

SEA Annual Report

Status: Certified

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Approved by Antelope Valley College Ed Knudson

12/16/2020 11:17 AM PST

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12/16/2020 11:17 AM PST

Disproportionately Impacted (DI) Student Groups

Demographic	Gender	Metric	Baseline	Goal	Equity Change
Disabled	Male	Transferred to a Four-Year Institution	18	26	+44.44% ◀ ▶
LGBT	Male	Attained the Vision Goal Completion Definition	7	10	+42.86% ◀ ▶
LGBT	Female	Attained the Vision Goal Completion Definition	5	20	+300% ◀ ▶
Foster Youth	Male	Attained the Vision Goal Completion Definition	17	25	+47.06% ◀ ▶
Foster Youth	Female	Attained the Vision Goal Completion Definition	42	44	+4.76% ◀ ▶
Foster Youth	Female	Completed Both Transfer-Level Math and English Within the District in the First Year	2	6	+200% ◀ ▶
Foster Youth	Male	Retained from Fall to Spring at the Same College	172	203	+18.02% ◀ ▶
Hispanic or Latino	Male	Transferred to a Four-Year Institution	149	159	+6.71% ◀ ▶
Black or African American	Male	Transferred to a Four-Year Institution	39	44	+12.82% ◀ ▶
Foster Youth	Male	Completed Both Transfer-Level Math and English Within the District in the First Year	0	3	+200% ◀ ▶
Black or African American	Female	Retained from Fall to Spring at the Same College	945	1001	+5.93% ◀ ▶
LGBT	Male	Enrolled in the Same Community College	200	253	+26.5% ◀ ▶
LGBT	Female	Enrolled in the Same Community College	415	453	+9.16% ◀ ▶
Foster Youth	Female	Enrolled in the Same Community College	495	516	+4.24% ◀ ▶

Disproportionately Impacted (DI) Custom Student Groups

No population groups selected.

Overall Student Groups

No population groups selected.

Removed Disproportionately Impacted (DI) Student Groups

No groups have been removed.

Activities

Black or African American : Female : Retained from Fall to Spring at the Same College

Related Activity from Student Equity Plan

Black/African American Students

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Communities of practice
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Curriculum Development
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Emergency Aid for Students (AB943)
- Expanded hours of operation
- First Year experience
- Flexible course scheduling
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Learning communities
- Online access to student services
- Online educational plans
- Orientation/Welcome activities
- Outreach to K-12 and community partners
- Pedagogical tools
- Peer Mentoring
- Professional development
- Research efforts
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Supplemental instruction
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Black/African American Students

Categories

- Campus climate
- Early alert

Implementation Status

Implementation in progress

Related Activity from Student Equity Plan

Retention: Fall to Spring

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Communities of practice
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Curriculum Development
- Direct aid (financial)
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- Supplemental instruction
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring

- University field trips

Implementation Status

Implementation in progress

Black or African American : Male : Transferred to a Four-Year Institution

Related Activity from Student Equity Plan

Black/African American Students

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Emergency Aid for Students (AB943)
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- Supplemental instruction
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Black/African American Students

Categories

- Campus climate

Implementation Status

Implementation in progress

Related Activity from Student Equity Plan

Transfer to four-year institution (within 3 years)

Categories

- University field trips

Implementation Status

Implementation in progress

Disabled : Male : Transferred to a Four-Year Institution

Related Activity from Student Equity Plan

Transfer to four-year institution (within 3 years)

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Emergency Aid for Students (AB943)
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- Professional development
- Research efforts
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Supplemental instruction

- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Transfer to four-year institution (within 3 years)

Categories

- Peer Mentoring
- University field trips

Implementation Status

Planning to implement

Related Activity from Student Equity Plan

Transfer to four-year institution (within 3 years)

Categories

- Campus climate

Implementation Status

Implementation in progress

Foster Youth : Female : Attained the Vision Goal Completion Definition**Related Activity from Student Equity Plan**

Current or former Foster Youth

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Campus climate
- Communities of practice
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Emergency Aid for Students (AB943)
- First Year experience
- Flexible course scheduling
- Integrations with Mental Health & Wellness services

