

**2019-2022 Integrated Plan**  
**Guided Pathways, Student Equity, and Student Success and Support Programs**  
**College of the Redwoods**  
**EXECUTIVE SUMMARY**

## **Introduction**

The College of the Redwoods Student Equity Plan (SEP) update for 2022-2025 identifies actions to improve district success outcomes, particularly for students who have been historically underrepresented and underserved. The SEP has been created based on the planning actions in the 2022-2032 Strategic Vision and Education Master Plan and the Guided Pathways Plan. Equity planning at College of the Redwoods reflects the college's mission of putting student success first and its core values, which include a diverse, nurturing, honest, and open environment as well as the economic and intellectual development of the various communities we serve. Board Policy and Administrative Procedure 5300 underscores the college's commitment to diversity planning and student success.

### **Attachment A. BP/AP 5300 Student Equity**

## **Equity Groups and Indicators**

The goals/outcomes and actions/activities in this SSEP addresses disparities and/or disproportionate impact in student success across disaggregated student equity groups including gender, age, ethnicity, disability status, financial need, and foster youth status with specific actions to address disproportionate impact whenever observed in the data. Student success is defined using the Board of Governors "success indicators," that capture rates of enrollment, primary term to secondary term persistence, first year transfer level Math & English completion, transfer, and Degree and Certificate completion.

## **Goals and Activities 2019-2022**

### **1.) Enhance Student Engagement through Experience Weekends**

Development of specific cultural experience weekends to increase awareness of campus resources, build community, and engage with staff. The summer bridge experience would serve as a review of math, English, and technology to ensure students receive a refresher prior to the fall semester.

- Summer Bridge-Math review/English review/Technology review
- Latinx Experience Weekend
- African American Experience Weekend
- Native American Experience Weekend
- Low Income/Housing Insecure Student Experience Weekend

### **2022 Update:**

The Covid-19 pandemic slowed the rollout of this, and we were able to conduct our first experience event that contained students from all of the populations listed above summer 2022. We will continue this provide this experience for and assess the effectiveness of it fall 2023.

### **2.) Focus on increasing the retention and transfer rates for American Indian (AI)/Alaskan Native (AN) students**

Program Development

Activities to improve AI/AN College Student Enrollment and Retention

Develop a RAIN Program (Retaining American Indians Now)

- Peer mentoring
- Community wellness partnerships
- Increased tutoring

RAIN provides comprehensive support services to all students on-campus in order to address a wide variety of needs: academic, personal, social, cultural, and spiritual. Peer Counselors meet with students regularly throughout the semester in one-on-one sessions. RAIN Peer Counseling provides students with the support, tools, and resources that are essential to a student's graduation.

The goal of peer mentoring is to create a supportive community that promotes retention and graduation of students. The program focuses on building a bridge between a successful academic career and the American Indian community on and off campus. Mentorship encourages the development of interpersonal relationships, as well as facilitates interaction between RAIN students, alumni, graduate students, and faculty. This is done by partnering students with mentors based on tribe, interests, career, or majors.

Another program being developed to improve retention of AI/AN students is the Wellness Program. The Wellness Program is a space that enforces the physical, mental, emotional and spiritual development of students. Through a Native centered approach students will develop a better understanding of well-being and balance by participating in fitness activities, support groups, and meeting with spiritual healers.

#### **2022 Update:**

Again, the COVID-19 pandemic has slowed the rollout of this. This has allowed for us to reassess, so that we can ensure to build something that is culturally sensitive and respects the culture of our tribal partners. We continue to strengthen our relationships with our partners such as Northern California Indian Development Council and Da'luk Youth Program by providing the physical space for native students to access wellness services on campus or virtually.

### **3.) Increase transfer to four-year institutions and partnering across systems**

Education Summits

Develop four education summits with intensified focus on the following student populations:

- Native Americans in Higher Education
- Latinx Voices in Higher Education
- LGBTQ+ Education Panel
- Student Mental Health Education

Topics to include first generation college student experience, disabilities, transfer and degree completion, certificate attainment, community resources, Native American and Hispanic Serving Institution goals.

