Dear Colleagues:

**SCC Reflections on Equity Summit**
As I stated last week, I asked the SCC team who attended the Equity Summit in Oakland on March 14 (Rachel Ancheta, HR generalist, Shirley Lewis, Dean of Student Services, and Annette Dambrosio, Accreditation Coordinator) to provide a summary of highlights from that Equity Summit meeting and to recommend ideas that might be useful for SCC. Here is their report:

**What We Learned** (some highlights):

- Building SCC Staff Equity plans must be an ongoing commitment of all SCC employees, a commitment expressed in coherent policies and procedures, all consciously integrated into overall institutional planning.

- There are new opportunities for attracting and retaining qualified diverse applicants at SCC who are qualified and diverse, e.g., there exists increased funding (100 million) at state level for equity.

- Nearly 40% of faculty, staff, and administrators will be retiring within the next 10 years and the decisions we make in hiring will greatly affect the quality of our educational institutions regarding diversity.

- We must engage in an on-going review of SCC’s EEO Plan and insist on adhering to new training mandates regarding workforce diversity, regarding the elimination of bias in hiring decisions and regarding best practices in screening candidates. Furthermore, SCC’s EEO Plan must be revised to reflect new mandates from the CCCCO.

- We must engage in an on-going review of SCC’s Student Equity Plan, to include campus-based research to determine effective strategies to address achievement gaps and/or mitigate disproportionate impact among the various populations of CCC students. Research should be used to develop action plans, and to integrate student equity into other institutional planning process and program reviews. Furthermore, SCC’s Student Equity Plan must be revised to reflect new mandates from the CCCCO.

- According to one researcher, only 25% of our CCC students are considered “college ready.”
Our Equity Plans must be tied directly to our budgets.

Ideas For Consideration at SCC:

- Benchmark other community colleges with similar opportunities and challenges.
- Build networks for each discipline, profession and diverse organization (e.g., ASALH, Fil-Am Association, HAPS, APS, etc).
- Post jobs to popular websites (e.g., simplyhired.com, indeed.com, bayareajobs, linkedin) and/or to specific associations. Be creative in how we advertise (short term vs. long term contracting).
- More carefully monitor the recruitment and hiring process at all levels. Identify obstacles in recruiting and focus on examining the root of the problems.
- Communicate the data on workforce diversity to the College community and solicit ideas for improved/expanded recruitment.
- Establish that all SCC employees recognize a common concept of equity that may guide SCC’s recruitment efforts.
- Establish a Faculty Diversity Internship.
- Identify (and recruit) those in our community who do not know that education is a meaningful and practical life “option.”
- Continue to expand partnerships with local high schools.
- Continue to establish and expand partnerships with local businesses and non-profit agencies; create action plans.
- Examine existing budget planning and tie to equity considerations.

Finally, our SCC team recommended that our College community take time to read various documents suggested at the Equity Summit, to include the Association of American Colleges and Universities (AAC&C) 2014 report, Assessing Underserved Students’ Engagement in High-Impact Practices; Center for Community College Student Engagement 2014 report, Aspirations to Achievement: Men of Color and California Community Colleges; California Competes 2013 report, Community College Participation; California Community College’s Chancellor’s Office 2014 Student Equity Fact Sheet; and, the Community College League of California’s 2020 Vision: A Report of the Commission on the Future (I serve as a member of this Commission). Below is a summary excerpt from the Commission’s Report:
Leadership & Accountability
- ✓ Visible, high-level leadership across districts and colleges is essential for student success.
- ✓ A longitudinal student record system should be developed that allows student progress to be monitored from elementary-secondary education into and through postsecondary education and into the workplace.
- ✓ The system should regularly gather, report, and use disaggregated student access and achievement data to monitor student progress across achievement milestones to evaluate institutional and program effectiveness.
- ✓ System and institutional research should focus more directly on core issues of teaching, learning and student success; and the creation of new reporting and accountability requirements should directly correlate with student success.
- ✓ Statutory, regulatory and administrative requirements should be examined to ensure that services improve student success and increased course completions are supported and encouraged.
- ✓ Student success should be the focus of a reinvented professional development effort for community college trustees, administrators, faculty and staff.

Intense Student Support
- ✓ Students should be required to participate in integrated student support, assessment, counseling and orientation, and enroll in courses according to well publicized and strictly-enforced registration deadlines.
- ✓ Through a statewide initiative, relay clear community college expectations early in each student’s educational career regarding requirements for any community college, including the importance of going directly to college after high school

Teaching & Learning
- ✓ Develop an enhanced Basic Skills funding model that includes clear and expedited pathways for students tied to defined research-based benchmarks or “momentum points” leading up to and including completion.
- ✓ Develop alternatives to traditional curriculum sequences using linked or contextualized curriculum across curricular areas.
- ✓ Establish transfer associate degrees that guarantee admission to all four-year universities with junior standing, as part of a universal statewide articulation system.
- ✓ Schedule classes in an inter-departmental manner with the goal of meeting the needs of first-time entering students, promoting full-time enrollment, and enhancing program completion.
- ✓ Expand the awarding of credit for demonstrated competency and knowledge using multiple assessment instruments as determined by faculty.
- ✓ Encourage (or require) faculty candidates to demonstrate knowledge of effective teaching and learning techniques, particularly in the basic skills subject areas.
Finance & Affordability

- ✓ Create an additive, categorical incentive funding model that distributes money based upon improvements in institutional and student performance as measured by completion of momentum points linked to student success.
- ✓ Enrollment fee increases should be moderate and predictable, and tied to an inflationary index. Enrollment fee revenue increases should supplement the base level of resources from the prior year.
- ✓ The continued receipt of institutional student financial aid such as the Board of Governors (BOG) waiver should be aligned with federal criteria for receipt of federal aid.

I am pleased with SCC’s efforts to focus more on staff and student equity, but we know that we have much work ahead of us. What are your ideas?

**Solano Community College Women’s Softball Team is Number One in the State**

Although most of you have already heard the news, I want to repeat congratulations to our SCC Women’s Softball Team. The Solano College Women's Softball Team has moved up to number one in California’s ranking in the first California Community College power index of the season recently released! The index is the power ranking used for postseason seeding in regionals. The Falcons, earned a championship title in the Gold Bracket of the Ohlone March Madness Tournament and are 15-2 overall after winning six straight games in Fremont. What a successful season for Head Softball Coach and Professor of the School of Human Performance and Development, Terri Pearson-Bloom, and our talented women athletes!

**Encourage Students to Take Advantage of Financial Aid**

…from Robin Darcangelo, Associate Dean of Students, Financial Aid, EOPS, and Veterans:

Financial Aid disburses money on a continual basis throughout the academic year. The disbursement this week alone for our SCC students is over 2.2 million dollars. Please encourage students to stay in school and to complete their program of study; encourage them to utilize the various student resources available at our College as these resources enhance our students' opportunities for greater academic success and continued financial aid.

Student Success is an Institutional responsibility. Thank you for your on-going support of the Student Services Programs & Resources. (…and thank you, Robin, for your work!).

Jowel C. Laguerre, Ph.D.
Superintendent-President

*We must learn to live together or perish together as fools.*

Dr. Martin Luther King