- Intrusive enrollment case management
- Online access to student services
- Online educational plans
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- Outreach to K-12 and community partners
- Pedagogical tools
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- Professional development
- Research efforts
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Implementation in progress

Related Activity from Student Equity Plan

Vision Goal Completion (Earned credit certificate or associate's degree within 3 years)

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Campus climate
- Communities of practice
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Emergency Aid for Students (AB943)
- First Year experience
- Flexible course scheduling
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- Peer Mentoring
- Professional development
- Research efforts
- Student Recruitment

- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Implementation in progress

Foster Youth : Female : Completed Both Transfer-Level Math and English Within the District in the First Year

Related Activity from Student Equity Plan

Current or former Foster Youth

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Co-requisite courses
- Communities of practice
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Emergency Aid for Students (AB943)
- Expanded hours of operation
- First Year experience
- Flexible course scheduling
- Integrations with Mental Health & Wellness services
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- Professional development
- Research efforts
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Supplemental instruction
- Targeted promotional print material
- Technology access for students

- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Current or former Foster Youth

Categories

- Campus climate
- Learning communities
- Peer Mentoring
- Professional development

Implementation Status

Implementation in progress

Foster Youth : Female : Enrolled in the Same Community College**Related Activity from Student Equity Plan**

Access and Enrollment Success

Categories

- Campus climate
- Communities of practice
- Curriculum Development

Implementation Status

Planning to implement

Related Activity from Student Equity Plan

Current or former Foster Youth

Categories

- Bootcamps
- Embedded Tutoring
- Intrusive enrollment case management
- Learning communities
- Pedagogical tools
- Peer Mentoring
- Professional development
- Research efforts
- Student portal

Implementation Status

Implementation in progress

Related Activity from Student Equity Plan

Current or former Foster Youth

Categories

- Basic needs support (food, transportation, housing)
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Emergency Aid for Students (AB943)
- Expanded hours of operation
- First Year experience
- Flexible course scheduling
- Integrations with Mental Health & Wellness services
- Online access to student services
- Online educational plans
- Orientation/Welcome activities
- Other (Specify)
- Outreach to K-12 and community partners
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Supplemental instruction
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Fully implemented

Other Category

Connection to community partners and resources

Foster Youth : Male : Attained the Vision Goal Completion Definition**Related Activity from Student Equity Plan**

Current or former Foster Youth

Categories

- Campus climate
- Communities of practice
- Curriculum Development

Implementation Status

Planning to implement

Related Activity from Student Equity Plan

Vision Goal Completion (Earned credit certificate or associate's degree within 3 years)

Categories

- Bootcamps
- Embedded Tutoring
- Intrusive enrollment case management
- Learning communities
- Pedagogical tools
- Peer Mentoring
- Professional development
- Research efforts
- Student portal

Implementation Status

Implementation in progress

Foster Youth : Male : Completed Both Transfer-Level Math and English Within the District in the First Year**Related Activity from Student Equity Plan**

Current or former Foster Youth

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Campus climate
- Communities of practice
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
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- Pedagogical tools
- Peer Mentoring

- Professional development
- Research efforts
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Implementation in progress

Foster Youth : Male : Retained from Fall to Spring at the Same College

Related Activity from Student Equity Plan

Current or former Foster Youth

Categories

- Basic needs support (food, transportation, housing)
- Bridge courses
- Campus climate
- Co-requisite courses
- Communities of practice
- Counseling
- Cultural awareness events
- Curriculum Development
- Direct aid (financial)
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- Learning communities
- Online access to student services
- Online educational plans
- Orientation/Welcome activities
- Outreach to K-12 and community partners
- Pedagogical tools
- Peer Mentoring

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Retention: Fall to Spring

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Communities of practice
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Emergency Aid for Students (AB943)
- First Year experience
- Flexible course scheduling
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Pedagogical tools
- Peer Mentoring
- Student Recruitment
- Student Success workshops
- Student portal
- Technology access for students
- Textbook access

Implementation Status

Implementation in progress

Hispanic or Latino : Male : Transferred to a Four-Year Institution

Related Activity from Student Equity Plan

Transfer to four-year institution (within 3 years)