#### **2022 Update:**

Again, the COVID-19 pandemic has slowed the rollout of this. We held our first summit in spring 2022. We will hold another summit in spring 2023 and will assess the effectiveness summer 2023.

## **2019-2022 Goals Accomplished**

### **Student Engagement**

The Multicultural & Diversity Center rebranded end of Spring 2022 to become the Multicultural & Equity Center (The MEC) and continue to offer a broad range of services. We continue to provide the following services:

- MEC Peer Ambassador Program
- Cultural Events
- Cultural Outreach
- Cultural Club Enhancement and Exposure
- High School Outreach

The MEC is a dynamic and inclusive place that supports all students in their academic and personal journeys at the college. We do this by creating community, home away from home, and a safe place for cultural expression, cross-cultural learning, access to college and dignity resources, and social justice work opportunities.

The Center is committed to retention and student success by offering activities related to leadership development, student connectedness and student equity. The Multicultural and Diversity center serves an increasing number of students on the Eureka campus with virtual programming offered at the Klamath-Trinity Instructional Site and the Del Norte campus.

### **Veteran's Prior Learning Policy**

To reduce time to degree/transfer and increase the number of degree and certificate completers CR recently approved a new policy allowing veterans at College of the Redwoods to be awarded up to 30 units for prior military education, training, and services.

### **Veteran's Mentoring Program**

Other accomplishments included enhancing the Veteran Mentor program to offer mentoring services to Veterans and provide academic and transitional support through weekly meetings and by attending activities together; implementing a non-credit certificate program to for Veterans to transition from non-credit to credit courses.

### **Bilingual Stipends**

The College also provided stipends for current employees to assist as translators for the College. Student Equity funds have been used to offer additional FAFSA workshops and financial literacy workshops, to enhance students' awareness of the college, and their ability to commute to the college, especially in Del Norte, by offering free bus passes in Del Norte and Eureka. To reduce access barriers, college staff has been dedicated to outreach activities Throughout the Del Norte service area, and a Bilingual Outreach Specialist in Del Norte was hired in 2016.

### **Staff Trainings**

Staff training continues to be offered for faculty and staff related to student equity and cultural sensitivity. These trainings are offered online and in-person formats to provide the greatest flexibility in training modalities.

### **Student Engagement (SE)**

The College has used the Student Equity data to create goals to help student populations identified in the College of the Redwoods SE plan reach their academic goals. College staff and students worked together to identify the equity gaps in our District and developed activities to reduce the barriers. Since receiving the funds, the College has been able to meet or make significant progress towards achieving the goals identified.

### **Events**

Creation of events in a “hybrid” format that allowed the campus community to attend events virtually. Continued support of cultural awareness and recognition activities with an emphasis at Del Norte for the campus and off-campus communities, infuse cultural awareness into existing CR events, and developing outreach pamphlets and communication geared towards Veterans and students of color.

### **The College of the Redwoods Multicultural Leadership Ambassador Program**

The MEC Student Ambassador program provides a unique opportunity for students to take an active role on campus by discussing their personal narratives in correlation with diversity related topics. The Ambassadors work toward changing perspectives and breaking down stereotypes, while promoting the genuine celebration of differences and encouraging multicultural awareness across cultures and in everyday settings. Ambassadors are responsible for facilitating diverse conversations through presentations and open discussions in classrooms. Their presentations are free and available to instructors on campus. Ambassadors are some of our most involved students and become part of a close-knit, diverse, and vibrant group.

Presentation topics include immigration, understanding differing cultures and culture shocks, LGBT experiences, religion, ally ship, physical, mental and emotional abuse, education, challenges facing minority groups, family dynamics, socioeconomic status, mental health, first generation college student experiences, and the challenges that come with growing up in a single parent household. The Ambassadors share their stories in an effort to encourage our audience to feel empowered by their personal experiences, leading to a more inclusive environment at College of the Redwoods.

