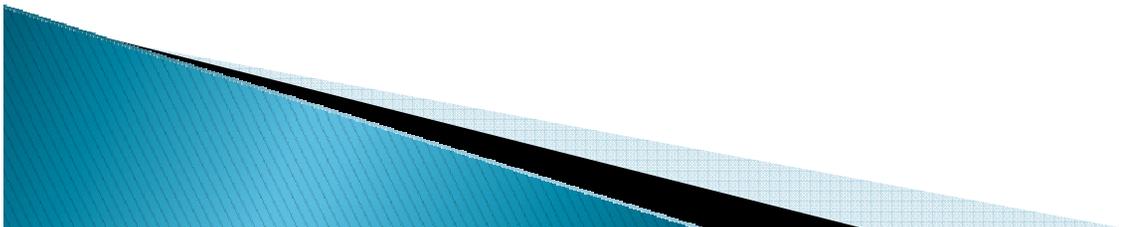
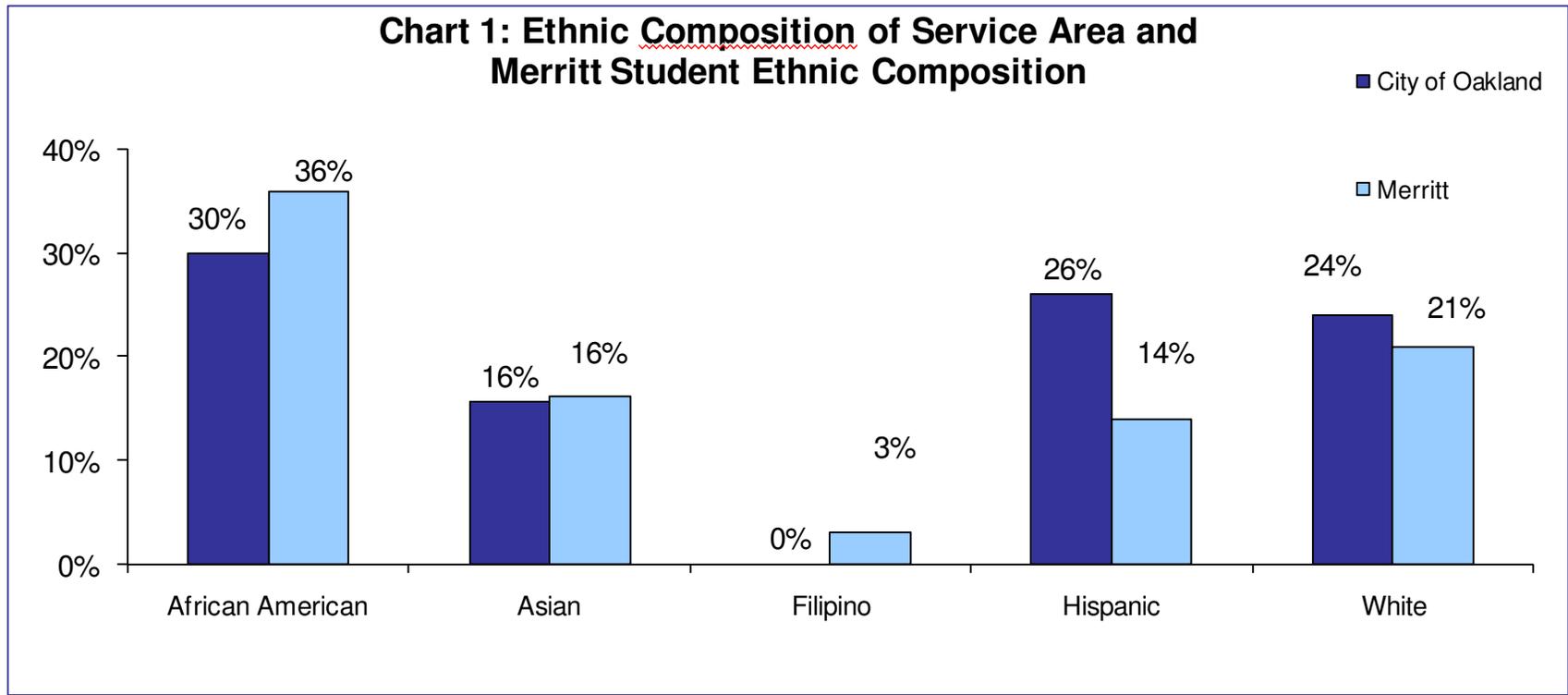


