

ISSUE #2:

There are large numbers of students of color who are not accessing, are ineligible for, or fall out of eligibility for available financial aid programming.



Introduction

Since 1969, Extended Opportunity & Programs (EOPS) has provided a pathway to achieving academic success to eligible participants, who are poor, educationally vulnerable and are primarily students of color, from Entry, Progress and Completion. The 13-55: From Vision to Action project will focus on initial and primary access into the program since eligibility is first based on financial need.



Goal 8: Students are knowledgeable about the different financial aid programs and services available to them, and successfully apply for that assistance.



EOPS



What's Next?

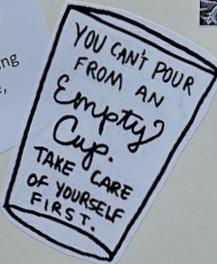
EOPS will begin to execute the Action Plan which will include, collaboration with Institutional Research, Financial Aid, Admissions and Records and Marketing teams.



What We Learned:

While executing the primary functions that EOPS was founded on and has traditionally provided, our team was stretched and filled with compassion exhaustion. Like putting on one's emergency oxygen mask first during an airplane emergency, team preservation and care prioritized any extended work. We learned that our focus for 22-23 was the immediate needs of the program and our students.

EOPS commits to the greater significance of participating in campus-wide equity goals and will complete the 13-55: From Vision to Action goals while continuing to model equitable programming to reach students who are the most vulnerable, helping them achieve academic success.



Outcome: the EOPS program will experience growth in enrollment, specifically with African American student inquiry and participation*. EOPS will increase overall participation in the program that will continue to reach its intended student population which aligns with the college's Strategic Vision for Equity goals.

*According to the 2021-22 CCCCD Data Mart, out of 223 EOPS participants 5.8% were African American compared to the 15.2% of the Action and the 18.2% of the active student population served.



SVE Issue 5: Lack of Sense of Belonging

Problem Statement

The Office of Equity and its programs engage in individualized practices that celebrate student identity and identity development, but we are missing an opportunity to increase our impact in creating affirming spaces for the students we serve when we don't coordinate our collective efforts (programs, community practices and policies, etc.)

Action Plan Outcome 1

The Office of Equity will create a set of tenets from a chosen theory of identity development that will inform future programming for the Office of Equity and its current programs that radically centers student belonging and mattering.

Team members deepened understanding of identity development and sense of belonging, and relationships between the two

What did we learn?

We hadn't been explicit enough in identifying who would do what
We hadn't fully surfaced all the "resources" we needed (peoples' brains!)

Didn't fully account for culture

Not enough time/space for explicitly honoring current work

Assumptions

Identity development validates our authentic selves, which then validates students' mattering and belonging and increases a sense of safety for them. Identity development builds self-agency and trust—skills our students need to ground and advocate for themselves, particularly when they feel unsafe. The OoE faculty, staff and administrators can help to model what we wish to see in the spaces we work in, how we communicate, how we program, etc.

We convened a group of colleagues from the OoE and Learning Communities



Worked together to formulate a local issue and goal

Process

Office experienced personnel change



Incorporated new voices which changed perspectives on our localized issue and goal: necessitated modification of goal

Tenet 1

We will create learning experiences that give scholar's a sense of mattering by centering their lived experience and unique perspectives

Tenet 2

We will provide spaces of belonging where scholars can bring together and elevate their intersecting and fluid social identities

Tenet 3

We will use program infrastructure and resources to build an interdependent collective base of care rooted in the inherent power and brilliance of learning community scholars

Office of Equity