### **2022 MEC Graduation**

To formally recognize first-generation students, College of the Redwoods held the first Multicultural and Diversity Center Graduate Celebration on the Eureka Campus in May of 2018 and honored 11 graduate and transfer students. Since then, we have honored over 100 students and their families. We continued to provide transportation options for students to participate from the KT and Del Norte campuses. During the celebration, student success was the hallmark for future students’ completion of their degree but to also to recognize the diversity of our community. These celebrations supplement the traditional CR’s graduation and are also held during graduation week to express appreciation for the achievements, commonalities, and cultural differences that characterize the experiences of our diverse students. The ceremony acknowledges the value and uniqueness of our underrepresented student experiences and serves to commemorate the accomplishments of those students that participate in this celebration.

## Below is the allocation accounting summary from 2018-2022 as reported in the NOVA dashboard:

### Year 1 and Year 2 Expenditures

Below are your college's 2018-19 SEA allocation and the Year 1 expenditure amounts as entered in the 2018-19 Annual Report. Please report your college's Year 2 expenditures by budget line item. (Year 2 for 2018-19 SEA funding is July 1, 2019 through June 30, 2020.)

#### 2018-19 Allocation Amount

\$1,662,485

Expenditure Type	Year 1 Amount	Year 2 Amount	Percentage of Allocation
1000 - Instructional Salaries	\$284,400	\$179,561	27.91%
2000 - Non-Instructional Salaries	\$335,846	\$244,175	34.89%
3000 - Employee Benefits	\$355,261	\$232,000	35.32%
4000 - Supplies and Materials	\$4,241	\$10,243	0.87%
5000 - Other Operating Expenses and Services	\$8,337	\$8,351	1%
6000 - Capital Outlay	\$0	\$70	0%
7000 - Other Outgo	\$0	\$0	0%
<b>Total Expenditures</b>	<b>\$988,085</b>	<b>\$674,400</b>	<b>100%</b>

### Year 1 and Year 2 Expenditures

Below are your college's 2019-20 SEA allocation and the Year 1 expenditure amounts as entered in the 2019-20 Annual Report. Please report your college's Year 2 expenditures by budget line item. (Year 2 for 2019-20 SEA funding is July 1, 2020 through June 30, 2021.)

#### 2019-20 Allocation Amount

\$1,662,485

Expenditure Type	Year 1 Amount	Year 2 Amount	Percentage of Allocation
1000 - Instructional Salaries	\$226,118	\$226,962	27.25%
2000 - Non-Instructional Salaries	\$294,993	\$309,527	36.36%
3000 - Employee Benefits	\$305,249	\$261,339	34.08%
4000 - Supplies and Materials	\$4,376	\$936	0.32%
5000 - Other Operating Expenses and Services	\$13,511	\$19,458	1.98%
6000 - Capital Outlay	\$0	\$0	0%
7000 - Other Outgo	\$16	\$0	0%
<b>Total Expenditures</b>	<b>\$844,263</b>	<b>\$818,222</b>	<b>100%</b>

### Year 1 and Year 2 Expenditures

Below are your college's 2020-21 SEA allocation and the Year 1 expenditure amounts as entered in the 2020-21 Annual Report. Please report your college's Year 2 expenditures by budget line item. (Year 2 for 2020-21 SEA funding is July 1, 2021 through June 30, 2022.)

#### 2020-21 Allocation Amount

\$1,662,485

Expenditure Type	Year 1 Amount	Year 2 Amount	Percentage of Allocation
1000 - Instructional Salaries	\$154,476	\$345,693	30.09%
2000 - Non-Instructional Salaries	\$181,593	\$366,327	32.96%
3000 - Employee Benefits	\$207,001	\$365,820	34.46%
4000 - Supplies and Materials	\$2,491	\$3,234	0.34%
5000 - Other Operating Expenses and Services	\$20,757	\$15,093	2.16%
6000 - Capital Outlay	\$0	\$0	0%
7000 - Other Outgo	\$0	\$0	0%
<b>Total Expenditures</b>	<b>\$566,318</b>	<b>\$1,096,167</b>	<b>100%</b>