



Student Equity Plan
Executive Summary
2025-2028

Overview

Taft College's 2025–2028 Student Equity Plan is rooted in an “equity first” and student-ready approach that prioritizes meeting students where they are and removing institutional barriers to access, persistence, completion, and transfer. The plan aligns with the College's Strategic Action Plan, Guided Pathways framework, Vision 2030 goals, and Education Code 78220 requirements.

Student Groups for Whom Goals Have Been Set

The Plan identifies specific **Disproportionately Impacted (DI) student groups** across the five statewide success metrics:

- **Successful Enrollment:** Hispanic, and African American/Black students
- **Completion of Transfer-Level Math & English:** Economically disadvantaged, Hispanic, and African American/Black students
- **Persistence (Fall to Spring):** Hispanic males, males
- **Completion (Certificate/Degree):** Hispanic males, males
- **Transfer to Four-Year Institutions:** Economically disadvantaged, first-generation students

Initiatives the College Will Undertake to Achieve These Goals

The Equity Plan outlines several institution-wide structural changes, initiatives, action steps, and programs, including:

Successful Enrollment Initiatives

- Culturally relevant outreach including Spanish-language workshops, undocuWeek, English Language Development (ELD) high school presentations.
- “First-Gen Enrollment Pathway” with step-by-step onboarding support.
- Cougar Days/Express events for same-day applications, advising, and registration.
- Open house and other outreach events to area high schools and bringing students on campus

Transfer-Level Math & English Initiatives

- Co-requisite courses with just-in-time remediation and study skills.
- Embedded tutoring and expanded Learning Center support.
- Promotion of MESA participation
- Collaborative group learning.

Persistence Initiatives

- Faculty-driven Early Alert system launching in collaboration with Student Services
- Annual Male Summit to increase belonging for male DI groups.
- HSI Summer Academy for Hispanic, first-generation, and low-income students. The academy prepares incoming students for academic and personal success.
- TimelyCare- 24/7 online on-demand medical and mental healthcare platform.

Completion Initiatives

- Recruiting and hiring Learning Center staff who reflect DI populations.
- Targeted social media campaigns to increase tutoring usage.
- Increased faculty engagement to strengthen referrals to tutoring
- Training through Caring Campus for staff and faculty: The mission of the Caring Campus initiative is to build a more connected campus by engaging all staff in student success efforts, strengthening student belonging, retention, and goal completion.
- Professional development for faculty on best practices for student engagement and retention

Transfer Initiatives

- Early identification and proactive counseling outreach to transfer-bound DI students.
- University field trips with EOPS, DSPS, MESA
- Taft College and CSU EOP work together to ensure smooth transitions for first-generation, low-income students.
- Transfer Center Canvas Shell access for all students

Resources Budgeted to Support These Goals (2025–2028)

According to the SEA assurances, **Student Equity & Achievement (SEA) funds are allocated to support implementation of all new and existing strategies that address DI student groups and equity goals.**

Resources include:

- SEA categorical funding
- Basic Needs allocations
- Staff time for case management, early alert, counseling, HSI workgroup coordination
- Tutoring, Learning Center, and outreach staffing capacity
- Time for faculty planning and implementation
- Partnering with Categorical programs (EOPS/CARE, DSPS, CalWORKs)
- DEIAA Workgroup support
- ADA Committee support
- Strategic Enrollment Management Committee
- Academic Development Committee

- Ethnic Studies Department

District Official to Contact for Further Information

- **Dr. Rashitta Brown-Elize**
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Detailed Accounting of How Funding Was Expended (2022–2025 Cycle)

Expenditure Type	Account Names	'Description'	21	22	23	24	25	Grand Total
1000	Instructional & Non instructional Salaries	Administrators & Supervisors - Certificated, Non-Instructional Salaries,	\$ 688,587	\$ 656,556	\$ 753,099	\$ 913,018	\$ 332,366	\$ 3,343,627
2000		Classified Employees, Student Workers, Student Tutors	\$ 169,753	\$ 222,772	\$ 380,574	\$ 538,152	\$ 621,720	\$ 1,932,970
3000	Employee Benefits	PERS-Classified, OASDI Instructional, OASDI Noninstructional, H&W Certificated, H&W Noninstructional, Unemployment Ins - Certificated, Unemployment Ins. - Classified, Workers Comp - Certificated, Workers Comp - Classified, OPEB Instructional & Certificated, OPEB Noninstructional	\$ 348,907	\$ 364,314	\$ 492,182	\$ 666,780	\$ 699,256	\$ 2,571,440
4000	Supplies & Materials	Supplies-Noninstructional, Supplies-Instructional, Printing Supplies, Food Supplies	\$ 4,333	\$ 3,850	\$ 15,719	\$ 21,131	\$ 2,636	\$ 47,669
5000	Other Operating Expenses and Services	Consultants, In House Trainings, Conferences, DEI Cert Trng, Contracts, Computer Software, On Line Access / Services, Travel, Student Field Trips, Employee Recruitment, Advertising	\$ 78,981	\$ 84,520	\$ 149,778	\$ 291,883	\$ 141,960	\$ 747,122
6000	Capitol Outlay	Furniture, Equipment, Computer Equipment,	\$ 23,834	\$ 44,098	\$ 88,074	\$ 21,981	\$ 14,922	\$ 192,908
8000	Other Incoming	Apportionment, Deferred Revenue	\$ 1,314,395	\$1,376,110	\$ 1,879,421	\$ 2,452,945	\$ 1,812,861	\$ 8,835,732
Grand Total			\$ 2,628,791	\$2,752,220	\$ 3,758,847	\$ 4,905,889	\$ 3,625,722	\$ 17,671,469

Assessment of Progress Toward 2022–2025 Goals

The College’s reflection shows clear insights into outcomes and remaining challenges:

- Retention identified as a key enrollment management strategy; lack of early intervention systems hindered student success.
- Students' academic issues were often identified too late to provide meaningful intervention.
- Male students, particularly Hispanic males, required additional belonging and support efforts.
- Culturally responsive programs—BSU, Male Summit, high-school outreach—showed positive early impact

This data directly shaped the 2025–28 strategies.

Conclusion

The 2025–2028 Student Equity Plan represents Taft College’s continued commitment to equity-centered transformation. Through targeted goals, proactive support structures, early interventions, data-driven decision-making, culturally responsive programming, and collaboration across academic and student affairs, Taft College aims to eliminate disproportionate impact and create clear, supportive, and equitable pathways to achievement for all students.

Student Equity Report Workgroup Members:

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