# CRAFTON HILLS COLLEGE STUDENT EQUITY PLAN

# EXECUTIVE SUMMARY

*All of us in the academy and in the culture as a whole are called to renew our minds if we are to transform educational institutions--and society--so that the way we live, teach, and work can reflect our joy in cultural diversity, our passion for justice, and our love of freedom*. -bell hooks

## Introduction

Since the opening of Crafton Hills College (CHC) in 1971, more than 100,000 people of all ages, interests, and backgrounds have enrolled at the College. Crafton Hills College currently serves approximately 5,500 students.  Crafton Hills College offers more than 38 majors in the liberal arts and sciences, career and technical studies.  The buildings and grounds have been designed to promote community, reflection, growth and learning.

An emphasis on diversity, inclusion, and the growth of each individual is clearly stated in the mission, vision, and values of Crafton Hills College.

* Mission: *To advance the educational, career, and personal success of our diverse campus community through engagement and learning.*
* Vision: *Crafton Hills College will be the college of choice for students who seek deep learning, personal growth, a supportive community, and a beautiful collegiate setting.*
* Values: *Crafton Hills College values academic excellence, inclusiveness, creativity, and the advancement of each individual.*

Crafton Hills College demonstrates a commitment to equity and diversity through its major planning processes, curriculum and instructional programs, services and programming, professional development and hiring practices, and research and evaluation priorities.

Crafton Hills College disaggregates student success data annually in order to identify disproportionately impacted groups, regularly evaluates placement instruments to validate their effectiveness and minimize biases, and has conducted an annual equity audit since 2013. Last year, we included several new groups in our analysis—EOPS, AB540, and non-residents. Though our programming already includes several non-mandated groups, we are also determining way to identify LGBTQ students and those who are homeless and/or food-insecure.

The results of the spring 2017 equity audit indicated that African American students, students in the 20-24 age range, and students with disabilities experience the greatest disproportionate impact at the college. African American students are impacted with regard to access, mathematics and English throughput rates, degree and certificate completion, and transfer rates. Students aged 20-24 struggle with Math and English throughput, degree and certificate completion, and transfer. Finally, students with disabilities are impacted with regard to access, degree and certificate completion, and transfer.

Table 1: Summary of Disproportionate Impact by Status and Outcome.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Access** | **Course Success** | **Throughput Rate** | | **Deg/Cert Completion Rate** | **Transfer Rate** | **# DP** | **# RG** |
| **Math** | **English** |
| **Gender** |  |  |  |  |  |  |  |  |
| Female | No | RG | RG | RG | RG | RG | 0 | 4 |
| Male | No | No | No | No | No | No | 0 | 0 |
| **Ethnicity** |  |  |  |  |  |  |  |  |
| Asian | No | RG | No | No | RG | RG | 0 | 3 |
| African American | Yes | No | Yes | Yes | Yes | Yes | 5 | 0 |
| Hispanic | No | No | No | No | Yes | Yes | 2 | 0 |
| Native Americ. | No | No | NA | NA | NA | NA | 0 | 0 |
| Pacific Islander | Yes | No | NA | NA | NA | NA | 1 | 0 |
| Two or More Races | No | No | No | No | Yes | Yes | 2 | 0 |
| Caucasian | Yes | No | RG | RG | No | Yes | 2 | 2 |
| Unknown | No | No | NA | NA | Yes | Yes | 2 | 0 |
| **Age** |  |  |  |  |  |  |  |  |
| 19 or younger | No | No | RG | RG | RG | RG | 0 | 4 |
| 20-24 | No | No | Yes | Yes | Yes | Yes | 4 | 0 |
| 25-29 | No | No | Yes | No | NA | NA | 1 | 0 |
| 30-34 | Yes | No | No | NA | NA | NA | 1 | 0 |
| 35-39 | Yes | RG | NA | NA | NA | NA | 1 | 1 |
| 40-49 | Yes | No | No | NA | NA | NA | 1 | 0 |
| 50 or older | Yes | No | NA | NA | NA | NA | 1 | 0 |
| **Disability** | Yes | No | RG | No | Yes | Yes | 3 | 1 |
| **Economically Disadvantaged** | No | No | No | RG | RG | No | 0 | 2 |
| **Foster Youth** | No | Yes | NA | NA | NA | NA | 1 | 0 |
| **Veteran** | Yes | No | NA | NA | NA | NA | 1 | 0 |
| **Non-Resident** | NA | No | NA | NA | NA | NA | 0 | 0 |
| **EOPS** | NA | RG | RG | RG | RG | RG | 0 | 5 |
| **AB540** | NA | No | NA | NA | NA | NA | 0 | 0 |
| **Total DP** | 9 | 1 | 3 | 2 | 6 | 7 | 28 |  |