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Communities of practice
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Emergency Aid for Students (AB943)
- Expanded hours of operation
- First Year experience
- Flexible course scheduling
- Integrations with Mental Health & Wellness services
- Intrusive enrollment case management
- Online access to student services

- Orientation/Welcome activities
- Outreach to K-12 and community partners
- Pedagogical tools
- Peer Mentoring
- Professional development
- Research efforts
- Student Recruitment
- Student Success workshops
- Student academic competitions/ research/conferences
- Student portal
- Supplemental instruction
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Fully implemented

Related Activity from Student Equity Plan

Transfer to four-year institution (within 3 years)

Categories

- Campus climate

Implementation Status

Implementation in progress

LGBT : Female : Attained the Vision Goal Completion Definition

Related Activity from Student Equity Plan

Vision Goal Completion (Earned credit certificate or associate's degree within 3 years)

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Campus climate
- Communities of practice
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Emergency Aid for Students (AB943)
- First Year experience

- Flexible course scheduling
- Integrations with Mental Health & Wellness services
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- Student academic competitions/ research/conferences
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- Supplemental instruction
- Targeted promotional print material
- Technology access for students
- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Implementation in progress

LGBT : Female : Enrolled in the Same Community College

Related Activity from Student Equity Plan

Access and Enrollment Success

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Campus climate
- Communities of practice
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Direct aid (financial)
- Early alert
- Embedded Tutoring
- Integrations with Mental Health & Wellness services
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- Transportation
- Tutoring
- University field trips

Implementation Status

Implementation in progress

LGBT : Male : Attained the Vision Goal Completion Definition

Related Activity from Student Equity Plan

Vision Goal Completion (Earned credit certificate or associate's degree within 3 years)

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Campus climate
- Communities of practice
- Concurrent/dual enrollment
- Counseling
- Cultural awareness events
- Direct aid (financial)
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- Textbook access
- Transportation
- Tutoring
- University field trips

Implementation Status

Implementation in progress

LGBT : Male : Enrolled in the Same Community College

Related Activity from Student Equity Plan

Access and Enrollment Success

Categories

- Basic needs support (food, transportation, housing)
- Bootcamps
- Bridge courses
- Campus climate
- Communities of practice
- Concurrent/dual enrollment
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Implementation Status

Planning to implement

Expenditures

Year 1 Expenditures

2019-20 Allocation

\$5,979,526

Expenditure Type	Year 1 Amount	Percentage of Allocation
1000 - Instructional Salaries	\$841,316	14.07%
2000 - Non-Instructional Salaries	\$1,216,833	20.35%
3000 - Employee Benefits	\$434,332	7.26%
4000 - Supplies and Materials	\$355,292	5.94%
5000 - Other Operating Expenses and Services	\$447,831	7.49%
6000 - Capital Outlay	\$273,457	4.57%
7000 - Other Outgo	\$239,332	4%
Total Expenditures	\$3,808,393	63.69%
Year 2 Forecast	\$2,171,133	36.31%
Total	\$5,979,526	
Remaining Allocation	\$0	0%

Category Spending

Category Spending

2019-21 Allocation Amount

\$5,979,526

Activity Category	Percent	Amount
Counseling	23%	\$1,375,291
Professional development	6%	\$358,772
Tutoring	7%	\$418,567
Orientation/Welcome activities	4%	\$239,181
Emergency Aid for Students (AB943)	0%	\$0
Embedded Tutoring	2%	\$119,591
First Year experience	2%	\$119,591
Basic needs support (food, transportation, housing)	7%	\$418,567
Other (Specify)	49%	\$2,929,968
Sub-Totals	100%	\$5,979,526
Uncategorized	0%	\$0
Total	100%	\$5,979,526

Other Spending

Col Tours, Std Trips, Student Wkrs, Childcare, Software, Computers, Subscriptions, Books, Personnel

Success Story (optional)

Story Title

Leadership Academy Addressing Equity Lens

Responsible Person

Hightower-Stickel, Rashall (RHightower7@avc.edu)

Success Story

Members of the Student Equity Committee were appointed to the Inaugural Leadership Academy of Antelope Valley College. The academy was a yearlong leadership training and education program created as an opportunity for 12 AVC employees and four student leaders to develop a broader foundational understanding of the role and operation of Antelope Valley College. The program encouraged leadership growth among AVC employees who seek to ascend into management roles within their constituent group or other college areas. Those selected for the academy participated in a sequence of seminars that included internal and external speakers, presentations, and learning sessions.

