

Executive Summary

Summary Table

The following table summarizes the areas of disproportionate impact identified in our analyses, as well as our four-year target goals for mitigation of that impact. The goals were developed as a result of a dialogue within the College's Institutional Excellence Council (IEC), a group that tracks and discusses overall institutional student success and effectiveness indicators. The table below summarizes specific programs and services that will be implemented to improve outcomes for the target groups. Ongoing faculty and staff development are vital to the successful implementation of these programs.

Success Indicator	Disproportionately Impacted Group	Percentage Point Gap from Average (Past)	Percentage Point Gap from Average (Most Recent)	Target Goal (by 2021)	Goal Progress	Progress	Activities to achieve goals
Access		2013/14	2015/16				<ul style="list-style-type: none"> Continued development of the Outreach office Providing mandatory face-to-face orientation Marketing/messaging to students and employees Clarify the pathway to degree/certificate completion campus-wide by formalizing and piloting program maps, and begin the design of Meta-majors that are connected to career exploration.
	OVERALL (from SANDAG)	--	--				
	Asian	-7.2	-6.4	Close gap	Gap Reduced	+0.8	
	Hispanic/Latino	-5.2	-4.7	Close gap	Gap Reduced	+0.5	
	Male	-6.1	-7.4	Close gap	Gap Increased	-1.3	
	30-39 Years	-5.9	-6.4	Close gap	Gap Increased	-0.5	
	40-64 Years	-26.5	-27.0	Reduce gap by 5 points	Gap Increased	-0.5	
	65+ Years	-12.9	-13.8	Reduce gap by 10 points	Gap Increased	-0.9	
Course Completion		Fall 2014	Fall 2016				<ul style="list-style-type: none"> Development of a 'retention center' to assist with early alert interventions Targeted professional development on teaching and learning, focused on equity-minded practices for faculty in the 12 identified high-enrolled, non-success courses.
	OVERALL	68.4%	68.0%				
	African American/Black	-13.0	-12.3	Reduce gap by 10 points	Gap Reduced	+0.7	
	American Indian or Alaskan Native	-16.9	-8.0	Reduce gap by 10 points	Gap Reduced	+8.9	
	Hispanic/Latino	-4.5	-4.8	Close gap	Gap Increased	-0.3	
	First Generation	-3.9	-2.7	Close gap	Gap Reduced	+1.2	

Success Indicator	Disproportionately Impacted Group	Percentage Point Gap from Average (Past)	Percentage Point Gap from Average (Most Recent)	Target Goal (by 2021)	Goal Progress	Progress	Activities to achieve goals
	Foster Youth	-23.2	-26.8	Reduce gap by 10 points	Gap Increased	-3.6	<ul style="list-style-type: none"> Engage in systematic process of reviewing all course syllabi (creating model syllabi)
Basic Skills English Completion		2008/09 to 2013/14	2010/11 to 2015/16				<ul style="list-style-type: none"> Ongoing professional development to faculty teaching accelerated courses and to those teaching basic skills courses Implementing multiple measures Spring 2018
	OVERALL	43.8%	54.7%				
	African American/Black	-11.2	-16.5	Reduce gap by 10 points	Gap Increased	-5.3	
	American Indian or Alaskan Native	-14.2	-19.4	Close gap	Gap Increased	-5.2	
	Hispanic/Latino	-4.6	-3.4	Close gap	Gap Reduced	+1.2	
	Pacific Islander	-12.1	-4.7	Close gap	Gap Reduced	+7.4	
	Male	-3.5	-1.9	Close gap	Gap Reduced	+1.6	
	20-24 Years	-6.1	-7.7	Close gap	Gap Increased	-1.6	
	25-39 Years	-5.2	-3.5	Close gap	Gap Reduced	+1.7	
	40+ Years	-19.9	-16.0	Reduce gap by 10 points	Gap Reduced	+3.9	
	First Generation	-8.3	-8.9	Close gap	Gap Increased	-0.6	
Basic Skills ESL Completion		2008/09 to 2013/14	2010/11 to 2015/16				<ul style="list-style-type: none"> Ongoing professional development to faculty in ESL courses
	OVERALL	62.2%	51.4%				
	Filipino	N/A	N/A	N/A	N/A	N/A	
	Hispanic/Latino	-16.6	-8.5	Reduce gap by 10 points	Gap Reduced; Target Met	+8.1	
	Male	3.9	-7	Close gap	Gap Increased	-10.9	
	40+ Years	-17.3	-10.2	Reduce gap by 10 points	Gap Reduced; Target Met	+7.1	