Student Equity Report

Merritt Community College Report
Board of Trustees
April 16, 2010

Dr. Eric V. Gravenberg
Vice President, Student Services

Access



Successful Course Completion Rate by Ethnicity

Table : Student Successful Course Completion Rate by Ethnicity 2003-2007

Ethnicity	2003	2004	2005	2006	2007
College Average	66%	67%	67%	64%	67%
Asian	76% (1355)	76% (1250)	77% (1224)	75% (1220)	78% (1164)
African American	57% (2936)	58% (2747)	56% (2702)	53% (2804)	56% (2628)
Filipino	67% (265)	75% (233)	70% (244)	68% (247)	68% (209)
Hispanic/Latino	64% (1123)	65% (1072)	69% (1091)	65% (1226)	67% (1210)
White	75% (1671)	77% (1443)	78% (1504)	76% (1558)	77% (1561)

Key Findings From Equity Report Data

College Level

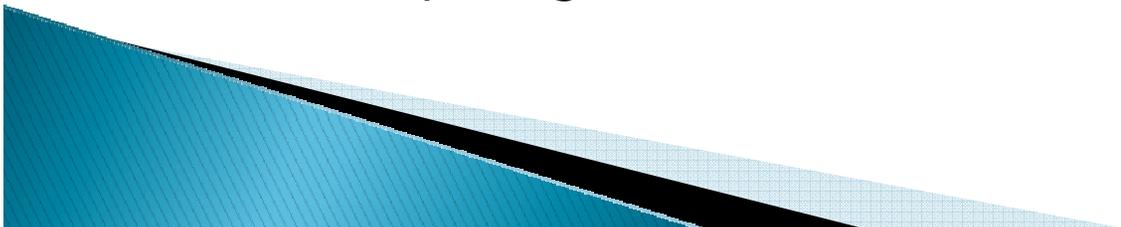
Underrepresented: African American students are underrepresented in the population of students who completed college level English after having completed basic skills

Transfer

Underrepresented: African American and Latino students are underrepresented in the population of students who completed transfer level English after having completed basic skills

No Enrollment

Overrepresented: African American students are overrepresented in the population of students who do not enroll in a college or transfer level English class after completing basic skills



Key Findings From Equity Report Data

College Level

Underrepresented: African American students are underrepresented in the population of students who completed college level Mathematics after having completed basic skills

Transfer

Underrepresented: African American students are underrepresented in the population of students who completed transfer level Mathematics after having completed basic skills

Key Findings From Equity Report Data

Transfer Direct

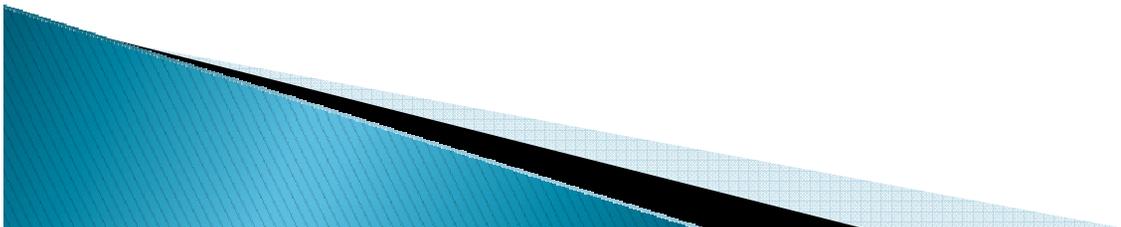
Underrepresented: African American and Latino students are underrepresented in the population of students who are transfer direct

Transfer Bound

Underrepresented: African American and Latino students are underrepresented in the population of students who are transfer bound

Few Transfer Units Completed

Overrepresented: African American and Latino students are Overrepresented in the population of students who have few transfer units completed



