

Glendale Community College recognizes the importance of equity and is committed to ensuring administrators, faculty, staff, and students contribute to a quality learning environment that support the development and implementation of academic and student support programs that enhance an equitable college campus. Our college established a Student Equity Committee under the governance of the Academic Senate. Faculty leaders on the committee oversee programs that engage student learning. The entire committee is interested in advancing indicators of success such as access, course completion, basic skills level completion, degree and certificate completion, movement from noncredit to credit campus and transfer. Our Research and Planning office collects and analyzes data that helps establish priorities, outcomes, and goals for our programs. Key participants in the Integrated Planning committee include faculty and managers overseeing Basic Skills, Student Equity, Student Success and Support Programs, and Noncredit Student Success and Support Programs expenditures. Researchers at our college identified disproportionately impacted groups within the state-mandated target populations and validated the findings with data collected. These data were then used in the development of strategies that address the gaps found within the success indicators. With the Integrated Plan serving as the overarching document that guides our planning and development, our college is committed to ensuring that we continue to support students who have been identified as disproportionately impacted throughout this integrated plan.

TARGET POPULATIONS

Based on our 2015 analyses using the “Percentage Point Gap Method” suggested by the State Chancellor’s office, the Student Equity committee identified several student groups who achieve success at much lower rates than students who achieve average rates. The team identified equity gaps in more than one measurement indicator for students who identify as **African-American, Latino, Male, students with disabilities, and veterans.**

GOALS

Glendale Community College has identified goals for various student groups who are achieving below college wide averages and need assistance to improve their success on various academic indicators. The goals include:

- Increase Access and Enrollment
- Increase and improve direct Student Support and counseling advising services
- Increase progress rate for remedial programs
- Identify transfer pathways and increase course completion
- Increase Professional development activities for faculty and staff to better understand the goals of the Student Equity program.

In the Fall of 2015, the research team identified disproportionate impact, and goals were established to serve as a benchmark for success based on the indicators provided by the chancellor's office. Progress and completion of the goals and activities of the Integrated Plan are evaluated in multiple ways. A plan-specific assessment will be conducted annually and a broader college-wide evaluation will be done periodically after Integrated Plan becomes infused into the college-wide planning processes.

Access

GCC will continue to maintain a commitment to increase access for students identified in the equity plan through strategic and continuous planning and evaluation.

Course Completion

GCC will continue to increase the course completion rates among students identified in the equity plan and continue to monitor and address disparities identified among these students.

ESL and Basic Skills Completion

GCC will continue to develop and implement educational strategies that increase student success in ACE (ESL) and basic skills courses in Math, English and Reading for students identified in the student equity plan.

Degree and Certificate Completion

GCC will increase degree and certificate completion rates in underrepresented student groups to achieve an equitable balance of degree and certificate attainment across all targeted student equity groups.

Transfer

GCC will continue to increase transfers to 4-year institutions among targeted equity groups.

ACTIVITIES

Glendale Community College is funding activities to achieve these goals. Student Equity funds were used for the targeted years on various programs that target the D.I students. The tables below list projects funded using Student Equity funds and their associated amounts.

Note: The dollar amounts are funded amounts and in some cases do not match expenditures exactly.

GCC Increased access for veterans by developing a more rigorous marketing campaign to increase enrollment by developing more publication and adding likes and videos to our Veterans Resource Center as well as outreach to local high schools, assistance to adults with disabilities in the noncredit/Garfield campus, pre-orientation and orientation services, dual enrollment and a “Bridge to Everywhere Program along with Summer Bridge. A full list of the projects and funding are listed in the following charts below.

ACCESS	2014-2015	2015-2016	2016-2017
Veterans+Garfield	\$74,245	\$74,247	\$85,061
Garfield Disability Specialist (non credit)		\$51,750	
Shadow Days/Latino		\$22,998	\$23,348
Total	\$74,245	\$148,995	\$108,409

Several activities were developed through instruction and student services that focused on increasing **course completion** for disproportionately impacted student groups. Through the use of equity funds, GCC purchased ipads for student use. This will enable students to complete class work, complete research, and stay up-to-date with information in regards to enrollment, financial aid, as well as class work (Moodle/Canvas). There is also a focus on professional development in GCC's equity plan. This will increase faculty and staff awareness of strategies and promising practices for serving disproportionately impacted students.