* Note: The green blocks show the disproportionately impacted groups. “**DP**” refers to Disproportionate Impact. “**Yes**” means that DP was present and “**No**” means that it was not present. “**NA**” refers to Not Applicable and refers to subgroups with the number of records below 30. The sub-group was not large enough for a methodologically sound comparison. “**RG**” refers to the Reference Group, is the sub-group with the highest outcome rate, and the sub-group to which all other sub-groups were compare

## Progress in Meeting Equity Goals

The most recent analysis shows the college has made significant progress in some areas. The number of disproportionate impacts decreased from 31 in 2016 to 28 in 2017, even though three new groups were added to the analysis. If those groups are excluded from analysis, the number of disproportionate impacts dropped from 31 to 25.

**Disproportionate impact was remedied for the following groups and outcomes**:

Access

* Native American students

Math Throughput

* Caucasians
* economically disadvantaged
* 30-34 year-olds

English Throughput

* Hispanic students

Degree and Certificate Completion

* males.

**However, new disproportionate impacts emerged**:

Access

* African Americans

Math Throughput

* 20-29 year olds

Degree and Certificate completion

* Students with Disabilities

Transfer Rates

* Caucasian Males

Although disproportionate impact remains for several groups, it is important to note that between 2013-14 and 2016-17, some gaps narrowed. For example, there was a 44% improvement in basic skills mathematics throughput rate of 30-34 year olds. In addition, access improved for 35-39 year olds by 24.%. Some of the largest increases were observed in degree and certificate completion, with African American students increasing completion by 24%, male students by 22%, and Hispanic students by 20%. Although equity gaps persisted in many measures for African American students, the equity gaps continued to narrow for basic skills mathematics throughput rate, which improved by 12.5%, the basic skills English throughput rate, which improved by 11%, and the transfer rate, which showed a 6% gain. Table 2 reveals the incremental improvements for each outcome between 2013-14 and 2016-17.[[1]](#endnote-1)

Table 2. Equity Gap Improvements Across Outcomes

|  |  |  |  |
| --- | --- | --- | --- |
| Equity Measure & Student Group | Equity Data Cohort Year | | Year-Over-Year  Improvement |
| **2013-2014** | **2016-2017** |
| *Access* | | | |
| 30-34 year olds | 0.726 | 0.772 | 6.0% |
| 35-39 year olds | 0.375 | 0.494 | 24.1% |
| 50 year olds or older | 0.056 | 0.060 | 6.7% |
|  |  |  |  |
| *Course Success Rate* | | | |
| Foster Youth | 49 | 55.1 | 11.1% |
|  |  |  |  |
| *Math Basic Skills Throughput Rate* | | | |
| African American | 14 | 16 | 12.5% |
| 30-34 year olds | 12.8 | 22.9 | 44.1% |
|  |  |  |  |
| *English Basic Skills Throughput Rate* | | | |
| African American | 32.4 | 36.4 | 11.0% |
| Hispanic | 44.9 | 46.4 | 3.2% |
|  |  |  |  |
| *Degree and Certificate Completion Rate* | | | |
| Male | 14.6 | 18.8 | 22.3% |
| African American | 13.3 | 17.5 | 24.0% |
| Hispanic | 14.1 | 17.6 | 19.9% |
|  |  |  |  |
| *Transfer Rate* | | | |
| African American | 25.9 | 27.5 | 5.8% |
| Hispanic | 22.2 | 24.5 | 9.4% |

***Note:*** *“Year-Over-Year Improvement” denotes the percent change [(year2-year1)/year1\*100] within the student group and equity measure from 2013-2014 to 2016-2017.*

## Promising Practices

Since 2014, the college has examined the efficacy of student support practices to discern those that are the most impactful for disproportionately impacted groups. Several practices have emerged as particularly predictive of student success, and as ways to mitigate institutional inequities. These have been incorporated into the equity planning process, and are also prominent in the new Integrated Equity/SSSP/BSI Plan.