Strategic Imperatives to Reach Student Equity

The Renaissance Initiative
Merritt College

Strategic Priority: Closing the Achievement Gap

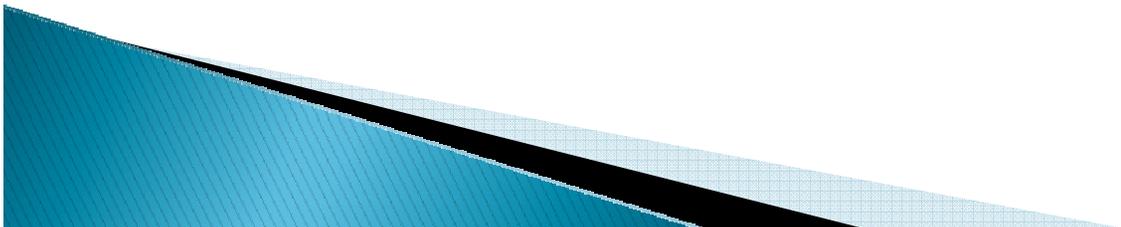
Goals:

- ⇒ Improving basic skills, providing academic and counseling support.
- ⇒ Exploring and implementing innovative pedagogical strategies.
- ⇒ Infusing Ethno-centric values in the curriculum and professional practice.
- ⇒ Linking career advisement with college guidance.
- ⇒ Tracking performance.

Closing the Achievement Gap Progress:

The MAP program:

Comprehensive assessment and support services which include needs assessment, advising and placement, monitoring, and intrusive counseling presents outcomes of 90% successful student completion of Learning Community courses with a “C” grade or better. The overall grade point average for MAP students= 2.36.



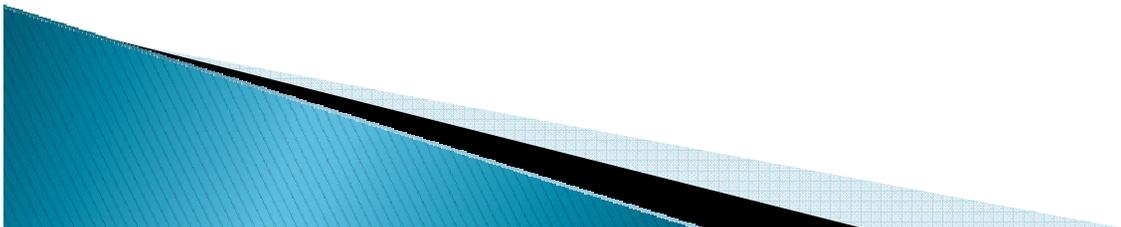
Closing the Achievement Gap Progress:

- Annual Latino Conference.
- Annual Latino Transfer Conference.
- Central Latino & Puente initiative providing support services for Latino students & outreach to high school students.
- Enhanced Services provided at the Fruitvale for Basic Skill/ESL.

- The above initiatives have been instrumental in increasing access for Latino Students to Merritt College by 3% from 2008.

Closing the Achievement Gap Progress:

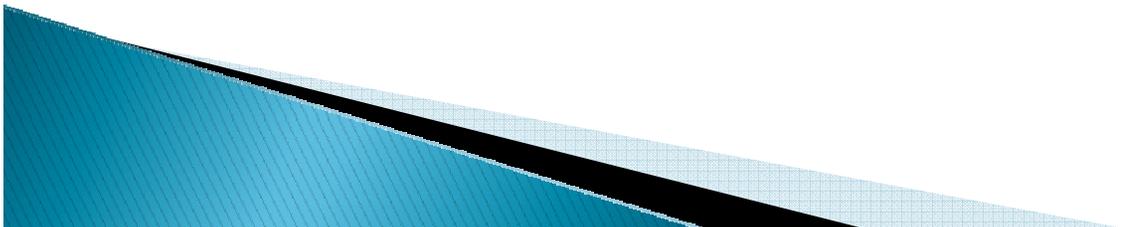
- Basic Skills Initiatives (Learning Communities; professional development)
- Title III (First Year Experience Program; Enrollment Development; Professional Development)
- Registry Foundation Grant providing textbook funding for re-entry students.