The AVC Leadership Academy began in the fall 2019 term, with 16 members from all four constituencies of our campus selected to participate, including 4 Faculty members, 4 Confidential Managerial Staff (CMS), 4 Classified Staff, and 4 Students. Team Four (Team #4) consisted of Mr. Cole McCandless (Faculty), Ms. Desireé Lee (Classified), Mr. Michael White (CMS), and Ms. Cynthia Gulliford (Student). The academy's purpose was to review the sessions and determine a topic or change we would like to implement. The following year, it was up to the Administration to implement that change in the next year.

Our team chose to tackle the topic of revising AVC's Mission and Vision Statements and our campus's values and philosophy while utilizing an equity lens. The initial thought came after the Leadership Academy session with the Dean of Institutional Research, Dr. Meeta Goel.

"Antelope Valley College, a public institution of higher education, provides a quality, comprehensive education to a diverse population of learners. We are committed to student success, offering value and opportunity in service to our community."

While useful, our team believed that the latest mission statement could undergo a refresh.

"Antelope Valley College, a public institution of higher education serving the greater High Desert Community and beyond, strives to provide a sustainable, intersectional, enriching, and transformative education that recognizes cultural equity in the values and strengths of learners while cultivating an atmosphere of social responsibility, justice, academic excellence, and life-long learning to thrive in a global context.

In the spirit of collective community engagement and accountability, we acknowledge the sovereign Indigenous nations on whose land we currently occupy. Further, we seek to embrace and enact a practice of critical discourse and respect while striving toward creating a safe space inclusive of family responsibility and work outside of academics.

The relentless pursuit of equity, diversity, and inclusion guides all of our work."

Our campus has struggled with communication across disciplines and departments, partly due to a mission statement that is not specific and intentional in meeting our students' contemporary needs. Our team felt it was imperative to call-out the people and areas that felt the least seen. We wanted to explicitly state our intentions to create a safe space for all community members and acknowledge where we need to move forward. Acknowledging the sovereign indigenous lands we reside in was another essential point that we added in the mission statement.

Furthermore, our current mission does not align with the CCCC's Vision for Success--specifically with regard to equity. Our goal is to create a warmer campus climate. A mission statement with language that is intentional rather than generic is an important first step in guiding our campus. Our campus is going through many changes, including the construction of new buildings on our physical campus. Our team felt that now was the optimal time to propose our new mission and vision statement to provide the needed direction to ensure alignment between our campus and the Educational Master Plan (EMP).

We gained a better understanding of how our campus's mission, vision, Educational Master Plan, and strategic planning are intended to function in harmony and support of one another. We were able to take this new understanding and apply it to our campus analysis, where we recognized the need for our mission and vision to be updated.

This update of the campus' Mission Statement allowed for each office, program, and division to use this as a measure for Program Review and what we all use to set our goals and measurable outcomes against.

Setting the tone for our Mission with an equity lens set the tone for how the campus creates a more inclusive community for our students, staff, faculty, and the Antelope Valley Community at large.

Outcomes

The Outcomes of this Leadership Academy experience were expansive. Dr. Goel invited our team to present our new mission and vision statements to the Strategic Planning Committee. The Strategic Planning Committee (SPC) is a participatory governance committee that provides oversight and monitoring of the institution's various planning documents to accomplish the district's mission and goals. SPC utilizes the Educational Master Plan, the district's strategic plan, to review the institution's mission, vision, values, and practices and monitor and modify the Strategic Goals and the Institutional Learning Outcomes. Currently, our team is in the process of completing the suggested edits provided by the SPC committee. Our next steps include meeting with the committee to have this change adopted and implemented at AVC. In addition to presenting at this committee, our team has had the opportunity to go on a campus tour presenting the new mission statement to various stakeholders.

Challenges (optional)

Description of Challenge

Not Entered

Categories

Not Entered

Responsible Person

Not Entered



California
Community
Colleges



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