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# STUDENT EQUITY PLAN

## 2025-2028

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### EXECUTIVE SUMMARY



# Clovis Community College

## Student Equity Plan 2025-28

### Executive Summary

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Clovis Community College (CCC) developed its 2025–2028 Student Equity Plan through collaborative engagement with Institutional Research, faculty, classified professionals, students, and community partners. Guided by the Vision for Success and Vision 2030, the plan addresses disproportionate impact (DI) across key student groups while reinforcing CCC’s commitment to anti-racism, inclusivity, and equity-driven student success.

### Summary of 2022-25 Student Equity Plan Outcomes

Clovis Community College’s 2022–25 Student Equity Plan identified two main barriers to achieving equity: limited student connection and engagement, and inconsistent awareness of campus resources. In response, CCC implemented initiatives to strengthen belonging and inclusivity through culturally affirming events, expanded Ethnic Studies courses, and the evolution of the Black/African American Student Engagement Program (BAASE) program. The college also launched its first Asian American Native Hawaiian Pacific Islander (AANHPI) Learning Community, opened a Pride Center, and formed affinity groups to support LGBTQIA2S+ and Latinx students. Additional efforts included Latinx-focused outreach, transfer partnerships, and the new MESA program to boost STEM representation. Guided by the College President, strategic advisory groups were also established to improve student outcomes and community engagement, fostering a more inclusive, equity-centered campus.

### Core Findings and Commitments for 2025-28 SEP

CCC identified persistent barriers to equity, including a lack of meaningful student connection, inconsistent awareness of resources, and systemic challenges for disproportionately impacted groups such as Latinx, Black/African American, First-Generation, LGBTQIA2S+, male, low-income, foster youth, veterans, and justice-impacted students. In response, CCC commits to:

- Building a cycle of inquiry that emphasizes inclusive participation, transparent reporting, and accountability.
- Expanding culturally affirming programming, affinity groups, and support spaces to foster belonging.
- Strengthening academic interventions, mentorship, and embedded support to increase persistence, completion, and transfer.

## Key Strategies designed to achieve Equity Goals (2025–2028)

- **Enrollment (Black/African American Students):** Increase awareness and visibility, expand engagement with culturally affirming activities, and expand data driven projects to support our BAASE Program.
- **Transfer-Level Math & English Completion (Latinx Students):** In alignment with Achieving the Dream embed financial literacy into courses, implement Early Student Progress Notification (ESPN), and expand embedded tutoring.
- **Persistence (First-Generation):** Develop mentorship programs, Self-directed Learning Strategies (SDL) and explore a Multicultural/Intercultural Center.
- **Persistence (LGBTQIA2S+ Students):** Work toward creating an environment designed for safety, belonging, and inclusion for our LGBTQIA2S+ students through increased professional development, increased communication to publicize CCC as an LGBTQIA2S+-affirming space, growth of engagement events, and continuing to remove barriers.
- **Completion (Male Students):** Pilot mentorship networks, enhance engagement, expand academic support and career development, and promote financial literacy and financial aid resources.
- **Transfer (Economically Disadvantaged Students):** Advocate for the hiring of a transfer counselor, assess student basic needs, expand partnerships with transfer institutions, and advocate for a Transfer Center.

## Intensive Focus: Latinx Students

Latinx students face disproportionate outcomes across enrollment, persistence, Math/English completion, and transfer. To close these gaps, CCC will:

- Expand culturally responsive outreach, onboarding, and bilingual support.
- Embed tutoring and early academic counseling interventions in gateway courses.
- Establish mentorship programs with faculty, Classified Professionals, peers, and alumni.
- Explore a Multicultural/Intercultural Center to centralize equity services.
- Provide professional development, multilingual resources, and cross-campus collaboration.

## What Success Will Look Like

- Increased enrollment, persistence, completion, and transfer rates for disproportionately impacted groups.
- Stronger student-faculty and student-peer connections through mentorship and engagement.
- Expanded visibility and belonging through culturally affirming spaces and activities.
- Closed equity gaps across the student success journey, ensuring all students have the opportunity to thrive.



