

Orange Coast College  
**2022-25 STUDENT EQUITY PLAN:  
EXECUTIVE SUMMARY**

**Introduction**

Orange Coast College (OCC) is one of the nation’s largest and finest community colleges, enrolling more than 22,000 credit and non-credit students each semester, with an additional 3,000 students enrolled in community education and the College sailing program. OCC boasts exceptional facilities and the latest in technology, including one of the nation’s largest and most acclaimed public nautical programs. The College offers academic and career programs with more than 120 degrees and 150 certificates in 72 majors. Nearly half the students on campus are enrolled in one of OCC’s Career and Technical Education (CTE) programs. OCC also boasts 1,300 international students representing more than 75 countries. OCC ranks first of nine community colleges in Orange County in the number of combined transfers to the University of California (UC) and California State University (CSU) systems. Over the past decade, thousands of OCC students have transferred to UC and CSU campuses. Additionally, many Coast students go on to transfer to private colleges and universities within California and across the nation.

**Target Groups**

Orange Coast College is committed to incorporating equity-focused strategies to close achievement gaps for our students. The 2022-2025 Student Equity Plan and the College’s Objectives are continuous and strive to incorporate strategies to reduce equity gaps. The plan outlines actionable goals and includes disaggregation and evaluation of data to identify equity gaps amongst student groups, and development of leading indicators for effectiveness of strategies. Further, the objectives of the College include examining activities that would reduce equity gaps, as well as developing, implementing, and expanding services to those student groups who are facing significant impact.

Student groups analyzed for disproportionate impact in the equity plan included the following: Race/Ethnicity, Disability Status, First Generation, Foster Youth, Homeless, Low Income, LGBTQ+, and Veterans. The table in the “Student Achievement Progress” section below highlights student groups identified as disproportionately impacted across the metrics. Based on the analysis of disproportionate impact across groups and metrics, the College decided to focus on First Generation students across all metrics except Successful Enrollment, Black/African American students for Success Enrollment, and Hispanic/Latino/a/x students for 1st Year English and Mathematics Completion.

## Expenditures

Orange Coast College has developed a Student Equity Program to work directly with students of disproportionately impacted student populations, develop funding opportunities for faculty projects, and provide professional development opportunities around equitable practices and cultural awareness for faculty and staff. Expenditures represent the following:

- Personnel: 55%
- Direct Aid to Students: 25%
- Professional Development: 5%
- Campus Awareness Events and Activities: 10%
- Supplies & Equipment: 5%

## Strategies and Accomplishments Achieved to Date to Support Plan Objectives

Orange Coast College has implemented various strategies to support minimizing equity gaps over the last three years. These include:

- Newly opened student resource and retention center, *The Hub*, for high-touch engagement and advising
- Student Basic Needs support
  - Case management for students experiencing food insecurity, housing insecurity, and homelessness
  - Continuation of on-campus housing support.
  - Childcare support for OCC students
  - Hardship grants to address housing, food, and other basic needs insecurities
  - “OCC Cares” Resource Request for transportation, textbooks, and community resources
  - CalFresh application assistance and distribution of grocery cards, food, and groceries
  - Transportation support by way of gas cards and OCTA partnership for free bus service
  - Expansion of the Food Pantry
  - Implementation of UniteUs to refer students to resources outside of the College for basic needs services

- Development of tech resources to support hybrid learning environments
  - Technology loan program including laptops and iPads
  - Personal hotspot checkout for secure internet access
- Support structures built on community and identity
  - Continued support for the PRESS Athletics Program to provide tutoring, mentoring, and counseling services to student athletes
  - Newly opened centers for CLEEO, UndocuScholars, and Umoja programs to support access and success in equitable and culturally supportive environments
  - Expanded programming including LGBTQIA+, Umoja, and CLEEO
  - Expanded hours in new Veterans Resource Center including counseling and instructional support resources
- Student-centered approach to continuous improvement
- Data coaching launched with faculty cohort of 16 to build capacity for data analysis and conduct inquiry to inform transformation and change in implementing student-centered and equity-minded scheduling practices, with the goal of improving the enrollment and success of racially minoritized students & other sub-populations.
- The DEIA participatory governance committee was formed to drive forward the strategies and efforts of the College's DEIA plan, building off the work and recommendations of the *President's Taskforce on Equity and Inclusion* on actions to accomplish DEIA goals.

### **Student Achievement Progress**

The College recognizes that the efforts to eliminate equity gaps are ongoing and models its approach on continuous improvement. The data reflects improvements in certain metrics for some student groups. Despite the efforts, some metrics have declined. The information below highlights an overall average of student equity groups in established metrics. It is important to note that this summary is an overall average. The Department of Institutional Effectiveness has disaggregated each metric based on student groups.

Table 1 below details comparison of the most recent local data available (2022 for Successful Enrollment, 2021 for Persistence, 2022 for 1<sup>st</sup> Year English and Math Completion, 2019 for Completion, and 2018 for Transfer ) and the baseline data (one year prior to the most recent data). As stated earlier, the College chose to focus on mitigating disproportionate impact among First Generation students across all metrics except Successful Enrollment, Black/African American students for Success Enrollment, and Hispanic/Latino/a/x students for 1<sup>st</sup> Year English and Mathematics Completion in the current Student Equity Plan.