Counseling and Educational Planning. African American and Hispanic students who received counseling services were more likely to complete their courses and to persist from fall to spring.[[2]](#endnote-2)

EOPS. The 2017 equity audit showed that EOPS students were more likely to complete and succeed in their courses, progress to college-level math and English, finish their degrees and certificates, and transfer than their non-EOPS peers.[[3]](#endnote-3)

First Year Experience: The Left Lane Program. African American and Hispanic Left Lane students were more likely to successfully complete their courses than African American and Hispanic non-participants.[[4]](#endnote-4)

Learning Communities. African American and Hispanic students in STEM-related learning communities were more likely to successfully complete the course, and to persist from fall to spring than African American and Hispanic non-participants in learning communities.[[5]](#endnote-5)

Study Skills Courses. Students who successfully completed a college success (study skills) courses were more likely to complete their developmental courses than those who did not. The effect was particularly strong for African American and Hispanic students.[[6]](#endnote-6)

Tutoring. A fall 2016 study showed that participation in the Tutoring Center was most effective with male, Hispanic, and African American students. Hispanic and African American students who used the Tutoring Center were more likely to complete their course and were more likely to complete the English class in which they were enrolled, than those who did not.[[7]](#endnote-7) [[8]](#endnote-8)

Supplemental Instruction. In fall 2016, students who attended at least one SI session were 15% more likely to successfully complete the course than students in the same section who did not attend an SI session. In particular, Supplemental Instruction positively impacted course success for Hispanic, Caucasian, female, and 20-24-year-old students.[[9]](#endnote-9)

## Goals, Objectives, and Actions

Based on national, state, and college-level research, Crafton Hills College has selected data-informed and research-based interventions, designed to address disproportionate impact across indicators. Our chief interventions include embedded instructional support and tutoring, intrusive advisement and follow-up, student success and career exploration curriculum, acceleration through mathematics and English, and the development of proven success pathways, and teaching modalities such as EOPS, Left Lane, and distance education. The college has also invested in professional development to increase the cultural competency of employees, to better enable them to teach and to serve a diverse student body, and to promote program and curricular revisions. The table below describes the goals, objectives, and actions of the Student Equity effort, many of which are shared with the Basic Skills Initiative and Student Success and Support Program. Last, the college has invested in ongoing research, which has guided the decision-making in this plan.

## 2017-2018 Student Equity Goals, Objectives, Actions, and Resources

| **Goal** | **Objectives** | **Actions** | **Resources** |
| --- | --- | --- | --- |
| **GOAL A: ACCESS**  Serve a higher proportion of:   * African Americans * military veterans * disabled * 30-34, and 35-39 year olds | Increase access of:   * 30-34 year olds from 6.1 % to 7.6% * 35-39 year olds from 3.3% to 7.9% * Veterans from 3.3% to 7.3% * Students with disabilities from 4.5% to 7.8% | Develop options for re-entry students, including guided pathways and programs in online, weekend, and evening formats  Conduct a marketing study, and engage in targeted outreach to and recruitment of Veterans, individuals with disabilities, and adult learners  Identify courses and programs that meet the employment and training needs of students over age 29  Provide professional development to faculty and staff regarding universal design curriculum, instruction, and service, cultural competency, and best practices.  Provide research and analysis for institutional improvement | Veterans Resource Center Coordinator  Professional Development Coordinator and conference/speaker budget  High Tech Center Specialist/Technology Success Center  Research Analyst |

|  |  |  |  |
| --- | --- | --- | --- |
| **Goal** | **Objectives** | **Actions** | **Resources** |
| **GOAL B: COURSE COMPLETION**  Improve the course success rate of CHC foster youth students. | Increase the course success rate of:   * foster youth students from 49.0% to 58.7%. | Support and grow the new Guardian Scholars program.  Increase the number of students EOPS can serve.  Expand and make mandatory the first-year experience program, and incorporate AVID strategies into the program.  Provide professional development to faculty and staff regarding universal design curriculum, instruction, and service, cultural competency, and best practices.  Provide research and analysis for institutional improvement | Foster Youth Counselor  Professional Development Coordinator and conference/speaker budget  Research Analyst |