## Alignment with Vision 2030 and Student Success Programs

- **Guided Pathways:** Enhanced Program Mapper, structured onboarding, counseling, and proactive mentoring.
- **Financial Aid:** Expanded FAFSA/CADAA campaigns, hands-on workshops, and targeted aid retention support.
- **DSPS:** Student Equity Plan Summary Language, DSPS Bullet Point: DSPS addresses barriers to access for students with disabilities through provision of academic accommodations and support services.
- **EOPS/CalWORKs, NextUp, Veterans, and Rising Scholars:** High-touch, relationship-driven support models addressing persistence, completion, and transfer.
- **Low-Income Adults & Credit for Prior Learning:** Flexible scheduling, options for students with institutional debt, noncredit-to-credit transitions, and recognition of prior learning.
- **Dual Enrollment & Workforce Readiness:** Increased high school pathways, industry-aligned curriculum, and equity-focused work-based learning opportunities.
- **OER:** Clovis Community College is committed to lowering the cost of education and shortening the time to degree completion for our students. We will implement strategies to increase student awareness of Zero Textbook Cost (ZTC) Degree Programs and increased implementation of ZTC degrees through the adoption and creation of Open Educational Resources (OERs).

Through intentional, equity-centered strategies, Clovis Community College will create pathways of opportunity, belonging, and success for every student thereby creating opportunities...one student at a time.

*Respectively Submitted by,*  
College Council  
Student Success and Equity Committee  
Academic Senate  
Classified Senate  
Associated Student Government

## Point of Contact

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### For questions, please contact:

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## SEA Expenditures 2022-2025

<b>Category</b>	<b>2020/21 Carryover</b>	<b>2021/22 Allocation</b>	<b>2021/22 Carryover</b>	<b>2022/23 Allocation</b>
<i>Academic Salaries</i>	\$296,826	\$691,416	\$349,395	\$826,412
<i>Classified &amp; Other Non-Academic Salaries</i>	\$24,749	\$580,982	\$15,921	\$711,204
<i>Employee Benefits</i>	\$116,812	\$364,673	\$128,633	\$438,069
<i>Supplies</i>	\$0.00	\$11,628	\$625	\$4,760
<i>Other Operating Expenses &amp; Services</i>	\$9,426	\$86,880	\$0	\$90,957
<i>Capital Outlay</i>	\$0	\$8,582	\$0	\$27,000
<i>Other Outgoing</i>	\$0	\$34,706	\$818	\$22,714
<b>Total</b>	<b>\$447,814</b>	<b>\$1,778,867</b>	<b>\$495,391</b>	<b>\$2,121,117</b>
	<b>2022 Total - \$2,226,681</b>		<b>2023 Total - \$2,616,508</b>	

<b>Category</b>	<b>2022/23 Carryover</b>	<b>2023/24 Allocation</b>	<b>2023/24 Carryover</b>	<b>2024/25 Allocation</b>
<i>Academic Salaries</i>	\$452,020	\$787,570	\$119,826	\$826,412
<i>Classified &amp; Other Non-Academic Salaries</i>	\$84,495	\$851,036	\$188,510	\$711,204
<i>Employee Benefits</i>	\$180,859	\$469,739	\$83,548	\$438,069
<i>Supplies</i>	\$273	\$13,232	\$29	\$4,760
<i>Other Operating Expenses &amp; Services</i>	\$2,569	\$152,720	\$4,742	\$90,957
<i>Capital Outlay</i>	\$0	\$52,236	\$0	\$27,000
<i>Other Outgoing</i>	\$0	\$118,145	\$0	\$22,714
<b>Total</b>	<b>\$720,216</b>	<b>\$2,444,678</b>	<b>\$396,655</b>	<b>\$2,737,134</b>
	<b>2024 Total - \$3,164,894</b>		<b>2025 Total - \$3,133,789</b>	

## Projected Budget 2025-2028

<b>Category</b>	<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>
<i>Academic Salaries</i>	\$1,147,720	\$1,147,720	\$1,147,720
<i>Classified &amp; Other Non-Academic Salaries</i>	\$1,019,845	\$1,019,845	\$1,019,845
<i>Employee Benefits</i>	\$673,768	\$673,768	\$673,768
<i>Supplies</i>	\$0	\$0	\$0
<i>Other Operating Expenses &amp; Services</i>	\$0	\$0	\$0
<i>Capital Outlay</i>	\$0	\$0	\$0
<i>Other Outgoing</i>	\$0	\$0	\$0
<b>Total</b>	<b>\$2,841,333</b>	<b>\$2,841,333</b>	<b>\$2,841,333</b>