

**San José City College**  
**Executive Summary: 2019-2022 Student Equity Plan**

**Key Initiatives/Projects/Activities**

***Retention/Persistence Goal***

To increase the enrollment, retention, and persistence of Latinx males at San José City College, the College hired an additional Outreach Recruitment/Specialist, a full-time classified professional position, to assist with outreach efforts throughout the college district.

San José City College entered into agreement with the Mexican Consulate located in San José, California, to provide direct and intrusive matriculation support services to prospective students and their families. To support this effort, the College hired a part-time classified professional specifically to be assigned to work at the Mexican Consulate.

The College's Advocacy Leadership for imMigrant Access Support and Services (ALMASS) program continues to actively recruit and serve those who are classified as Assembly Bill 540 (AB 540) and Deferred Action for Childhood Arrivals (DACA) eligible students. During the 2021-2022 Academic Year, the ALMASS program advocated and were designated a Dreamer Resource Center located within the Student Center. The new Dreamer Resource Center will be inaugurated during the 2022-2023 Academic Year.

***SJCC Outreach/Retention Goals***

San José City College focused on serving students who identify as LGBTQ+ by recognizing and funding a student club/organization that would provide support to LGBTQ+ students and their allies' on-campus. The student club/organization provides for an additional extended orientation and new student reception at the beginning of each academic year and hosts programming for students, college employees, and the greater community.

San José City College also actively participates in the Safe Zone to identify College employees who identify as or self-select to serve as allies of LGBTQ+ students. Employees who want to participate in Safe Zone are required to undergo a training and are provided with stickers to place on office doors or windows to help identify themselves as Safe Zone participants.

During the 2021-2022 Academic Year, the San José City College's Diversity Advisory Committee (DAC) drafted the College's first Diversity, Equity, Inclusion, Accessibility, and Anti-Racism (DEIAA) plan and is now underway in implementing the many action items identified within the plan.

San José City College through the Guardian Scholars Program works with the County of Santa Clara Social Services Agency to identify and serve former and current foster youth. The College has identified and compensates a full-time Counselor to serve as the counseling coordinate to recruit and serve foster youth. Foster youth are provided support with the matriculation process, have an extended new student orientation, and receive intrusive counseling services throughout their education.

San José City College works with the Bill Wilson Center and has two current administrators who serve as Board Members of the organization. The Bill Wilson Center is a nonprofit community-

based organization serving youth and families through counseling, housing, education, and advocacy.

San José City College with financial support of the College's Student Equity & Achievement Program (SEAP) has sponsored the annual Historically Black Colleges & Universities (HACU) college tour primarily for Black students. The HBCU tour provides students and their chaperones the opportunity to learn more about HBCU admission criteria, visit HBCU institutions, and learn more about HBCU financial assistance available for eligible students.

The College's Advocacy Leadership for imMigrant Access Support and Services (ALMASS) program works closely with the College's Admissions & Records Office to ensure that students who are classified as out-of-state or international students are correctly classified as Assembly Bill 540 (AB 540) students for those who are eligible. Prior to working specifically on this task, many eligible AB 540 students did not know of the documentation required to change their residency status and were unaware of the many benefits of being classified as such including, but not limited to, state based financial aid eligibility.

### ***SJCC Outreach and Recruitment***

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The College's Guardians Scholars Program works closely with the College's Career/Transfer Center to provide four-year admission application workshops to former and current foster youth. Such workshops include the University of California (UC) Blue & Gold Opportunity Plan information that helps ensure that students receive assistance to help pay for UC tuition and student fees.

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The College's Advocacy Leadership for imMigrant Access Support and Services (ALMASS) program provides fieldtrips to local four-year universities to introduce undocumented students to admissions, financial aid, and support programs available. Given the pandemic, fieldtrips to four-year universities were suspended but the ALMASS program plans to resume fieldtrips in fall 2022 with a fieldtrip to San José State University.

During the pandemic, San José City College Career/Transfer Center hosted online or virtual college fairs and presentations by four-year university representatives. The Career/Transfer Center plans to resume hosting in-person college fairs and presentations by four-year university representatives beginning in fall 2022.

### ***Basic Skills and ESL***

The ESL Department collaborates with Santa Clara, Campbell, and Milpitas Adult Education and other community agencies. ESL students continue to be assisted in the completion of CCCApply and Non-credit applications as well in the selection of courses. The College's Guardians Scholars Program works closely with the College's Career/Transfer Center to provide four-year admission application workshops to former and current foster youth. Such workshops include the University of California (UC) Blue & Gold Opportunity Plan information that helps ensure that students receive assistance to help pay for UC tuition and student fees.

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Through Guided Pathways, San José City College was able to identify and develop clear academic pathways for students. Furthermore, academic counselors were able to begin piloting group-counseling sessions for new students by creating abbreviated student educational plans especially during one-stop shop matriculation events.

### ***Bridge and Promise to Completion***

San José City College through the Milpitas Promise Program and San José Promise Program has been able to serve students from Eastside Union High School District, Milpitas Unified School District, and San José Unified School District, by hosting an enriched Summer Bridge supplemented by intrusive academic counseling and support throughout students' educational journeys. Specific academic counselors who have a passion for serving students from our service area especially those from historically educationally and socioeconomically disadvantaged backgrounds have provided academic counseling. With the help of Information Technology Services and Support (ITSS), the College was able to identify students who have completed 40 or more units in order to provide additional support services to attain an associate degree and/or transfer to a four-year university.

### **Evidence of Decreased Disproportionate Impact**

SJCC's 2019-2022 Equity Plan focused on increasing the enrollment and retention/persistence of specific student populations. From the onset of the plan (19-20) to the end-year of the plan (21-22):

- LGBT student enrollment increased from 211 (baseline) to 317 students.
- White (Female) student increased from 1101 (baseline) to 1384 students.
- Filipino (Female) student enrollment increased from 278 (baseline) to 401 students.
- Black or African American (Female) student enrollment increased from 422 (baseline) to 459 students
- AB 540 student enrollment increased from 76 (baseline) to 150 students.

- Foster Youth student enrollment increased from 80 (baseline) to 97 students.

Based on available CCCCCO and local data, LGBT, White (Female), Filipino (Female), Black or African American (Female), and Foster Youth did not experience disproportionate impact regarding fall-to-spring persistence and Gateway Math/English. White (Female) and Filipino (Female) students did not experience disproportionate impact regarding successful enrollment.