

# Student Equity Plans 2025-2028

Board of Trustees

November 13, 2025



**SAN DIEGO**  
Community College District

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City College · Mesa College · Miramar College  
College of Continuing Education

# Background

- Student Equity planning began statewide in 2015-2016.
  - Component of the Student Success Initiative
  - SDCCD receives approximately \$5.4 million annually in state funding.
- The purpose of the funding is for colleges to address disparities in student success outcomes for various disproportionately impacted subgroups of students, including:
  - Various ethnic groups
  - Low-income students
  - Students with disabilities
  - Veterans
  - Foster youth
  - LGBTQ students
- The goal of the Student Equity Program is to close achievement gaps in access and success in underrepresented student groups, as identified in local plans.

# San Diego City College SEA Plan Summary 2025-2028

SAN DIEGO  
CITY COLLEGE



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# Reflections on the 2022-2025 Plan

Though disproportionate impact continues to persist for some populations from our 2022-2025 plan, there are significant areas where disproportionate impact has been eliminated.

- Female, Filipino Female and Black or African American Female are no longer disproportionately impacted in Completion of Transfer-level Mathematics and English.
- LGBTQ+ Female and Black Male or African American Male are no longer disproportionately impacted in Persistence.
- Latino Males and Foster Youth are no longer disproportionately impacted in Transfer.



# 2025-2028 SEA Plan Highlights

- Affinity group learning communities
- Professional learning to support culturally relevant and culturally responsive student services and instruction
- Support for early enrollment in transfer-level English and math
- Intrusive student services,
- Intrusive counseling
- Structured semester-to-semester enrollment support adapted and applied at scale within various other programs and contexts.



# 2025-2028 Student Equity Plan

SAN DIEGO  
MESA COLLEGE



# Assessment of the Progress in 2022-2025

Mesa College's comprehensive efforts to further a culture of equity and reduce equity gaps through institutional change emphasized three areas:

- **Fostering a sense of belonging and creating connection to campus through culturally affirming spaces and programs**, and mentorship and counseling to support the development of college-going identities. We learned that the biggest impacts came from creating accessible affinity spaces, cultivating strong peer networks, and hosting culturally affirming campus events.
- **Supporting academic success through tutoring and embedding equity in professional development programming**. We learned that the biggest impacts came from infusing equity into online course design and targeting DI populations for support from tutoring.
- **Expanding and targeting access to basic needs and other resources**. We learned that the biggest impacts came from programs that integrated basic needs into other activities and proactively connected students with support.



# Assessment of the Progress in 2022-2025 Cont.



- Student outcomes from 2022–2025 continue to be shaped by the lasting impacts of the post-COVID transition, as students navigate academic readiness, mental health challenges, financial strain, and shifting expectations for learning and support.
- Pacific Islander (PI) student data are suppressed in most academic years, including the baseline year of 2020–2021, and therefore are not visible in Data Vista. However, the PI population is recognized as a marginalized student group at San Diego Mesa College, and we have made significant efforts to increase the successful enrollment of PI students.
- The revised baseline transfer rate for Black/African American students to four-year institutions in the 2016–2017 cohort was 32%. After applying a projected 5 percentage point growth, the Year 3 goal was set at 38%. San Diego Mesa College exceeded this goal, achieving a transfer rate that was 6 percentage points higher than the target in Year 3 cohort of 2019-20.

# Looking forward

- Continue to strengthen and build upon current efforts.
- Focus on **intersecting identities** is wider.
- Intensive focus will continue to **center around race** based on DI student groups identified as Black and Latine.
- **Increased intentional collaborations** between instructional services, student services, and community organizations to collaborate and braid funding.
- Intentional focus on **cultivating transfer going culture**.

