

# Executive Summary: College of the Siskiyou

## 2025–2028 Student Equity Plan

The **College of the Siskiyou 2025–2028 Student Equity Plan** renews our institutional commitment to advancing racial equity, student success, and educational justice through evidence-based strategies and a race-conscious, student-centered framework. This plan builds on the accomplishments and lessons of the 2022–2025 cycle and aligns with the California Community Colleges' Vision 2030 Roadmap, with a focus on closing equity gaps and fostering belonging for disproportionately impacted (DI) students.

### Disproportionately Impacted Student Groups

Based on state and local data, the following student populations were identified as disproportionately impacted:

- **Successful Enrollment:** White students
- **Completion of Transfer-Level Math and English:** White students
- **Persistence (First Primary Term to Secondary Term):**
  - Economically Disadvantaged students
  - Female students
  - First-Generation students
- **Completion:** Hispanic and African American students
- **Transfer to a Four-Year Institution:** First-Generation students

### Goals

COS has established goals aimed at eliminating disproportionate impact and fully closing equity gaps by 2028. These include:

- Increasing successful enrollment for White students by **5.4%**.
- Increasing completion of transfer-level Math and English for White students by **2.8%**.
- Increasing persistence for Economically Disadvantaged, Female, and First-Generation students by up to **13.6%**.
- Increasing completion rates for Hispanic students by 3.6% and African American students by **2.1%** using local data benchmarks.

- Increasing transfer rates for First-Generation students by **7.6%**.

## **Key Strategies and Initiatives**

COS will implement comprehensive, equity-focused initiatives across instructional and student services divisions, including, but not limited to:

- **First-Year Experience Program:** Modeled on COLL 0600 to provide foundational academic skills, structured support, and personalized coaching.
- **Academic Coaching Expansion:** Enhanced one-on-one academic coaching embedded in COLL courses to build confidence, accountability, and academic success.
- **EdTALKS & Wellness Wednesdays:** Integrated academic skill-building and mental health supports promote holistic student well-being and persistence.
- **Basecamp (Basic Needs Center):** Ongoing support for food, transportation, and essential resources to reduce basic needs barriers.
- **First-Generation Student Action Plan:** Targeted advising, peer mentoring, and family engagement to increase persistence and transfer.
- **Completion Equity Focus:** Expanded tutoring embedded academic support, and early alert systems to improve completion for Hispanic and African American students.
- **Equity-Centered Institutional Change:** Continued leadership and accountability through the SJEDI Committee to embed race-conscious practices across the college.
- **Expand Soar and Explore Events:** Representatives from Counseling, Admissions, Financial Aid, the Business Office, and other support services will be on-site to provide real-time assistance. We will continue to expand the program and conduct targeted outreach to applicants to inform them about the event.

## **Resources & Funding**

**SEA funds** support staffing for academic coaching and basic needs services, culturally responsive professional development, and direct student support. Additional support from the district, state categorical programs and local resources strengthens efforts to scale first-generation and completion-focused initiatives.

## **Progress & Outcomes (2022–2025)**

Key accomplishments during the prior cycle include:

- Improved retention and completion through expanded academic coaching and embedded support.
- Increased student engagement and help-seeking behavior through EdTALKS and wellness programming.
- Deeper institutional adoption of equity and anti-racism practices through SJEDI.
- Expanded basic needs support and outreach through Basecamp.

These results affirm the effectiveness of personalized support, proactive outreach, and equity-centered structures, providing a strong foundation for scaling and deepening work through 2028.

### 2022-2023

Expenditures	Allocation
Employee Salaries & Benefits	\$778,911
Supplies & Materials	\$17,632
Professional Development	\$10,000
Other Operating Expenses/Services	\$42,050

### 2023-2024

Expenditures	Allocation
Employee Salaries & Benefits	\$784,930
Supplies & Materials	\$12,687
Professional Development	\$10,000
Other Operating Expenses/Services	\$113,856

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