic/Latino male students
- First Generation students
- White students
- LGBT students
- First generation male students
- Hispanic/Latino students

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TRANSFER METRICS

- Male students
- Hispanic/Latino male students
- First Generation students
- Economically disadvantaged male students
- Asian students
- First generation male students
- Hispanic/Latino students

2025-28 Student Equity Plan (SEP)

INTENSIVE FOCUS ON DI POPULATIONS

- Hispanic/Latino Students
- Current Challenges/Barriers
- Action Plan for Ideal Institution

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

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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)

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

SEP Timeline

SEED Feedback/endorsement	August 19, 2025
CGC 1 st read	August 27, 2025
SPARC 1 st read	August 28, 2025
Feedback presentations (Divisions, Senates)	Early September 2025
SPARC 2 nd read/vote to recommend to CGC	September 11, 2025
CGC 2 nd read/vote to recommend to Pres/BOT	September 24, 2025
SMCCCD Board Approval	October 29, 2025
Initiate obtaining signatures	October 29, 2025
Plan due	November 30, 2025

Comments/Questions?



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THANK YOU!