*For any questions or comments about the San Diego Mesa College Student Equity Plan, contact [Ldiaz@sdccd.edu](mailto:Ldiaz@sdccd.edu) & [Crico@sdccd.edu](mailto:Crico@sdccd.edu).*





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# 22-25 Student Equity Plan Reflections

Miramar embraced the theme: ***Cultivating Community: Making the Invisible, Visible***, igniting a shift in our campus culture. This has empowered us to identify the unseen challenges faced by our disproportionately impacted (DI) student groups and move beyond acknowledgement toward meaningful action – dismantling barriers and reimagining institutional structures aligned with equity-driven and student-centered practices. Some examples in alignment with the barriers we identified in our plan are as follows:

***Resources:*** Additional funding to support HSI, NASSSP, Rising Scholars, Dreamers, AANHPI SAP

***Data:*** Updated Equity Data Dashboard

***Representation in Staffing:*** Pilot of Anonymous Screening

***Professional Development:*** Servingness PD; Culturally Responsive Educators Academy & Training for Equity (CREATE)

***Culturally Responsive Programs/Services:*** Development of affinity-based advisory groups; Resource Centers

***Culturally Responsive Curriculum:*** Exploration of Learning Communities; Ethnic Studies courses;



# 25-28 Student Equity Plan Highlights

**Successful Enrollment:** Collaborative Programming, Intentional Outreach with Feeder Schools & Community

**Transfer-Level Math & English:** Learning Communities; Cross-Campus Collaboration; Belonging/Engagement; Professional Development

**Persistence:** Mentorship; Communication; Visibility; Student Journey

**Transfer to a 4-Year:** Transfer Conference; Starter Packets; Increase Baseline Transfer Knowledge Across Campus

**Completion:** Workshops; Data Literacy; Professional Development; Program Mapper

**Intensive Focus:** Black / African American & Latinx Students – Explore infrastructure to drive and sustain culturally responsive practices where Black and Latinx students are seen, supported, and empowered.

**Student Education Plans:** Develop a system to accurately capture Ed Plan data and identify targeted strategies to increase access for DI students utilizing the CRM and affinity-based resource centers.



SAN DIEGO  
COLLEGE OF  
CONTINUING  
EDUCATION

# Student Equity Plan



# Student Equity Outcomes (2022–2025)

## Access & Retention

- **Enrollment ↑ 26%** (56,986 → 72,010)
  - Major gains: **DSPS (+73%), Foster Youth (+342%), African American (+142%), Refugee (+79%), Low-Income (+73%)**
- **Retention & Success ↑ 3–5 points overall**
  - Notable gains: **African American (+4–9), Latino (+3–6), Homeless (+10–11), Filipino (+7–20)**
  - **Persistent DI Groups:** Filipino (–33%), Female Latina, African American, Low-Income, Homeless, Refugee, Ages 18–24

## Completion & Transition

- **Completions ↑ 26%** (13,744 → 17,385)
  - **African American (+180%), Refugee (+107%), Homeless (+110%), Latino Men (+57%)**
  - Declines: **Filipino (–50%), Female “Other Race” (–41%)**
- **Transitions ↑ 366%** (35 → 163 students)
  - **Female Transitions (+313%), Ages 18–24 (+509%)**
- **Next Focus:** Direct resources to groups with persistent DI Groups

# Strengthening Our Foundation, Expanding Equity Impact

We first built the foundation...

- ☑ Established **Welcome Centers** at all seven campuses.
- ☑ Launched **Tutoring Center** and expanded embedded tutoring.
- ☑ Expanded **Basic Needs** (food, housing, emergency aid).
- ☑ Implemented **Career Services & Student Support reorganizations** to streamline access.
- ☑ **Increased counseling capacity** for disproportionately impacted (DI) populations.
- ☑ Enhanced **faculty–counselor collaboration** to align academic and support services.
- ☑ Established the **Cultural Events Taskforce** to bring additional programming and events to students

then, we expanded culturally responsive programs.

Black Student Success Program

Immigrant Student Success Program

LGBTQIA+ Student Success Program

Veteran Student Success Program

Rising Scholars Student Success Program (Justice Impacted)

ElevateU Program (Foster & Opportunity Youth)

Pathways Program (Houseless Students)

# Now, we focus on deepening equity impact.

Elevate	Invest	Enhance	Align	Focus
<p>Elevate student voice—expand definitions of success beyond completion metrics.</p>	<p>Invest in professional development focused on trauma-informed and data-driven equity practices.</p>	<p>Enhance data coordination to track and respond to DI progress.</p>	<p>Align initiatives with Vision 2030 and SEA Program for systemwide impact.</p>	<p>Focus institutional resources on Filipino, Latino, African American, Refugee, and Low-Income students.</p>

