

What is Equity?

“Equity refers to achieving parity in student educational outcomes.” - *Center for Urban Education*

“A key phrase for understanding student equity data is adverse or disproportional impact. Typically, this phrase reminds educators to examine data for differences in outcomes and consider if the cohort with fewer successes than other cohorts is experiencing barriers that specifically impact that group.” - *Student Equity: From Dialog and Access to Action*

“Equity-mindedness involves data-driven inquiry into student outcomes, new and intensified awareness of identity-based inequities as institutional problems, and personal and collective responsibility for achieving outcomes.” - Vicki Washington, *Understanding Equity-Mindness*

“Equity is not about equal treatment of students, but equal educational results. With equity, all students-no exceptions-are guaranteed success in school.” - Curtis Linton, *The Equity Framework*

Does the Chancellor's Office Vision for Success identify student equity as a goal to be achieved system wide?

Goal 5: Reduce equity gaps by 40% across all of the previous measures through faster improvements among traditionally underrepresented students, closing the gap within 10 years.

Goal 6: Reduce regional achievement gaps across the previous measures through faster improvements among colleges located in regions with the lowest educational attainment of adults, with the goal of closing the gap within 10 years.

What are the success indicators that will measure ECC's success at closing equity gaps?

“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.”¹

GOAL 1: Successful Enrollment (Applicant Yield Rate): the proportion who enrolled at ECC in the selected year.

GOAL 2: Retention (a.k.a. Persistence): the proportion retained from fall to spring at ECC in the selected year, excluding students who completed an award or transferred.

GOAL 3: Transfer math and English (Completion within first year): the proportion who completed both transfer-level math and English in their first academic year of credit enrollment at ECC.

GOAL 4: Degree or Certificate Completion: the unduplicated count of students who earned a Chancellor's Office approved certificate and/or associate degree and had an enrollment in the selected or previous year.

GOAL 5: Transfer: the number who exited the community college system and transferred to a postsecondary institution within the selected year.

¹ <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Educational-Services-and-Support/Special-Populations/What-we-do/Student-Equity>

Which Students are Disproportionately Impacted at ECC?

*Disproportionately Impacted
ECC Students*

American Indian or Alaska Native

Black or African American

Disabled

Foster Youth

Hispanic or Latino

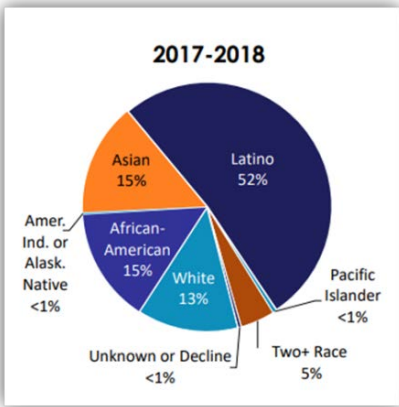
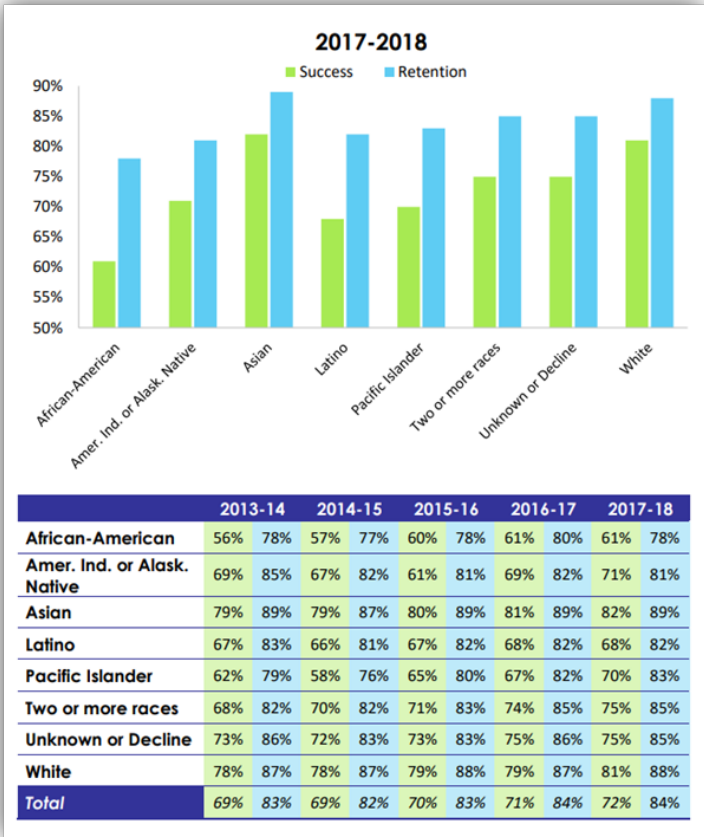
Latino

