May Budget Revise Highlights & USC Equity Plan Feedback

June 3rd, 2021

System Plan for Equitable Recovery

- **Restoring college resources** (COLA, and paying deferrals)
- **Re-envisioning financial aid, basic needs, and college affordability** (holistic financial aid and basic needs support)
- **Fostering diversity, equity and inclusion** (Implementation of the system's Diversity, Equity, and Inclusion (DEI) recommendations to foster an inclusive and anti-racist campus culture and state)
- **Focusing on workforce development** (Increase regional collaborations around emerging industries, support employer engagement, and advance credit for prior skills and learning)

Diversity, Equity, and Inclusion: Actionable Plans to Close Equity Gaps

- The May Revision alters the Governor's January proposal to require actionable plans to close equity gaps as a condition for receiving the COLA, and **instead makes the receipt of Student Equity and Achievement program funds contingent on such plans**. Districts will be expected to submit board-approved plans by September 30, 2022 detailing their plans to achieve the goal established in 2017 of a 40% reduction in equity gaps by 2023 and fully closing the gaps by 2027. The Chancellor's Office will be expected to coordinate with the other public higher education segments to establish shared definitions and metrics and to inform the plans adopted by local districts.

USC Equity Plan Feedback

Strengths: Executive Summary

"The plan articulates a clear commitment to the student equity initiative to frame its intention to remove barriers based on social identities in order for students to succeed." —*Community College Expert Reviewer*

"The plan discusses collaboration between research, continuing education, student services, and academic affairs, which speaks to the need for a whole campus response."—*Community College Expert Reviewer*

USC Takeaways & Opportunities

Large Take Aways

"The plan describes several activities, but but there is no mention of race or ethnicity throughout and the plan does not recognize systemic barriers and the legacy of exclusion that prohibit racially minoritized students from succeeding." —*Community College Expert Reviewer*

CUE Recommendations:
1. Include an **equity-minded rationale to explain** equity gaps, purpose of activities, and their significance for institutional change.
2. Create equity activities that explicitly **align** the **race-specific metrics** to **race-specific activity descriptions**.
3. Focus on specific **racially minoritized** student populations rather than on all students.
4. Work to incorporate more **classroom-focused** equity efforts and **engage instructional faculty.**
5. Include **evaluation** plans using **disaggregated racial data**.
6. Include **equity-minded inquiry** as a strategy to better understand inequities.
7. Include **transfer-specific** equity activities.
8. Ensure **alignment between equity planning** and **Vision for Success.**

Note-The take aways listed here are ONLY based on what was submitted via NOVA, June 2019 and the content of the executive summary. It does not reflect other strategic planning documents.

SEAP Committee Priorities 2021-2022

- Equity Request Form for 2021-2022 will be revised to include the USC recommendations

- The process for requesting funds will also change to provide further support to those who want to request funds or have been awarded

- Celebrate and highlight the equity funded programs/services that are having the greatest impact to closing racial gaps at our campus.

- CCC Budget May Revise