Success Indicator	Disproportionately Impacted Group	Percentage Point Gap from Average (Past)	Percentage Point Gap from Average (Most Recent)	Target Goal (by 2021)	Goal Progress	Progress	Activities to achieve goals
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Basic Skills Math Completion	OVERALL	2008/09 to 2013/14 33.0%	2010/11 to 2015/16 39.8%				<ul style="list-style-type: none"> Ongoing professional development to faculty teaching accelerated courses and to those teaching basic skills courses Implementing multiple measures Spring 2018
	African American/Black	-5.3	-14.9	Reduce gap by 10 points	Gap Increased	-9.6	
	Hispanic/Latino	-5.4	-6.3	Close gap	Gap Increased	-0.9	
	Pacific Islander or Native Hawaiian	-5.7	+1.9	Close gap	Gap Closed	+7.6	
	20-24 Years	-4.9	-4.7	Close gap	Gap Reduced	+0.2	
	First Generation	-10.9	-7.4	Reduce gap by 10 points	Gap Reduced	+3.5	
Certificate or Degree Completion	Overall	2008/09 to 2013/14 17.2%	2010/11 to 2015/16 20.4%				<ul style="list-style-type: none"> Clarify the pathway to degree/certificate completion campus-wide by formalizing and piloting program maps, and begin the design of Meta-majors that are connected to career exploration.
	African American/Black	-5.3	-14.9	Close gap	Gap Increased	-9.6	
	Hispanic/Latino	-5.4	-6.3	Close gap	Gap Increased	-0.9	
	Pacific Islander or Native Hawaiian	-5.7	-14.8	Close gap	Gap Increased	-9.1	
	Male	-1.9	-3.0	Close gap	Gap Increased	-1.1	
	20-24 Years	0.0	-3.7	Close gap	Gap Increased	-3.7	
	25-39 Years	+3.7	-3.8	Close gap	Gap Increased	-7.5	
	First Generation	-1.2	-3.9	Close gap	Gap Increased	-2.7	

Success Indicator	Disproportionately Impacted Group	Percentage Point Gap from Average (Past)	Percentage Point Gap from Average (Most Recent)	Target Goal (by 2021)	Goal Progress	Progress	Activities to achieve goals
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Transfer		2008/09 to 2013/14	2010/11 to 2015/16				<ul style="list-style-type: none"> Clarify the pathway to degree/certificate completion campus-wide by formalizing and piloting program maps, and begin the design of Meta-majors that are connected to career exploration.
	Overall	36.1%	37.8%				
	African American/Black	-5.0	-4.0	Close gap	Gap Reduced	+1.0	
	American Indian or Alaskan Native	-21.1	N/A	Reduce gap by 10 points	N/A	N/A	
	Hispanic/Latino	-4.9	-3.4	Close gap	Gap Reduced	+1.5	
	Pacific Islander or Native Hawaiian	-6.9	-9.3	Close gap	Gap Increased	-2.4	
	20-24 Years	-4.3	-5.0	Close gap	Gap Increased	-0.7	
	25-39 Years	-15.6	-15.9	Reduce gap by 10 points	Gap Increased	-0.3	
	40+ Years	-25.2	-25.7	Reduce gap by 10 points	Gap Increased	-0.5	
	Economically Disadvantaged	-3.1	-3.4	Close gap	Gap Increased	-0.3	
	40+ Years	-25.2	-25.7	Reduce gap by 10 points	Gap Reduced	+3.2	
	Students w/ Disabilities	-13.7	-15.5	Reduce gap by 10 points	Gap Increased	-1.8	