Goal A. Access - Increase enrollment of underrepresented students, specifically Hispanic students by creating a welcoming campus where all students in the community feel welcomed, supported, included and valued by the College and each other.

Activities/Actions
- Promote and support a Student Multicultural Center.
- Offer sections of Native American Studies (NAS 1), Anthropology 3 Cultural Anthropology, Geography 2 Cultural Geography and Sociology 9 Introduction to Women’s Studies.
- Identify Student Equity Plan in the Integrated Planning Model to promote the institutional commitment to promote student success in mitigation of disproportional impact on student access and achievement.
- Develop website in Spanish with relevant college information.
- Implement a non-credit pathway at College of the Redwoods Del Norte including ESL placement, articulation for English for Speakers of Other Languages to for credit courses or other identified goal.
- Offer trainings that support access for underrepresented students.
- Engage in Community based outreach activities to increase underrepresented students.
- Install Professional Development Center that will include a Multicultural Center where staff and faculty obtain information and share best-practices for serving underrepresented students.

Goal B. Course Completion (Retention) - Increase the percentages of first-time, full time students who return one semester later to take at least one class and increase the percentage of degree-seeking students who attend for three consecutive semesters, especially African Americans.

Activities/Actions
- Provide diversity awareness in-service training on classroom dynamics and retention and persistence of underrepresented students.
- Develop Institutional Professional Development Center that includes associate faculty support and a multicultural and diversity resource for faculty and staff.
- Develop Area E Requirement (Diversity and Common Ground Requirement) with courses that articulate to Humboldt State University.

Goal C. ESL and Basic Skills Completion - Increase the number of all students, especially African American, Native American, Hispanic and over 50 year old students who complete a college level course.

Activities/Actions
- Investigate Early Alert Process to intervene with students who are at-risk.
- Identify intervention strategies for basic skills students on probation.
- Implement a non-credit pathway including ESL placement, articulation for ESL to for credit courses or other identified goal.
Attachment D: Summary of Student Equity Plan Goals & Activities 2014-17

- Provide accurate & current placement information to students regarding Math, English & ESL placement, assessment & service referral information.
- Implement assessment/placement process to meet requirements of SSSP.
- Develop strategies to promote outreach to ESL students in all classes.
- Implement strategies that improve upon English progression of students over 50.
- Implement strategies that improve upon English progression of Native American students.
- Develop strategies to increase the number of Hispanic students who progress through Basic Skills courses.
- Develop strategies to increase the number of Foster Youth students who progress through Basic Skills and/or ESL courses.

**Goal D. Degree and Certificate Completion** - Increase the percentage of students who complete a degree, certificate or transfer compared to the number of degree, certificate and transfer completions for equity and other student populations.

**Activities/Actions**
- Develop communication management systems to notify students of educational planning services.
- Increase the number of students who complete degrees and certificates
- Implement student education planning module for students.
- Provide ongoing training on classroom strategies specific to the support of African American and Native American students.
- Provide outreach and develop interventions for students at level 2 academic and progress probation and dismissal.

**Goal E. Transfer** - Implement initiatives which continue to address disproportionate impact the rates of college transfer.

**Activities/Actions**
- Implement student education planning module for students.
- Develop Associate Degrees Transfer (ADT)