

College of the Siskiyous Student Equity Plan Executive Summary

The Student Equity and Achievement program will work toward addressing the disproportionate impact of identified student groups and improve the general student population success. Although the Chancellor's Office does not identify all of the following populations as "impacted" (due to the cohort size), College of the Siskiyous will seek to provide augmented and targeted services toward the following areas and groups:

Successful Enrollment: Asian

Completed Transfer Level Math & English: White

Persistence from First Primary Term to Secondary Term: LGBT Male

Transfer: First Generation

Completion: Black or African American

The Student Equity and Achievement program collaborates and works in partnership with other programs and areas, such as EOPS, Basecamp, TRiO, Foster Youth, Veterans Counseling, and Instruction. Student Equity and Achievement's primary focus is to provide outreach to identified groups and direct support to students. The Student Equity Plan will focus on an approach that encourages departments from across campus to be involved to eliminate barriers, provide support, foster opportunities for staff, faculty, and students to implement sound practices that help students. Students are more likely to succeed when a holistic approach from across campus is implemented.

Some services will continue to be supported that were implemented in the last SEA and Student Equity Plans. Augmented services to this plan include but are not limited to, Eagle Ambassadors (peer mentor program), additional outreach to off-site locations, increased counseling & advising for all students, professional development for faculty, tutoring costs, LGBTQ+ Center, support for Summer Bridge, staffing for counseling, printing, supplies and travel.

During the duration of the three-year plan, annual evaluations will occur to assess progress of outlined goals. Evaluations will include qualitative and quantitative data. Activities will be evaluated to see their success towards meeting goals. If needed, activities may be modified, eliminated, or added to ensure they are met. Evaluation tools will be created in conjunction with the Office of Institutional Effectiveness & Research.

Listed below are the direct services and resources budgeted provided to students in identified cohorts:

Goals and Activities to Achieve Goals	Resources Budgeted to Achieve Goals
<p>INCREASE SUCCESSFUL ENROLLMENT FOR OVERALL STUDENT GROUP: ASIAN</p> <p><i>1-year outcome- Increase the number of Asian students who successfully enroll in courses by 2% in the first year of our plan.</i></p> <p><i>3-year outcome-Increase the number of Asian students who successfully enroll in the college by a total of 5% by 2025</i></p> <ul style="list-style-type: none"> • Targeted outreach to local high schools that highlights support programs such as EOPS, SAS, TRiO, and Basecamp that help students understand support services available to help them succeed. • Eagle Ambassadors will help connect current COS students with local students as a form of a peer support. • Siskiyous Promise Outreach team will work with Outreach & Retention Department to facilitate workshops and outreach events. • Institutional Effectiveness & Research department will create a survey for student that applied but never enrolled at College of the Siskiyous. 	<p><i>Resources Budgeted:</i></p> <ul style="list-style-type: none"> • Travel costs to implement outreach events and application workshops • Eagle Ambassadors training and wages.
<p>INCREASE STUDENTS COMPLETING TRANSFER LEVEL ENGLISH & MATH FOR TARGET GROUP: WHITE</p> <p><i>1-year outcome- Increase our overall number of students successfully completing Math & English by 2% in the first year.</i></p> <p><i>3-year outcome- Increase our overall number of students</i></p>	<p><i>Resources Budgeted:</i></p> <ul style="list-style-type: none"> • Professional development for equity-minded workshops for faculty. • Tutoring costs for embedded tutoring and other support services for in the classroom.