|  |  |  |  |
| --- | --- | --- | --- |
| **Goal** | **Objectives** | **Actions** | **Resources** |
| **GOAL C: BASIC SKILLS COMPLETION**  Increase the English throughput rate of:   * African American students * Students aged 20-24; and 25-29   Increase the math throughput rate of African American and economically disadvantaged students. | Increase the English throughput rate of:   * African American Students from 32.4% to 45.2% * Students aged 20-24 from xxx to xxx * Students aged 25-29 from xxx to xxx   Increase the math throughput rate of:   * African American students from 14.0% to 28.2% * Students aged 20-24 from xxx to xxx | Provide early alert, intrusive advisement, and follow up services  Invest in embedded tutoring in all basic skills classes; Attach supplemental instruction, tutoring, and/or lab courses to all basic skills English and mathematics courses  Implement principles of Universal Design in basic skills instruction  Promote the principles of the California Acceleration Project  Require students to complete math and English during their first year of college  Provide professional development to faculty and staff regarding universal design curriculum, instruction, and service, cultural competency, and best practices.  Provide research and analysis for institutional improvement | Supplemental Instruction Leads  Tutors  Assistive Technology Specialist  Technology Success Center  Professional Development Coordinator and conference/speaker budget  Research Analyst |

|  |  |  |  |
| --- | --- | --- | --- |
| **Goal** | **Objectives** | **Actions** | **Resources** |
| **GOAL D: DEGREE AND CERTIFICATE COMPLETION**  Increase the degree/certificate completion rate of:   * Male * African American * Hispanic * Native American * 20 – 34 years | Increase the degree/certificate completion rate of   * Males from 14.6% to 17.2% * African American students from 13.3% to 16.5% * Hispanic students from 14.1% to 16.5% * Native American students from 14.1% to 16.5% * Students ages 20-24 from 10.3% to 17.2% * Students ages 25-29 from 14.3% to 18.0% * Students ages 30-34 from 14.3% to 18.0%. | Ensure every student has an educational plan.  Adopt the use of culturally relevant teaching materials in reading and English  Attach intrusive advising to courses  Provided embedded tutoring in courses with high fail rates.  Provide low-cost textbook and technology options  Develop a schedule that allows degree completion within 2 years, including year-round scheduling and registration  Develop guided pathways for on-time completion and focused support for working-aged adults, CTE students, and undecided majors.  Improve scheduling to ensure that students with diverse needs can complete their goals timely.  Provide professional development to faculty and staff regarding universal design curriculum, instruction, and service, cultural competency, and best practices.  Provide research and analysis for institutional improvement | Foster Youth Counselor  Veterans Resource Center Coordinator  Professional Development Coordinator and travel budget  Tutors  Supplemental Instruction Leads  SLA Leads  Research Analyst |

|  |  |  |  |
| --- | --- | --- | --- |
| **Goal** | **Objectives** | **Actions** | **Resources** |
| **GOAL E: TRANSFER**  Increase the transfer rate of   * African American * Hispanic * students 20 – 24 years old | Increase the transfer rate of:   * African American students from 14.3% to 18.0% * Hispanic students from 14.3% to 18.0% * Students ages 20-24 from 14.3% to 18% | Create mentoring and support services and communities that include disproportionately impacted groups  Develop and implement a completion campaign  Provide every student with the opportunity to explore transfer options  Increase the level of transfer and support services offered at non-traditional times  Increase transfer agreements and partnerships with universities and four-year colleges.  Partner with universities to offer baccalaureate degrees on campus  Provide professional development to faculty and staff regarding universal design curriculum, instruction, and service, cultural competency, and best practices.  Provide research and analysis for institutional improvement | Transfer field trips  Professional Development Coordinator  Research Analyst |

### Student Equity Budget, 2014-15, 2015-16, 2016-17

Student Equity interventions are funded by a variety of sources, including SSSP and Basic Skills Initiative funding. The table below summarizes the Equity expenditures from 2014-15 through 2016-17. The total expenditures line reflects unexpended funds, prior year funding, and state reallocated funds.

Table 3, Student Equity Funding and Expenditures, 2014-2017





Table 4 describes the **2017-2018** Equity allocation, as well as the ways in which the college is integrating funding streams to advance the equity agenda.

Table 4. 2017-2018 Planned Equity Expenditures, and Sources of Additional Funding





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To summarize, the College will expend a total of $xxxxxxx in 2017-2018 from a variety of funding streams to improve equitable outcomes for all its students. Interventions selected to remedy disproportionate impact will also be embedded in the Integrated Equity/SSSP/BSI Plan, and will align with the college’s eventual Guided Pathways approach.

