



CUESTA COLLEGE

STUDENT

# EQUITY PLAN

2019-2022

### Disproportionately Impacted Groups:

The Student Equity Plan, under the Student Equity and Achievement (SEA) program, develops numeric targets to close equity gaps. The Student Equity Plan identifies strategies/activities which target improvement for these disproportionately impacted groups. Along with these key recommendations for changes and improvements, the Plan identifies the number of additional students from each disproportionately impacted racial/ethnic group who would need to transfer in order to meet the Vision for Success overall goal and eliminate the racial/ethnic equity gap. In order to meet this goal, some racial/ethnic groups will need to improve by disproportionately larger numbers when compared with other groups.

Using data generated based on the Chancellor's Student Success Metrics (through NOVA), the following student groups are identified as disproportionately impacted according to the point gap methodology. The percentage point gap methodology compares the percent of students in a disaggregated subgroup who succeed in an outcome with the percent of all students who succeed in the same outcome. According to this methodology, a "-3 percentage point gap or greater" is evidence of a disproportionate impact. With consideration to the margin of error and the N being greater than 10, equity gaps exist for the following groups as stated in Figure 1:

FIGURE 1. (as of 4/16/19 in NOVA)

<b>Disproportionately Impacted Student Groups</b>	<b>Success Measure</b>
Students with Disabilities, Asians, Blacks/African Americans, White Females, Foster Youth Females, LGBT, Veterans	Access: Successful Enrollment
Latinx Males, Foster Youth Males	Retained from Fall to Spring at the Same College
Female Students with Disabilities, Latinx Females, Blacks/African Americans, LGBT Females	Transfer to a four-year institution
Latinx Males, Economically Disadvantaged Males	Completed both math and English within the District in the First Year
Latinx Males, Black/African Americans Males, Asian Males	Attained the Vision Goal Completion Definition

Racial/ethnic gaps show up in every student success metric, and Latinx students are our largest disproportionately impacted group. Therefore, we intentionally focus our efforts on our Latinx and Black/African American students. Furthermore, the equity gaps for these students have persisted year after, resulting in historically inequitable outcomes.

Three additional groups that we will support with the Student Equity Plan are students who are undocumented, incarcerated, or homeless. These are three student groups that require