

Equity for All Report

Background

In May of 2005, a team of faculty and administrators were appointed to represent Mt. San Antonio College in the *Equity for All* project through the Center for Urban Education at the University of Southern California. Mt. SAC was one of only 10 community colleges selected to participate in the project based on the diversity of our student body. The team was charged with instituting a research design to measure whether specific cohorts of students were performing equitably on key success criteria. Speech Communication Professor and former Academic Senate President Phillip Maynard served as the chair of the team. The team members received training and guidance from the USC staff and met on a regular basis for two years to review and analyze data and develop the report. The goal of the project was to inform the campus community regarding equity outcomes and to develop a proactive approach to addressing any inequities.

Research Design

Four research cohorts were comprised of first time freshmen students who enrolled in the fall semesters of 1997, 1998, 1999 and 2000. Equity measures were based on the students' accomplishments as of fall 2005. A total of 16,391 students were included in the student sample from seven ethnic groups plus a cohort of international students. The model that was developed through USC utilizes an "Equity Index" by which to measure whether a particular student group was above equity, at equity, or below equity in earning a vocational certificate, earning an Associate degree, and preparing to transfer and successfully transferring.

Results

There was some variability in equity between certain student ethnic groups for particular cohorts. However, four student ethnic groups were consistently below equity on key measures:

Criteria/Measure	African American	Hispanic	Mexican American	Pacific Islander
Successful completion of transfer-level English	Below equity			
Successful completion of transfer-level math	Below equity	Below equity	Below equity	
Completion of Associate degree				Below equity
Successful transfer to 4-year college		Below equity		
Attained BA/BS Degree after transfer	Below equity	Below Equity	Below Equity	

The results point to the need to improve interventions with African American, Hispanic, Mexican American and Pacific Islander students in order to improve the success rates for these students.

Conclusions and Next Steps

Diversity and equity have historically been key components of the College's mission, goals and values. The results of this project indicate a need to enhance efforts to address inconsistencies in achievement for certain student ethnic groups. A Call to Action is included in the report, detailing the recommended next steps. Incorporating equity and diversity measures into the college's processes to develop Student Learning Outcomes, General Education Outcomes, and the Basic Skills Plan are key elements along with developing a results-oriented research agenda. Even more critical will be the development and initiation of a proactive agenda to directly address the inequity of certain student groups through instruction and student support services.