### Contact Person/Student Equity Coordinator

The contact person and Student Equity Coordinator for Crafton Hills College is Dr. Rebeccah Warren-Marlatt, Vice President of Student Services.

| **Coordinator, Student Equity** |
| --- |
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## Executive Summary Endnotes

1. Gamboa, B. (2017). *Improvement in Student Equity Gaps from 2013-14 to 2016-17*. Research Brief RRN 1803. Retrieved from the CHC OIERP Website 11/10/2017. <http://www.craftonhills.edu/about-chc/research-and-planning/research-briefs-and-reports/institutional-effectiveness-studies/documents/rrn-1803-equity-gap-improvements-1314to1617.pdf> [↑](#endnote-ref-1)
2. Gamboa, B. (2015). *Relationship of Student Success and Title III HSI STEM Grant Services: 2011-2012 through 2014-2015*. Research Brief RRN 1109. Retrieved from the CHC OIERP Website 11/10/2017. <http://www.craftonhills.edu/~/media/Files/SBCCD/CHC/About%20CHC/Research%20and%20Planning/Research%20Briefs/Academic%20Success%20Studies/RRN%201109%20STEM%20Services%20Impact%2011-12%20to%2014-15.pdf> [↑](#endnote-ref-2)
3. Wurtz, K. (2017. 2017 *Student Equity Data*. RRN 1, 568. Retrieved from CHC OIERP Website 10/31/2017. <https://www.craftonhills.edu/about-chc/research-and-planning/research-briefs-and-reports/institutional-effectiveness-studies/documents/2017-student-equita-data1.pdf> [↑](#endnote-ref-3)
4. Pineda, D. (2016). *African American and Hispanic Student Disproportionate Impact and Effective Strategies*. Research Brief RRN I, 465. Retrieved from the CHC OIERP Website 11/1/2017. <http://www.craftonhills.edu/about-chc/research-and-planning/research-briefs-and-reports/academic-success/documents/aa_hisp_dis_imp_eff_stgs.pdf> [↑](#endnote-ref-4)
5. Gamboa, B. (2015). *Relationship of student success and Title III HSI STEM grant services: 2011-2012 through 2014-2015* (RRN 1,109). Retrieved from CHC OIERP website: <http://www.craftonhills.edu/~/Media/Files/SBCCD/CHC/About%20CHC/Research%20and%20Planning/Research%20Briefs/Academic%20Success%20Studies/RRN%201109%20STEM%20Services%20Impact%2011-12%20to%2014-15.pdf> [↑](#endnote-ref-5)
6. Wurtz, K. (2015). *Relationship between CHC Study Skills Courses and Basic Skills Course Success*. Research Brief RRN I, 040. Retrieved from CHC OIERP Website 11/12/2017. <http://www.craftonhills.edu/~/media/Files/SBCCD/CHC/About%20CHC/Research%20and%20Planning/Research%20Briefs/Academic%20Success%20Studies/1415_CHCandBasicSkillsCourses_Brief.pdf> [↑](#endnote-ref-6)
7. Pineda, D. (2016). *African American and Hispanic Student Disproportionate Impact and Effective Strategies*. Research Brief RRN I, 465. Retrieved from CHC OIERP Website 11/1/2017. <http://www.craftonhills.edu/about-chc/research-and-planning/research-briefs-and-reports/academic-success/documents/aa_hisp_dis_imp_eff_stgs.pdf> [↑](#endnote-ref-7)
8. Wurtz, K. (2015). *Relationship Between Tutoring Center Utilization and Course Success and Completion*. Research Brief RRN 1, 129. Retrieved from CHC OIERP Website 11/1/2017. <http://www.craftonhills.edu/~/media/Files/SBCCD/CHC/About%20CHC/Research%20and%20Planning/Research%20Briefs/Academic%20Success%20Studies/1516_TC_Brief_FA13toSP15.pdf> [↑](#endnote-ref-8)
9. Pineda, D. (2017) *Relationship of supplemental instruction (SI) Participation to Course Success for Fall 2016 Term*. Research Brief RRN 1587. Retrieved from CHC OIERP Website 11/12/2017. <http://www.craftonhills.edu/about-chc/research-and-planning/research-briefs-and-reports/academic-success/documents/fa16-relationshipofsiparticipationtocoursesuccess-final.pdf> [↑](#endnote-ref-9)