LGBTQIA+

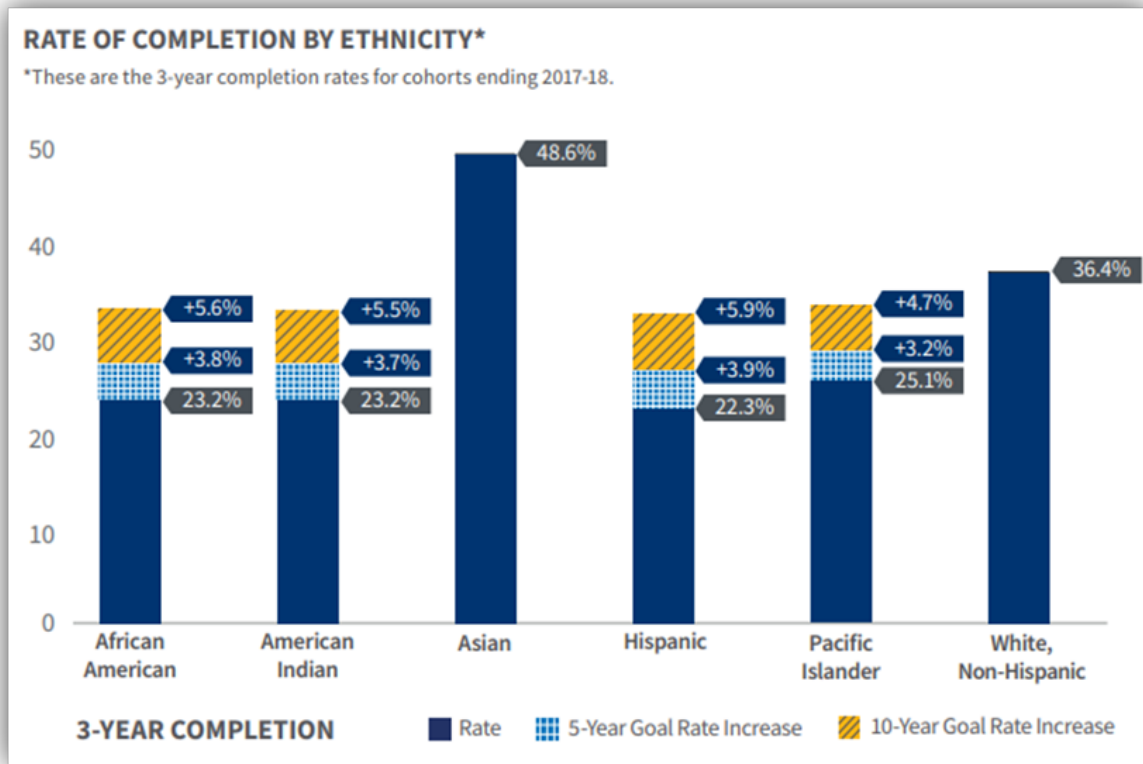
Native Hawaiian or other Pacific Islander

Veteran

What does Our data show?



What about the California Community College System as a whole?

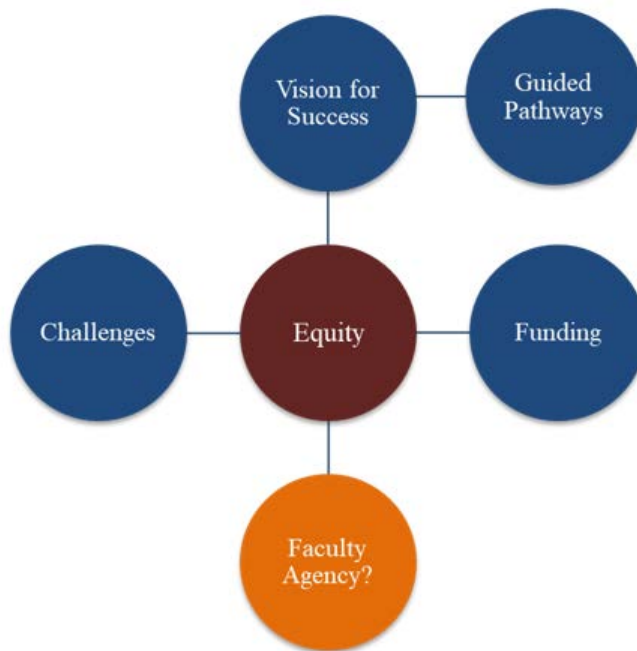


How does the new funding formula work?

Old Formula	New Formula
Enrollment Driven (FTES) \$7 Billion Annually	Base Allocation - Enrollments (FTES). \$4.9 billion (70%)
	Supplemental Allocation - Counts of low-income students. \$1.4 billion (20%)
	Student Success Allocation - Counts of outcomes related to the Vision for Success, with “premiums” for outcomes of low-income students. \$700 million (10%)

Student Success Allocation	All Students	Promise Students	Pell Students
Associate Degrees	\$1,320	\$333	\$500
Baccalaureate Degrees	\$1,320	\$333	\$500
Associate Degrees for Transfer (ADT)	\$1,760	\$444	\$666
Credit Certificates (16 units or more) Granted	\$880	\$222	\$333
Completion of nine or more CTE units	\$440	\$111	\$167
Successful Transfer to Four-Year University	\$660	\$167	\$250
Completion of transfer-level mathematics and English courses within first academic year of enrollment	\$880	\$222	\$333
Attainment of Regional Living Wage	\$440	\$111	\$167

What about faculty agency?



How We Can Contribute to Guided Pathways?

<i>Pillar</i>	<i>Can you impact this pillar as an instructor?</i>	<i>Why or why not?</i>
<i>Clarifying the path for students</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
<i>Helping students get on a path</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
<i>Helping students stay on their path</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
<i>Ensuring students are learning</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No	