The Renaissance Initiative: Increase Student Access and Success

1. HAWK (High Achievement Wisdom and Knowledge)

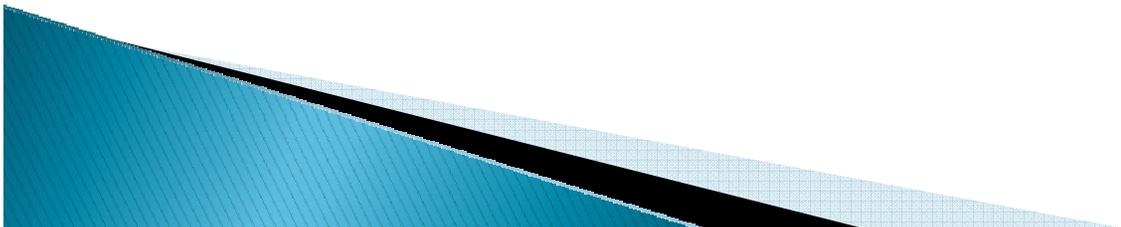
- ➔ Increase the enrollment of Latino students
- ➔ Increase the enrollment of African American males by:
 - ☛ Early assessment, orientation and advising
 - ☛ Leadership Academy (career and entrepreneurship)
 - ☛ Articulation symposiums with K-12/CSU/UC (English and Math)
 - ☛ Career and educational portfolios (College Student Inventory)
 - ☛ Career readiness and preparation
 - ☛ Learning Communities and First Year Programs
 - ☛ Mentorship



2. Re–think our Educational Approach

Objective: Implementing the 3Rs educational paradigm (Relationships, Rigor and Relevance).

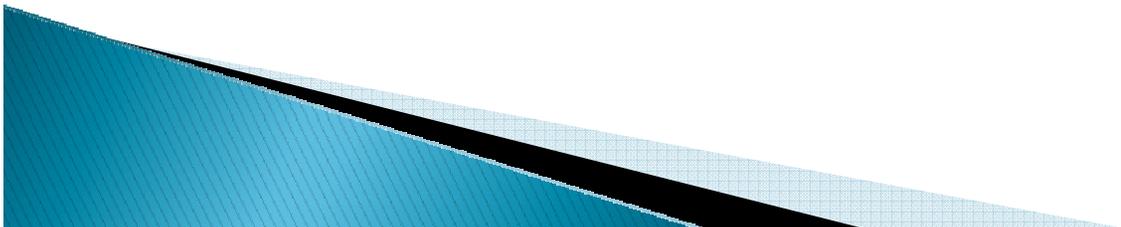
- ➡ Faculty and staff development (curriculum, instruction, and support)
- ➡ Building organizational capacity: infrastructure alignment – policies, practices, processes
- ➡ Confront our traditional beliefs



A. Build Meaningful Relationships

Validate the student's existence.

- Acquire generational knowledge – Understand their language and culture.
- Recognize their skills and leverage it to engage them.
- Create an ethic of care that permeates everything we do.



C. Rigor: Set High Expectations

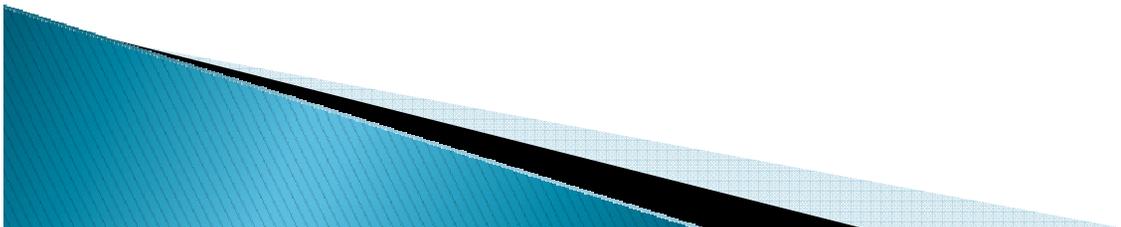
Objectives:

