

## Napa Valley College 2022-25 Student Equity Plan (SEP) Summary

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### SEP Planning Committee

The committee developing the 2022-25 Student Equity Plan includes representatives from all constituent groups of the college, with expertise and experience in a range of areas critical to the development of a plan designed to address the needs of disproportionately impacted students: Faculty Senate leadership; Classified Senate leadership; the planned Center for Equity and Excellence in Teaching and Learning; Umoja Learning Community; MESA/STEM programs; SSS/Trio program; adult education; course scheduling and catalog; diversity, equity, and inclusion; research and planning; student services; and academic affairs. Several committee members are scholars in disciplines that critically interrogate issues of race and ethnicity, structural inequality, equity in higher education. Others have important ties to communities that are disproportionately impacted at NVC, such as the African American community and the Native American community in Napa and Solano counties. Lastly, many committee members are also ac

Alignment with California Community Colleges Chancellor's Office Guidelines for the 2022-25 Student Equity Plan

SEP 1.0	SEP 2.0
Transactional	Transformational
Compliance Oriented	Community Driven (reflective, thoughtful, meaningful)
One and Done	Fluid and Dynamic
Race Neutral	Race Conscious

Fundamental to the development of the 2022-25 Student Equity Plan is a collegewide understanding of

The committee recognizes that there is confusion about what the term, equity, signifies. One of the initiatives identified in the 2018-2023 Napa Valley College Institutional Strategic Plan is the development of the 2022-25 Student Equity Plan, this had not yet been accomplished. The 2022-25 SEP includes the need for a campuswide, community-wide terms at Napa Valley College. This will frame the scope and depth of equity-based work at the college.

The last SEP reified the siloed nature of student educational delivery. The majority of activities identified in the plan were student services oriented. For the 2022-25 SEP, the committee is foregrounding the creation of structures and frameworks that support a more holistic educational experience that recognizes the full humanity of the student, incorporating instructional and student support resources.

The current SEP provides the opportunity to envision and plan for the restructuring of divisions & departments from disciplinary and departmental silos to transdisciplinary pods. The 2022-25 SEP incorporates elements being developed by the Guided Pathways workgroup and a more transdisciplinary organization.

There was not a structured process to assess progress made with the 2019-22 SEP. Some activities were not reported upon in the annual reports. The committee recognizes the need to build inquiry into the next SEP, and allow for a shift in direction as indicated by the periodic inquiry into the efficacy of structures and practices.

The Napa Valley College team that assessed the activities included in the production of SEP Annual Reports consisted primarily of Student Affairs staff. Assessments of progress made for the 2022-25 SEP will be conducted by a team that is comprised of members from across the institution and representing all constituent groups.

The committee identified a need for a shift in language that decenters the tasks that are done by administrators/faculty/staff toward language that centers what students receive from the institution.

In addition to the evaluation of DI data provided by the CCCCO, the 2022-25 SEP is informed by data and recommendations from external research groups such as the Center for Urban Education and the Community College Equity Assessment Lab, and data gathered internally from Learning Community faculty coordinators, and the wider campus community through Flex Day and community forums on equity and the student equity plan, as well as the circulation of a form to solicit NVC community input.

The race-conscious framework for the SEP provides Napa Valley College the opportunity to examine our anti-blackness, and to incorporate structures for professional learning to address historical and current implicit bias, white privilege, education.

The need to embed accountability for diversity, equity, and inclusion within the responsibilities of all employees of the college is a clear outcome of the reflection process an

The previous SEP did not address the imbalance in the demographics of the student population and the demographics of the faculty, management, and executive leadership of the college. Greater attention needs to be given to equity in the hiring process. The committee recommends that the college expand education for hiring committees to include two areas of training/professional learning. (1) Retain the existing hiring committee training that focuses on federal anti-discrimination laws that has been developed and is currently administered by the Office of Human Resources, and (2) New professional learning on intercultural proficiency that is developed and administered by constituent groups through the Academic Senate Center for Equity and Excellence in Teaching and Learning (CEETL).

We need to revisit how funding to support equity is determined. The current planning and resource allocation processes do not center equity. The SEP will include the analysis of funding for equity and braiding of funds to support equity during this 2022-25 SEP period.

The reflection also illuminated the lack of attention to the needs of instructional employees. The SEP will create an opportunity for the college to research and create faculty load calculations that are commensurate with current research on effective teaching practices and to prioritize the need for faculty to have a portion of their teaching load dedicated to student success outside of the classroom.

Following is a snapshot of the 2022-25 Student Equity Plan (draft in development) that provides insight into the scope of assessment measures being written into the plan and the status of the development of the plan.

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