



# Yuba College Executive Summary 2025–28 Student Equity Plan

## Summary

Yuba College, as a rural Hispanic Serving Institution, developed a collaborative and intentional approach to closing student Equity Gaps in its 2025-28 Student Equity Plan. The plan was developed through the LEAD (Leadership, Equity, Achievement, and Diversity) Committee. This committee, steered by a tri-chair system of an administrator, a faculty member, and a classified professional, has a broad composition of faculty, staff, and students from across campus.

In the 2025-28 plan, Yuba College is setting goals for the following disproportionately impacted groups: Black/African-American students, Hispanic students (and Hispanic male students), first-generation students, economically disadvantaged students, students with disabilities (DSPS), LGBTQIA+ students, white students, male students, Native/indigenous students, and Asian-American, Native Hawaiian, and Pacific Islander (AANHPI) students.

For each of these groups, the College will work to eliminate disproportionate impact, bringing them to parity with general outcome rates. In particular, each disproportionately impacted group will have separate goals based on the needs identified in the data. See below for more details.

## Disproportionately Impacted Student Groups by Metric

	Enrollment	Transfer-Level Math & English	Persistence	Completion	Transfer
Black/African American	X				
Hispanic			X		
Hispanic male		X		X	
First-generation			X		X
First-gen male				X	
Economically disadvantaged					X
Econ. Dis. male				X	
LGBTQIA+				X	
White	X	X		X	
Male	X		X		
Native/indigenous					
AANHPI					
Disabled Students					



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## Equity-Driven Initiatives

The college will implement a wide array of equity-driven initiatives, including:

- **Learning Communities & Affinity Programs:** Explore the expansion of Puente, TRiO, MESA, AANHPI, Black/African American, and Disabled Students Programs and Services SPARKS learning communities.
- **Success Teams Model:** Full implementation of Area of Interest-based Success Teams, modeled after TRiO/EOPS, with case management and outreach prioritizing disproportionately impacted students.
- **Embedded Tutoring and Academic Support:** Expansion of culturally responsive embedded tutors in English, Math, and gatekeeper courses.
- **Belonging Campaigns:** “Belonging” initiatives in student orientation and throughout the student lifecycle.
- **Basic Needs and Wraparound Services:** On-campus healthcare services with Harmony Health, farmers’ market, SNAP support, food pantry, and mental health counseling.
- **Professional Development:** Teaching Communities focusing on culturally responsive curriculum, equitable assessment, and inclusive pedagogy.
- **Transfer & Career Readiness:** Strengthened partnerships with CSU, UC, and HBCUs, articulation improvements, and expanded transfer/career counseling.

## Resources Budgeted (2025–28)

Resources will be drawn from multiple funding sources:

- Student Equity and Achievement (SEA) Program funds
- Basic Needs and Mental Health allocations
- Perkins and Strong Workforce Program funds
- External partnerships and grants





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## 2022-2025 Student Equity Plan Review

22-25 SEA Plan Funding Expenditures	2022-23, 2023-24 and 2024-25 (Jan-Jun 2025) Expenses	%
1000 - Instructional Salaries	\$3,199,400.00	48%
2000 - Non-Instructional Salaries	\$1,186,927.00	18%
3000 - Employee Benefits	\$1,877,067.00	28%
4000 - Supplies and Materials	\$75,477.00	1%
5000 - Other Operating Expenses and Services	\$252,901.00	4%
6000 - Capital Outlay	\$67,592.00	1%
7000 - Other Outgo	\$-	0%
	\$6,659,364.00	100%

Prior cycle (2022–25) funded initiatives:

- Launching **SPARKS** peer-support program for DSPS students.
- Expansion of **Basic Needs Center** and access points.
- Support for **Puente** and similar learning communities.
- Embedded **tutoring** pilots in English and Math.
- Faculty-led **Teaching Communities** on equity-centered teaching.
- Equity Accelerator “**Belonging**” initiative.
- Partnerships for **dual enrollment** and **Rising Scholars** justice-impacted youth programs.

## Assessment of 2022-2025 Progress

### Initiatives:

- DSPS pilot (SPARKS) increased sense of belonging and awareness of resources.
- Embedded tutoring in English courses showed measurable gains in persistence.
- Belonging initiatives and organizational restructuring into Areas of Interest improved case management and early student engagement.
- Expansion of dual enrollment with equity focus reached 20–25% of Yuba’s student population.

### Challenges identified:

- Limited resources restricted expansion of additional culturally responsive communities (e.g., Indigenous, LGBTQIA+).
- Students cited need for more accessible counseling, flexible modalities, and consistent academic support.

### Continuity into 2025–28:

- Building and resourcing affinity-based learning communities.
- Scaling embedded tutoring across disciplines.
- Deepening belonging initiatives and culturally responsive pedagogy.
- Expanding transfer and workforce pathways aligned with Vision 2030.

## Yuba College Equity Plan Contacts

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