

# Porterville College 2025–2028 Student Equity Plan

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## Comprehensive Executive Summary

### Introduction

Porterville College’s 2025–2028 Student Equity Plan is a bold, race-conscious strategy to eliminate equity gaps and support the success of disproportionately impacted (DI) student populations. This plan reflects our commitment to the statewide goals outlined in California Community Colleges’ Vision 2030 and fulfills the requirements of the Student Equity and Achievement (SEA) Program as defined in Education Code 78220.

Our approach is guided by the principle that equity is not achieved through neutrality but through intentional, targeted action to dismantle systemic barriers. This document provides an overview of the key student groups we serve, measurable goals, evidence-based strategies, resource allocation, progress assessment, and accountability measures for the next three years.

### 1. Identified Student Groups and Equity Gaps

Based on disaggregated student success data, the following student groups have been identified as disproportionately impacted across five core metrics. These populations experience persistent gaps compared to their peers due to historical and structural inequities, including limited access to resources, systemic racism, and economic challenges.

Table 1: Disproportionately Impacted Student Groups

Metric	Disproportionately Impacted Student Groups
Enrollment	White
Math & English Completion	White
Persistence	First-Generation Males, White
Completion	Economically Disadvantaged Males, First-Gen Males, Hispanic Males, All Males, White
Transfer	Economically Disadvantaged, First-Gen, Hispanic, Males

## 2. Goals for Disproportionately Impacted Student Populations

Porterville College has established ambitious yet achievable goals to close equity gaps by 2028. These goals are aligned with statewide equity benchmarks and are informed by data trends. Two core objectives guide this work:

- Eliminate disproportionate impact by 2028.
- Fully close equity gaps, ensuring equitable outcomes across all metrics.

Table 2: Current Baseline and Target Goals (2028)

Metric	Current %	Target % (2028)
Enrollment (White)	8.1%	23.4%
Math & English Completion (White)	7.6%	12.7%
Persistence (First-Gen Males)	42.4%	61.9%
Completion (Hispanic Males)	12%	20.8%
Transfer (Econ Disadv.)	27.9%	41.6%

## 3. Key Initiatives and Strategies

To achieve these ambitious goals, Porterville College will implement evidence-based, equity-focused initiatives across the student journey. Each strategy is designed to address systemic barriers and foster a culture of inclusion and support for DI populations.

### a) Equity-Centered Onboarding and Case Management

Porterville College will expand culturally responsive orientation programs, peer mentoring, and success teams to ensure that DI students feel a sense of belonging from the moment they apply.

### b) Transfer-Level Math and English Completion

The divisions will continue to host and expand on their data summits each . They review trends, student success rates (broken down by gender, ethnicity, first gen. etc.). The Director of Institutional Research will be invited to participate to help filter data. Counselors will also be invited to assist with intentional course offerings for courses.

### c) Persistence and Completion Support

The college will enhance basic needs services, such as food and housing support, and integrate proactive counseling with educational planning.

### d) Increase Transfer Rates

Initiatives include bilingual family transfer orientations, Transfer Ambassador programs, and a Commit to Transfer campaign to improve university transition.

e) Institutional Accountability

Regular data summits will foster a culture of continuous improvement and enhance collaboration among instructional faculty, counseling faculty, and educational advisors.

#### 4. Resource Allocation and SEA Funding

The SEA Program provides critical funding to support equity initiatives. Resources are allocated strategically to maximize impact for DI students. Below is a breakdown of planned allocations.

Table 3: Planned SEA Funding Allocation

Category	Allocation %
<b>Student Support &amp; Case Management</b>	35%
<b>Faculty Development &amp; Training</b>	20%
<b>Basic Needs Expansion</b>	20%
<b>Transfer Services &amp; Outreach</b>	15%
<b>Technology &amp; Data Systems</b>	10%

#### 5. Implementation Timeline

The following timeline outlines major milestones for implementing equity strategies and evaluating progress.

Table 4: Key Milestones (2025–2028)

Year	Milestones
<b>2025</b>	Launch redesigned onboarding; expand case management services; and enhance faculty professional development with a focus on inclusive teaching practices.
<b>2026</b>	Mid-cycle review; expand Basic Needs programs
<b>2027</b>	Full implementation of transfer initiatives striving to increase transfer rates; publish equity dashboard
<b>2028</b>	Final evaluation; equity gap closure report; set next plan priorities

#### 6. Accountability and Evaluation

Accountability is central to the success of this plan. Progress will be monitored through annual equity dashboards, disaggregated data reviews, and mid-cycle evaluations. Student voices will inform implementation through surveys, focus groups, and advisory committees.

## Conclusion

Porterville College remains committed to creating an equitable learning environment where all students can thrive. The strategies and goals outlined in this executive summary will drive transformative change and ensure measurable progress toward eliminating equity gaps by 2028.