<p><i>successfully completing Math & English by 5% by the end of 2025.</i></p> <ul style="list-style-type: none"> • Create equitable access to student orientation and ongoing academic advising sessions. • Incentivize the transition to Zero and Low Textbook Cost courses. • Support ongoing equity-minded, teaching-focused professional development for instructional faculty. • Support faculty and support staff in integrating supports into classes. • Develop an equitable Credit for Prior Learning application and approval process. • Support academic coaching into learning assistance efforts. 	<ul style="list-style-type: none"> • Incentives for faculty to transition to Zero or Low Textbook Cost courses.
<p>INCREASE PERSISTENCE FROM FIRST PRIMARY TERM TO SECOND TERM FOR IDENTIFIED STUDENT TARGET GROUP: LGBT MALE</p> <p><i>1-year outcome- Increase the number of male LGBT students persisting from primary to secondary term by 2% in the first year.</i></p> <p><i>3-year outcome- Increase the number of male LGBT students persisting from primary to secondary term by a total of 5% by 2025.</i></p> <ul style="list-style-type: none"> • The Social Justice Equity Diversity Inclusion (SJEDI) Committee will develop, implement, and work with senior administration to incentivize participation in SafeZone Training. • Senior administration will work with SJEDI to identify space and funding for a LGBTQ+ Center. 	<p><i>Resources Budgeted:</i></p> <ul style="list-style-type: none"> • Incentives for SafeZone training. • Allowable expenses for creating an LGBTQ+ center. • Costs associated with implementing improved research tools.

<ul style="list-style-type: none"> The Institutional Research Office will develop and implement research tools to collect local LGBTQ+ data and regularly share that data with stakeholders. 	
<p>INCREASE TRANSFER FOR TARGET STUDENT POPULATION GROUP: FIRST GENERATION</p> <p><i>1-year outcome- We will increase the number of First-Generation students who complete all transfer level requirements by 2% in the first year.</i></p> <p><i>3-year outcome- We will increase the number of First-Generation students who complete all transfer level requirements by 5% by the end of 2025.</i></p> <ul style="list-style-type: none"> Stakeholders, including the Office of Academic Affairs and instructors, and the Student Services Office and counselors and advisors will meet to identify and overcome existing barriers to offering mandatory academic advising sessions. Mandatory counseling and advising will be implemented. Through the Institutions Summer Bridge program, we will integrate our wrap-around services into individual course content to ensure that all First-Generation students are aware of these services. Create a First Year Experience program that will help First Generation students navigate the system and ensure that they are connected to all wrap-around services. Provide Financial Aid workshops that help students understand their financial aid package, and what resources will be available to them after transfer. 	<p><i>Resources Budgeted:</i></p> <ul style="list-style-type: none"> Continued staffing support for counseling & advising. Support for Summer Bridge. Support for creation of a First Year Experience program.

- The Institution will create clear pathways for students to navigate so that they do not become overwhelmed and help them to stay on track.

INCREASE COMPLETION FOR TARGET STUDENT POPULATION GROUPS: BLACK OR AFRICAN AMERICAN

1-year outcome- We will increase the number of African American Male students that complete a degree or certificate by 2% in the first year.

3-year outcome- We will increase the number of African American Male students that complete a degree or certificate by 5% by the end of 2025.

- Campus wide, policies, procedures, and the language in which we engage with our students will be evaluated and changed to support equity for students.
- Stakeholders, including the Office of Academic Affairs and instructors, and the Student Services Office will meet with counselors and advisors to identify and overcome existing barriers to offering mandatory orientation and academic advising sessions as well as providing comprehensive education plans for all students in their first year.
- Continue to bolster the integration of existing supports into individual courses so that students can benefit from academic coaching and case management.

Resources Budgeted:

- Printing costs for updated policies, procedures, and other materials that have inclusive language that is equity focused.
- Continued staffing support for counseling & advising.
- Tutoring costs for embedded tutoring and other support services for in the classroom.

Student Equity Expenditures for 2022-23, 2023-24, and 2024-25

EXPENDITURES 2022-2023	
Staffing Counselor	\$67,708
Student Ambassadors and Tutors	\$40,000
Professional development	\$5,000
Outreach Travel	\$3,000
Printing & Supplies	\$10,000

EXPENDITURES 2023-2024	
Staffing Counselor	\$72,211
Student Ambassadors and Tutors	\$40,000
Professional development	\$5,000
Outreach Travel	\$3,000
Printing & Supplies	\$10,000
LGBTQ+ Center	\$15,000

EXPENDITURES 2024-2025	
Staffing Counselor	\$78,836
Student Ambassadors and Tutors	\$40,000
Professional development	\$5,000
Outreach Travel	\$3,000
Printing & Supplies	\$10,000

District Contacts

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