COURSE COMPLETION (Retention) AND COLLEGE LEVEL ESL/ENG, ENGL, MATH COMPLETION	2014-2015	2015-2016	2016-2017

Summer Bridge/1 st year experience(Embedded tutor English Sum bridge)	\$77,654	\$335,386	Included in S.S. Learning Comm.
Std Services/Learning Communities	\$252,306	Included in summer bridge	\$320,940
English/faculty leader	\$64,440	\$64,979	\$74,057
Math/faculty leader/Embedded tutors	\$74,440	\$72,507	\$80,807
Math At Risk		\$36,160	\$50,325
Math Discovery Center		\$1,000	\$2398
Acceler. Pathways for Non Steam APNSM		\$32,236	\$39,972
Online Library Math		\$3,450	0
Math Workshops/BSI		\$34,957	0
ESL/faculty leader	\$64,440	\$66,160	\$57,157
Embedded Tutors/ESL		\$28,622	\$41,340
Course Pairing/ESL	0	\$10,050	\$0
Credit ESL 3 rd repeat		\$9350	\$0
ESL 151+Library	0	0	\$8424
Students with Disabilities	0	\$2,800	0
Support for Math Adjunct		\$31,241	\$24,200
Interdisciplinary/faculty leader	\$11,300	\$23,914	\$33,935
Faculty Stipends	\$9,040	Not continued	0
Expanded S.I	0	\$64,845	
Race Based Curriculum	0	\$2358	0
Embedded S.I/soc sci	0	0	\$8509
Studio Arts/Diversity Workshops & Lectures		\$1,580	
WAC Writing across curriculum		\$51,419	\$47,549
Library support for D.I Students		\$90,000	
Bus Passes		\$9,320	\$27,400
Meal Vouchers		\$31,500	\$53,707
English Adjunct faculty/resources		\$16,370	\$9846
Emergency Assistance fund			\$43,943
Growth Mindset/Keys to College Success		\$13,357	\$13,228
Cultural Diversity Coordinator	\$24,430	\$26,450	\$31,307
The Learning Center Enhancement		\$40,994	\$38,581
Study Hall		\$5,060	
Women's History Month		\$5,680	\$5,710
Information			

Competency		\$14,400	
New Faculty Orientation		\$2,000	
Staff Development		\$9,500	
Faculty Diversity Internship		\$13,200	
Adjunct Websites		\$9,200	
Website for DI-Related GCC Initiative		\$15,160	\$2,340
TOTAL	\$578,050	\$820,015	\$1,015,675

Other activities focused on **degree and certificate completion** included direct services that with tutoring, group counseling and food needs for our students.

Degree and Certificate Completion	2014-2015	2015-2016	2016-2017
Pathways	\$20,340	\$5,000	
Math 101	\$25,340	\$18,000	
Cal Works Fathers		\$2,725	
Breakfast Club			\$56,500
Food Pantry			\$5,492
Total	\$45,680	\$25,725	\$61,992

Several **transfer** programs were created to address the various needs of the D.I students who were eligible to transfer. These include several college tours such as the Northern and Southern California trips and the Historically Black Colleges and University (HBCU) tours.

TRANSFER	2014-2015	2015-2016	2016-2017
Transfer Academy	\$60,225	\$60,984	\$83,242
Career Opportunities Lecture Series	Included in amount		
So. Calif Trip/No. Cal trip/ HBCU	Included in amount		\$24,020
Avalaunch		\$6,150	
GRREAT		\$30,451	
SPARK		Included in Summer Bridge/Learning Community	\$39,774
Latino Leadership		\$22,240	\$23,220

Academy, Estudiantes Unidos			
TOTAL	\$60,225	\$149,825	\$170,256

Below are the funds used for the operations of the Student Equity programs.

COORDINATION AND RESEARCH AND PLANNING	2014-2015	2015-2016	2016-2017
Administrator, Researcher and RT S.E. Coordinator, and Senate for years 14-15 & 15- 16	\$110,735	\$281,400	\$353,881
FileMaker upgrade	0	\$14,000	0
Web SMS/EMS Program	0	\$120,000	\$29,290
Senate exec	0	0	\$34,027
TOTAL	\$110,735	\$415,400	\$383,171

ASSESSMENT

African-Americans, males, foster youth and veteran students are narrowing the gap, especially in course completion.

Latinos and students with disability are narrowing the gap in the ESL completion and African-American and Latino students are narrowing the gap in English basic skills completion.

Students with disabilities are narrowing the gap in math basic skills completion. African-Americans, Asians and students with disability are narrowing the gap in degree and certificate completion.

Latinos, Filipinos and student with disabilities are narrowing the gap in transfer rates.