- A. Provide decoding skills–systematic inquiry and action (conceptual map)
- B. Involve students in campus programs and activities.
- C. Promote healthy & positive peer interaction.
- D. Inculcate study habits and time on tasks.
- E. Cultivate self–awareness: emotional & competitive intelligence.
- F. Inculcate an Ethos of “Excellence without Excuse”

Design Programs Based on Relevance and Rigor

Guidelines:

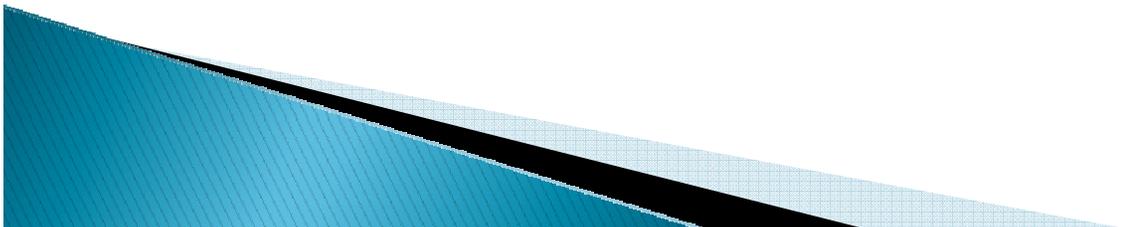
- ➡ Programs have to be relevant to students to facilitate learning – conceptual connection
- ➡ Align curricula and activities with practical application.
- ➡ Relevance is situated in the context of appreciation for unique talent and skills students bring with them.



3. Building a Welcoming Environment :

Objectives:

- ➡ Create organizational capacity: alignment of and/or creating a new infrastructure.
- ➡ Examination of policies, practices and processes
- ➡ Promote staff and faculty development
- ➡ Invite stakeholders



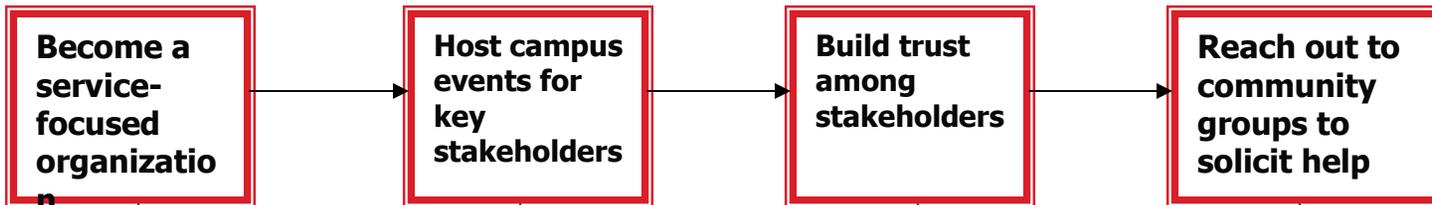
STRATEGY MAP

Build a Welcoming Campus

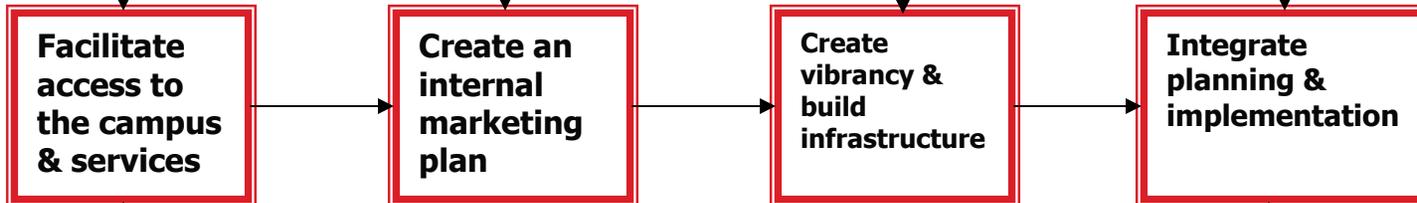
Create a Dynamic Environment

Cultivate Community Support Stewardship/Image

CUSTOMERS



PROCESSES



PEOPLE