Among the groups focused on in the Student Equity Plan:

- **Successful Enrollment:** Black/African American students enrolled at higher rates, a 5% increase, from 2021 to 2022. Despite this increase, disproportionate impact was still observed.
- **Persistence:** First Generation student persistence increased by 2% from 2020 to 2021. Despite this increase, disproportionate impact was still observed.
- **1st Year English and Mathematics Completion:** First Generation student English and Mathematics Completion increased by 3% from 2021 to 2022. Due to this increase, disproportionate impact is no longer observed in the 2022 year. However, our Hispanic/Latinx student did not show an improvement in this metric over these same years where a 4% decline occurred, and disproportionate impact remains.
- **Completion:** First Generation students improved in completion rates by 2% Despite this increase, disproportionate impact was still observed.
- **Transfer:** Transfer rates for First Generation students from 2017 to 2018 cohorts remained constant with no improvement and disproportionate impact remaining.

**Table 1. Orange Coast College Student Populations with Disproportionate Impact**

Subgroup	Successful Enrollment	Persistence	1 <sup>st</sup> Year English and Math Completion	Completion	Transfer
<b>Gender</b>					
Female	↑ 17%	↑ 2%	↑ 1%	↑ 3%	↑ 5%
Male	↑ 15%	↑ 3%	● 0%	● 0%	↓ 1%
Non-Binary	↑ 9%	↓ 6%	↑ 3%	-	-
Unreported	↑ 2%	↑ 3%	↓ 7%	↑ 4%	↑ 18%
<b>Ethnicity</b>					

American Indian or Alaska Native	↑ 10%	↑ 39%	↓ 14%	↓ 9%	↓ 25%
Asian	↑ 10%	● 0%	↑ 7%	↑ 2%	↑ 3%
Black or African American	↑ 5%	↑ 4%	↓ 5%	↓ 6%	↓ 14%
Filipino	↑ 6%	↑ 5%	↓ 11%	↑ 10%	↓ 5%
Hispanic or Latinx	↑ 5%	↑ 4%	↓ 4%	↓ 1%	↓ 1%
Pacific Islander or Hawaiian Native	↑ 9%	↓ 34%	↓ 30%	↑ 10%	↓ 22%
Two or more races	↑ 8%	↑ 1%	↑ 5%	↑ 1%	↑ 7%
Unreported	↑ 3%	↓ 2%	↑ 9%	↑ 6%	● 0%
White	↑ 9%	↑ 6%	↓ 3%	↑ 4%	↑ 4%
<b>Special Population</b>					
Economically Disadvantaged	-	↑ 3%	● 0%	↑ 2%	↑ 2%
First-Generation	-	↑ 2%	↑ 3%	↑ 2%	● 0%
Foster Youth	-	↓ 9%	↓ 3%	↑ 5%	↓ 15%
Housing Insecure	-	↑ 4%	↑ 5%	● 0%	-
LGBTQ	-	↑ 4%	● 0%	↑ 9%	↑ 2%
Students with a Disability	-	↑ 8%	↓ 10%	↑ 7%	↓ 12%
Veteran	-	↑ 16%	↑ 22%	↑ 4%	↓ 2%

Note: - denotes no data were available due to small sample size for either comparison year; ● = no change; All masked values include those subgroups who were too small to report on their own

## Next Steps in Equity Planning

The next iteration of the Student Equity Plan was written in fall 2025, in partnership with campus constituent groups. Opportunities from which to build the new plan exist along the following:

- Focus on retention and persistence of first-generation college students: Intentionally focus on data and practices to identify opportunities and barriers surrounding first-generation student success
- Culturally responsive teaching: Partner with academic departments and Academic Senate to promote culturally responsive teaching practices and inclusive learning environments that acknowledge and value the diverse backgrounds and experiences of students.
- Basic Needs: Explore ways that financial aid and scholarship opportunities can be specifically targeted at closing achievement gaps. This can help reduce financial barriers and increase access to higher education for underrepresented students, enabling them to focus on their studies without excessive financial burdens.
- Continue to embed race, intersectionality, and identity considerations in student success strategies.
- Align goals and strategies of the Student Equity Plan and DEIA Plan in the development of the Strategic Enrollment Management Plan to eliminate systematic barriers.
- Early intervention for AB705 and AB 1705: Work with Mathematics department and faculty to identify and implement early intervention and support strategies for students in college-level math courses.
- Targeted support programs: continue to support programs designed for first-generation and under-represented students including Title V STEM Academy, Puente, Umoja, CLEEO, and incoming MESA initiative.
- Data Collection and Analysis: Continue faculty data coaching professional development program to help identify specific areas where achievement gaps exist and allow College to track progress, evaluate interventions, and make informed decisions to address disparities effectively. Collaboration and Partnerships: Collaborate with K-12 schools, community organizations, and other stakeholders to establish pipelines and partnerships that support students from underrepresented backgrounds including dual enrollment, and college preparation initiatives

Equity planning at Orange Coast College has expanded beyond the state-mandated Student Equity Plan. A larger DEIA framework has been established to guide and accelerate DEIA efforts. Building upon OCC's equity-focused Educational Master Plan (EMP) 2021-28, the DEIA framework has culminated in the college's first DEIA Plan. Embedded within the DEIA Plan are goals and objectives supporting the Student Equity Plan. It is anticipated that the integration of the Educational Master Plan, DEIA Plan, and Student Equity Plan will create campus-wide synergy towards shifting the culture with a DEIA lens to support student success.

## Contact Person

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